

October 17, 2007

ACADEMIC SENATE FACULTY

In September 2007 The Regents approved the first year of a four-year plan of faculty salary increases designed to raise faculty salaries to market competitiveness and to restore integrity to the University of California rank and step system of faculty advancement.

The first year of the plan has three important components that each play a key role in achieving these goals:

- 1) An across-the-board 2.5 percent general range adjustment (COLA) will raise the salary of every faculty member in accordance with campus implementation procedures.
- 2) An additional market adjustment to the salary scales at each rank and step will raise salaries for those faculty whose salary is less than this market adjustment.
- 3) Merit advances are funded as usual for faculty receiving a merit or promotion increase effective July 1, 2008.

The second year of the four-year program will provide similar range, market and merit increases in fall 2008. The following two years will follow with larger range increases and standard merit advancements once the scales have been effectively restored. These future three years of the program are dependent upon favorable University budgets.

Implementation at UC Irvine

Faculty recruitment and retention have long been priorities at UC Irvine. The campus recognized and responded to the lag in faculty salaries several years ago, by awarding market salaries through the faculty merit and promotion process. This market adjustment to the system-wide scales was most recently reflected in the July 1, 2007 UC Irvine Merit Scale. We are pleased with the support from The Regents to address faculty salaries across the UC system. On October 1, 2007, the UC Irvine Merit Scale will be replaced by the system-wide UC Market Scale.

Effective October 1, 2007, all UCI faculty will receive a 2.5% range adjustment on their base salary (base salary = October 1, 2006 UC scale plus off-scale component). After application of the 2.5% adjustment:

- if the faculty member's salary falls below the appropriate system-wide UC Market scale, the faculty member's salary will be brought up to the UC Market scale.
- if the faculty member's salary falls above the appropriate UC Market scale, no further adjustment will be made.

Also effective on October 1, 2007, the faculty in the Department of Economics will be moved to the Business/Engineering Scale, which has been renamed the "Business/Economics/Engineering" scale.

Above-Scale faculty will receive a 2.5% range adjustment. If the resulting salary is less than the following minimum Above-Scale salaries, the salary will be brought to these levels:

- \$147,700 on the regular ladder rank faculty, Academic Year scale
- \$171,300 on the regular ladder rank faculty, Fiscal Year scale
- \$161,800 on the Business/Economics/Engineering ladder rank faculty, Academic Year scale

Examples:

CURRENT RANK & STEP (Regular AY scale)	CURRENT 10/01/2006 RANK & STEP SALARY	CURRENT OFF-SCALE COMPONENT	CURRENT TOTAL SALARY	COLA ADJUSTED 10/01/07 (2.5%)	NEW UC MARKET SALARY	FINAL 10/1/07 SALARY
Professor IV On UCI Merit Scale	\$87,000	\$5,800	\$92,800	\$95,100	\$96,400	\$96,400
Professor IV O/S	\$87,000	\$8,000	\$95,000	\$97,400	\$96,400	\$97,400
Professor Above-Scale	NA	NA	\$142,800	\$146,400	(UCI minimum \$147,700)	\$147,700

Timing of the Salary Adjustments

Both the 2.5% range adjustment (or COLA) and appropriate market adjustment are effective on October 1, 2007. Approval of the faculty salary program in late September did not provide sufficient time for the Office of the President to implement the salary adjustments and provide campuses with the systems support necessary to implement the changes in the November 1, 2007 paychecks. Adjustments will be made retroactive to October 1, 2007, and the University is doing everything possible to provide both the new salary rates and the retroactive adjustments in the November 30, 2007 paychecks.


Effect on Merit and Promotion Recommendations

Merit and promotion recommendations should be based upon the new UC Market scales, effective October 1, 2007. Please note that restoring off-scale salary components that were absorbed by the market adjustment is not a valid justification for requesting an increase in off-scale salary within the merit and promotion process.

The October 1, 2007 faculty salary scales are located at:

- Ladder Rank Faculty—Professor Series (Academic Year)
- Ladder Rank Faculty—Professor Series (Fiscal Year)
- Ladder Rank Faculty—Business/Economics/Engineering (Academic Year)

Official notification is forthcoming in a separate communication regarding the salary scales for the other academic series.



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