

**From:** UCSF-VPAA <[UCSF-VPAA@ucsf.edu](mailto:UCSF-VPAA@ucsf.edu)>  
**Date:** Friday, May 26, 2023 at 8:23 PM  
**To:** "Alldredge, Brian" <[Brian.Alldredge@ucsf.edu](mailto:Brian.Alldredge@ucsf.edu)>  
**Subject:** Re: 2023-24 Academic Salary Program

Dear Colleagues:

We are writing to share the University's planned 2023-24 salary program for faculty and non-faculty academic appointees who are not exclusively represented by a collective bargaining contract. **Please note that these salary increases are contingent upon UC receiving the 5% funding increase in the governor's current proposed state budget**, which has not yet been finalized, and are subject to change. In the event current budget expectations change, we will provide updated information.

**Additional Context for Health Sciences Compensation Plan Members (HSCP):**

At UCSF, faculty's total compensation is renegotiated prior to the beginning of each fiscal year and becomes effective July 1<sup>st</sup>. It includes both an "X" component (covered compensation) and may include a "Y" component (additional negotiated compensation). This announcement is specifically about how the "X" portion of salary will change, effective October 1, 2023. See below for more information.

**OVERVIEW OF THE 2023 – 2024 ACADEMIC SALARY PROGRAM**

**General Range Adjustment:** The UC academic salary scales for faculty and non-represented academics will be raised by 4.6% and will include modest smoothing to the scales to continue consistent increments between steps. For faculty who are members of the Health Sciences Compensation plan (HSCP) the range adjustment will be applied to the base salary of your assigned APU ("X", also known as X+X') thus increasing eligible retirement income. Total compensation will be determined and communicated to you by your academic department.

HSCP Faculty

Effective October 1, 2023, faculty who are members of the Health Sciences Compensation Plan (HSCP) will receive an increase in the "X" also known as X+X' component of their salary, as specified in the published academic salary scales.

- For those faculty with no "Y" component, their total salary rate ("X") will be adjusted upward, consistent with the published academic salary scales.
- For those faculty who have a "Y" component, when the new salary program is implemented on October 1, 2023, their "Y" will be handled in a manner that is consistent with school/department policies and practices:

- o In the Schools of Medicine, Dentistry, and Nursing the October 1<sup>st</sup> increase in “X” will be offset by a corresponding decrease in “Y.” Unless a faculty member’s “Y” is insufficient to cover the increase in “X,” total salary will not change on October 1, 2023. In the School of Pharmacy, faculty should consult directly with their department leadership regarding adjustments to “Y” components.

Additional questions about your compensation, including the impact of salary scale changes effective October 1<sup>st</sup> to total salary rate (X+Y) for the 2023-24 fiscal year, should be directed to department leadership.

Non-HSCP Faculty

Effective October 1, 2023, non-HSCP faculty will have their salary adjusted upward, consistent with the published academic salary scales (based upon the APU scale 0 for their rank/step).

Non-HSCP faculty are typically faculty whose paid UCSF appointment is less than 51%.

Non-faculty academics

The scales for policy covered, non-faculty academic appointees (which includes non-represented librarians and academic specialists and professional researchers) will be increased by a general range adjustment of 4.6% on July 1, 2023, for monthly paid or July 9, 2023 (the first pay period commencing after July 1, 2023) for biweekly paid academic appointees.

Faculty Administrators

Deans and other full-time faculty administrators will be eligible for up to a 4.6% increase to be awarded for meritorious performance as determined at the campus level, effective July 1, 2023.

Eligibility

Academic employees who are exclusively represented by a collective bargaining contract are not covered under the 2023 salary scale adjustments; their salary is set by the terms of their contracts. Most appointees in the Professional Research series and Specialists series at UCSF are represented by the UAW. If you are unsure if you are part of a represented group, please contact your supervisor or your unit’s chief administrative officer.

**Summary of Changes**

Employee Type	Effective Date	Salary Adjustment
HSCP Faculty in Schools of Dentistry, Medicine & Nursing	October 1, 2023	Total compensation will not change for most faculty*. “X” salary component will increase 4.6% (affects retirement and some other benefits)

HSCP Faculty in School of Pharmacy	October 1, 2023	Total compensation may or may not change depending upon departmental practices. "X" salary component will increase 4.6% (affects retirement and some other benefits)
Non-HSCP Faculty	October 1, 2023	Total compensation will increase 4.6%
<b>Non-represented</b> Non-faculty Academics (e.g., Specialists; Professional Researchers)	July 1 ,2023	Total compensation will increase by 4.6%
<b>Represented</b> Non-faculty Academics		Salary is set by the terms of union contracts

\* Faculty who have no "Y" salary component on 10/1/2023 will see an increase in total compensation of 4.6%.

General Information

Detailed instructions to assist in determining eligibility for specific academic populations, and the mechanism for processing the increases, will be provided to the Departments by Academic HR Shared Services. The precise dollar amount of adjustments will vary due to rounding. Scales composed of ranges will be incremented in a similar fashion. The new salary scales are available on the [UCOP website](#).

Best regards,

Brian K. Alldredge, PharmD  
Vice Provost, Academic Affairs