

UCSF Faculty Compensation and Benefits

Emerald Light
Assistant Vice Provost, Academic Affairs

September 10, 2024

**Note: this presentation will be available on the
UCSF Faculty and Academic Affairs website
<https://facultyacademicaffairs.ucsf.edu/>**

Health Sciences Compensation Plan (HSCP)

“THE Comp Plan”

Health Sciences Compensation Plan (HSCP)

- **Mandated by the UC Office of the President (UCOP) for Health Sciences Campuses**
- **UCOP provides basic framework; School and Department provide details**
- **Represents an “agreement” between the University/Department and the faculty member:**
 - **outlines the Department/School’s expectations of the faculty member and the Department/School’s commitment to the faculty member**

Four Key Areas of the HSCP

- Membership
- Compensation
- Benefits
- Appeal Process

HSCP - Membership

- Membership not based on rank or series
- Generally, faculty appointed >50% effort are members
- Exceptions for faculty at affiliated sites, e.g. VAMC, Gladstone

HSCP - Compensation

- **Salary Scale(s) for your department or school**
- **Incentives**
 - **how they are earned/calculated**
 - **who is eligible**

HSCP – Compensation

Outside Professional Activities

- Each Plan outlines thresholds for maximum number of days, maximum dollars received, and types of outside professional activities in which you can participate
- To participate in Outside Professional Activities, you must be “in good standing” as defined by your Plan

HSCP – Compensation Outside Professional Activities

- Income from occasional service
 - certain types of income can be retained by faculty members
Examples: honoraria, royalties, prizes
 - certain types of income may be required to be deposited to the Plan
Examples: consulting, expert witness fees
- Patient care activities must be provided within the University setting, or as part of an approved affiliation agreement or professional service agreement (PSA). **All clinical income is due to the Plan.** In no case will Plan participants be allowed to retain income from patient care activities.

HSCP – Compensation Outside Professional Activities

- For some activities, you may be required to get pre-approval before engaging in the activity
Examples: assuming a founding role in a company;
employment outside the University
- Each year, you will be required to submit a report of all outside professional activities in which you engaged; an “annual certification” is required even if you did not engage in any outside activities.
- All activities are reported in the Outside Activity Tracking System (“OATS”). Additional information is available at <https://facultyacademicaffairs.ucsf.edu/online-systems/OATS>

HSCP - Benefits

- **Leaves of Absence**

- **Personal**

- *Childbearing / Childrearing / Parental*
 - *Extended Illness / Disability Leave*

Academic Leaves – NON-HSCP

- **Sabbatical/Professional Development Leave**

HSCP – Appeal Process

- Each School has an HSCP advisory committee with broad representation across departments, series, disciplines
- Committee members are elected and are appointed by the Dean
 - assists the Dean in resolving issues that may arise from implementing the Plan
 - reviews faculty appeals as a result of a determination of loss of Good Standing

REVIEW YOUR Comp Plan Document

- Each Department/School has a Comp Plan
- All faculty have access to this document
- Be sure to review it and make sure you understand the terms and conditions
- The Department Manager, Chief Administrative Officer and/or Managers in Academic HR Shared Services are great resources for questions concerning your comp plan

COMPENSATION

The ABC's of Compensation =
X, Y, Z

Salary Structure

$X + X'$ (X-prime) = Base Salary

Base Salary + Y (Additional Compensation)
= Total Negotiated Salary

Total Negotiated Salary + Z (Incentive/Bonus)
= Total Income/Compensation

$X + X' = \text{Base Salary}$

- **Represents minimum salary rate for a faculty member in a department**
 - 2 components: X (scale 0) + X-prime (differential between Scale 0 and assigned HSCP salary scale)
- **Associated with rank and step (not series)**
- **Driven by Health Science Compensation Plan salary scales**
- **Covered by the UC Retirement Plan** (*“up to the amount permissible by law and in accordance with UCRP provisions and regulations”*)

Example: effective 10/1/24, Base Salary for Assistant Professor step 1 on Scale 4 is \$127,000/year (x= \$90,700; x-prime = \$36,300)

What's covered in “covered compensation”?

- Used for retirement calculations
- Used for benefits calculations
- UC life insurance *
- UC disability insurance *

***Note: life/disability insurance on the “Y” portion of salary *may* be available through your School**

**TABLE 5 - SUMMARY
FACULTY--LADDER RANKS--PROFESSOR SERIES
HEALTH SCIENCES COMPENSATION PLAN
10/1/2024 SALARY SCALE**

Rank	Step	Scale 0 x 1.00	Scale 1 x 1.10	Scale 2 x 1.20	Scale 3 x 1.30	Scale 4 x 1.40	Scale 5 x 1.50	Scale 6 x 1.65	Scale 7 x 1.80	Scale 8 x 2.00	Scale 9 x 2.25
Instructor	N/A	\$78,900	\$86,800	\$94,700	\$102,600	\$110,500	\$118,400	\$130,200	\$142,100	\$157,800	\$177,600
Assistant Professor	1	\$90,700	\$99,800	\$108,900	\$118,000	\$127,000	\$136,100	\$149,700	\$163,300	\$181,400	\$204,100
	2	\$95,400	\$105,000	\$114,500	\$124,100	\$133,600	\$143,100	\$157,500	\$171,800	\$190,800	\$214,700
	3	\$100,500	\$110,600	\$120,600	\$130,700	\$140,700	\$150,800	\$165,900	\$180,900	\$201,000	\$226,200
	4	\$106,000	\$116,600	\$127,200	\$137,800	\$148,400	\$159,000	\$174,900	\$190,800	\$212,000	\$238,500
	5	\$111,800	\$123,000	\$134,200	\$145,400	\$156,600	\$167,800	\$184,600	\$201,400	\$223,700	\$251,700
	6	\$117,600	\$129,400	\$141,200	\$153,000	\$164,700	\$176,500	\$194,200	\$211,800	\$235,300	\$264,800
Associate Professor	1	\$111,900	\$123,100	\$134,300	\$145,500	\$156,700	\$167,900	\$184,700	\$201,500	\$223,800	\$251,800
	2	\$117,700	\$129,500	\$141,300	\$153,100	\$164,800	\$176,600	\$194,300	\$211,900	\$235,400	\$264,900
	3	\$123,900	\$136,300	\$148,700	\$161,100	\$173,500	\$185,900	\$204,500	\$223,100	\$247,800	\$278,800
	4	\$130,900	\$144,000	\$157,100	\$170,200	\$183,300	\$196,400	\$216,100	\$235,700	\$261,900	\$294,700
	5	\$141,100	\$155,300	\$169,400	\$183,500	\$197,600	\$211,700	\$232,900	\$254,100	\$282,300	\$317,600
Professor	1	\$131,000	\$144,100	\$157,200	\$170,300	\$183,400	\$196,500	\$216,200	\$235,800	\$262,000	\$294,800
	2	\$141,200	\$155,400	\$169,500	\$183,600	\$197,700	\$211,800	\$233,000	\$254,200	\$282,400	\$317,700
	3	\$152,100	\$167,400	\$182,600	\$197,800	\$213,000	\$228,200	\$251,000	\$273,800	\$304,200	\$342,300
	4	\$163,600	\$180,000	\$196,400	\$212,700	\$229,100	\$245,400	\$270,000	\$294,500	\$327,200	\$368,100
	5	\$175,900	\$193,500	\$211,100	\$228,700	\$246,300	\$263,900	\$290,300	\$316,700	\$351,800	\$395,800
	6	\$189,100	\$208,100	\$227,000	\$245,900	\$264,800	\$283,700	\$312,100	\$340,400	\$378,200	\$425,500
	7	\$203,500	\$223,900	\$244,200	\$264,600	\$284,900	\$305,300	\$335,800	\$366,300	\$407,000	\$457,900
	8	\$219,800	\$241,800	\$263,800	\$285,800	\$307,800	\$329,700	\$362,700	\$395,700	\$439,600	\$494,600
	9	\$238,300	\$262,200	\$286,000	\$309,800	\$333,700	\$357,500	\$393,200	\$429,000	\$476,600	\$536,200

Salary Plan *APU0* *APU1* *APU2* *APU3* *APU4* *APU5* *APU6* *APU7* *APU8* *APU9*

NOTES:

- 1) Salary Plan is for use in UCPath only.
- 2) Scale 0 is the same as the Faculty--Ladder Ranks--Professor Series-Fiscal Year Scale.

**TABLE 5 - SUMMARY OF DIFFERENTIALS
FACULTY--LADDER RANKS--PROFESSOR SERIES
HEALTH SCIENCES COMPENSATION PLAN
10/1/2024 SALARY SCALE**

Rank	Step	Scale 0 x 1.00	Scale 1 x 1.10 Diff	Scale 2 x 1.20 Diff	Scale 3 x 1.30 Diff	Scale 4 x 1.40 Diff	Scale 5 x 1.50 Diff	Scale 6 x 1.65 Diff	Scale 7 x 1.80 Diff	Scale 8 x 2.00 Diff	Scale 9 x 2.25 Diff
Instructor	N/A	\$78,900	\$7,900	\$15,800	\$23,700	\$31,600	\$39,500	\$51,300	\$63,200	\$78,900	\$98,700
Assistant Professor	1	\$90,700	\$9,100	\$18,200	\$27,300	\$36,300	\$45,400	\$59,000	\$72,600	\$90,700	\$113,400
	2	\$95,400	\$9,600	\$19,100	\$28,700	\$38,200	\$47,700	\$62,100	\$76,400	\$95,400	\$119,300
	3	\$100,500	\$10,100	\$20,100	\$30,200	\$40,200	\$50,300	\$65,400	\$80,400	\$100,500	\$125,700
	4	\$106,000	\$10,600	\$21,200	\$31,800	\$42,400	\$53,000	\$68,900	\$84,800	\$106,000	\$132,500
	5	\$111,800	\$11,200	\$22,400	\$33,600	\$44,800	\$56,000	\$72,800	\$89,600	\$111,900	\$139,900
	6	\$117,600	\$11,800	\$23,600	\$35,400	\$47,100	\$58,900	\$76,600	\$94,200	\$117,700	\$147,200
Associate Professor	1	\$111,900	\$11,200	\$22,400	\$33,600	\$44,800	\$56,000	\$72,800	\$89,600	\$111,900	\$139,900
	2	\$117,700	\$11,800	\$23,600	\$35,400	\$47,100	\$58,900	\$76,600	\$94,200	\$117,700	\$147,200
	3	\$123,900	\$12,400	\$24,800	\$37,200	\$49,600	\$62,000	\$80,600	\$99,200	\$123,900	\$154,900
	4	\$130,900	\$13,100	\$26,200	\$39,300	\$52,400	\$65,500	\$85,200	\$104,800	\$131,000	\$163,800
	5	\$141,100	\$14,200	\$28,300	\$42,400	\$56,500	\$70,600	\$91,800	\$113,000	\$141,200	\$176,500
Professor	1	\$131,000	\$13,100	\$26,200	\$39,300	\$52,400	\$65,500	\$85,200	\$104,800	\$131,000	\$163,800
	2	\$141,200	\$14,200	\$28,300	\$42,400	\$56,500	\$70,600	\$91,800	\$113,000	\$141,200	\$176,500
	3	\$152,100	\$15,300	\$30,500	\$45,700	\$60,900	\$76,100	\$98,900	\$121,700	\$152,100	\$190,200
	4	\$163,600	\$16,400	\$32,800	\$49,100	\$65,500	\$81,800	\$106,400	\$130,900	\$163,600	\$204,500
	5	\$175,900	\$17,600	\$35,200	\$52,800	\$70,400	\$88,000	\$114,400	\$140,800	\$175,900	\$219,900
	6	\$189,100	\$19,000	\$37,900	\$56,800	\$75,700	\$94,600	\$123,000	\$151,300	\$189,100	\$236,400
	7	\$203,500	\$20,400	\$40,700	\$61,100	\$81,400	\$101,800	\$132,300	\$162,800	\$203,500	\$254,400
	8	\$219,800	\$22,000	\$44,000	\$66,000	\$88,000	\$109,900	\$142,900	\$175,900	\$219,800	\$274,800
	9	\$238,300	\$23,900	\$47,700	\$71,500	\$95,400	\$119,200	\$154,900	\$190,700	\$238,300	\$297,900

Salary Plan APU0 APU1 APU2 APU3 APU4 APU5 APU6 APU7 APU8 APU9

NOTES:

- 1) Salary Plan is for use in UCPath only. Differentials align with comp rate code UCHSP.
- 2) Scale 0 is the same as the Faculty--Ladder Ranks--Professor Series--Fiscal Year Scale.

SAMPLE SALARY SCALES

An Academic Programmatic Unit (APU) is composed of faculty with similar clinical, teaching and research responsibilities. The characteristics of the group (type of activities, potential for income, etc.) are used to determine the salary scale upon which the group's members' additional base (X-prime) will be calculated. All members of an APU share the same salary scale

Department	Scale	Base Salary for Asst Prof 2 (eff 10/1/23)
A	3	\$124,100
B – w/Clin	4	\$133,600
B – w/o Clin	1	\$ 110,600
C – w/Clin–MD	5	\$143,100
C – w/Clin-Non-MD	4	\$133,600

Why isn't my Department on Scale 10?

Departments with limited revenue will not have enough money to fund a high covered comp which is supported by departmental income and taxes

“Y” = Additional (“Negotiated”) Salary

- **Will be negotiated with the department chair and/or division or service chief annually.**
- **Not covered compensation by the UC Retirement Plan**
- **Based upon such factors as the quality, scope, and volume of a faculty member’s teaching, research, clinical and administrative activities, as well as the availability of a reliable source of income**
- **Midyear renegotiation of the “Y” rarely permitted; requires Vice Provost’s approval; usually associated with new position/duties, or retention**

“Z” = Incentive/Bonus

- Not covered compensation by the UC Retirement Plan

Department Incentive – “Z payments”

example: clinical productivity; may be processed as a supplemental paycheck on a set schedule (e.g. quarterly)

Administrative Incentive

example: residency director; typically paid monthly as part of your regular paycheck

What Causes Changes to Total Salary?

- Changes to Base Salary (X+X')

May or may not change total salary rate

Examples:

- Range Adjustments (salary scale changes)
- Advancement – because X is based on rank/step

- Changes to Add'l/Negotiated Salary “Y”

Will affect total salary rate

Example:

- Annual Renegotiation of Salary
 - note: can be a positive or a negative change

Why Didn't My Total Salary Go Up When I Got a Promotion or When the Scales Went Up?

Academic advancement and scale/range adjustments increase the X +X' salary component only based on Rank/Step, it does not guarantee an increase in total compensation.

During annual renegotiation departments take into account all components of pay and may adjust Y to maintain a fixed rate throughout the year.

When X goes up Y may go down proportionately. Your School may also have policies that limit increases for scale/range adjustments.

Salary Structure (again!)

X (scale 0)

+ X' (X-prime / scale differential)

= Base Salary

+ Y (Additional Compensation)

= Total Negotiated Salary

+ Z (Incentive/Bonus)

= Total Income/Compensation

Sample new faculty hire

Dr. Lee will be hired as an Assistant Professor in Residence step 2 in Department Q on October 1, 2024. Faculty in Department Q are all on scale 4. Dr. Lee's annual salary is \$195,000. Dr. Lee receives an additional \$10,000/year for serving as Department Q's residency director.

Sample Hire – Dr. Lee (cont'd)

$$\begin{aligned} & \$133,600 \quad X+ X' \quad (\text{scale 4 for Asst Prof 2; covered comp}^*) \\ + & \underline{\$ 61,400} \quad Y \quad (\text{neg salary}-(X+X'); \text{ not covered by UCRP}) \\ & \$195,000 \quad = \text{total negotiated } \underline{\text{salary}} \\ + & \underline{\$ 10,000} \quad Z \quad (\text{Dept. residency coordinator- incentive pay}) \\ & \$205,000 \quad = \text{total annual } \underline{\text{income}} \end{aligned}$$

**“up to the amount permissible by law and in accordance with UCRP provisions and regulations”*

Frequently Asked Questions

Question: Where can I ask questions/get more info about retirement and benefits?

Answer: UCNet <https://ucnet.universityofcalifornia.edu/compensation-and-benefits/index.html>

Question: Where can I find additional information about Outside Professional Activities?

Answer: Contact your Department Manager//CAO, and/or visit the OATS website <https://facultyacademicaffairs.ucsf.edu/online-systems/OATS>

Question: How do I (successfully) renegotiate my salary?

Answer: Zoom into today's afternoon session: Tips for Faculty Success

Question: Where can I find information about Home loan programs?

Answer: <https://facultyacademicaffairs.ucsf.edu/faculty-life/home-loan-programs>

Resources for Additional Information

- **Your Department Manager or your Academic HR Generalist in HR Shared Services**
- **UCSF Faculty Handbook for Success:**
(note: this is not a policy document)
<http://senate.ucsf.edu/facultyhandbook/index.html>
- **Academic Personnel Manual (APM):**
<https://www.ucop.edu/academic-personnel-programs/academic-personnel-policy/>
- **UCSF Payroll & Benefits Portal:**
<https://ucpath.ucsf.edu/information-academic-appointees>
- **UCSF Faculty and Academic Affairs website:**
<http://facultyacademicaffairs.ucsf.edu/>

QUESTIONS?

ADDENDUM: NIH CAP/GAP

Additional considerations if a source of your salary support is sponsored research that is capped (e.g. NIH, CIRM):

Annual Negotiated Salary Rate (X+Y)	Sponsored Research CAP <i>(hypothetical example)</i>	Notes:
\$150,000	\$185,000	Salary rate = \$150,000 (this is the rate that will be used in charging salary support to your grant)
\$200,000	\$185,000	Salary rate = \$200,000 (provided you have other sources of support to cover a salary gap of up to \$15,000; if you do not have other sources, your total negotiated salary rate could be limited to the CAP rate)