

## **Retroactive 2022 Salary Plan for Professors, Teaching Professors, and Professors in Residence**

For faculty in the Professor, Teaching Professor (Lecturer with Security of Employment [LSOE])<sup>1</sup>, and Professor in Residence (PIR) series, the Office of the President instituted a change to the salary scales of approximately 4% effective October 1, 2022 (the “range adjustment”). Additionally, this campus decided to take some discretionary actions for faculty in these series.<sup>2</sup> Note that all salary increases described in this document will be retroactive to October 1, 2022.

### **Faculty in the Professor series**

#### **1. Fixed increase for most faculty in the Professor series**

There was a cost-of-living adjustment of about 4% on total salary. For those faculty not Above Scale, this consists of two components: one, the on-scale portion of their salaries has increased according to the new salary scales. The scales were increased by about 4%, although in some cases it is slightly different due to rounding (the on-scale salary amounts must be divisible by \$100). Two, any off-scale component of salary has been increased by approximately 4% (rounded to the nearest \$100). For Above Scale faculty, their salary was increased by 4% (rounded to the nearest \$100). Note, new appointees’ salaries and recently granted retention-based salaries have not been increased, in keeping with long-standing campus practice (although their components were changed to reflect the change to the scale).

#### **2. Bring off-scale component of pay for all Assistant Professors up to a \$22,000 minimum**

Many of our Assistant Professors struggle to make ends meet while living in one of the country’s most expensive regions. In keeping with practice in previous years, we have raised the minimum off-scale component for Assistant Professors to \$22,000, retroactive to October 1, 2022. Note that this applies to all Assistant Professors, including those recently hired or who recently received retention-based salary increases. By making this provision automatic, we avoid sending any unintended signals to faculty about their tenure prospects.

#### **3. Targeted Off-Scale Program (TOP)**

The campus has made an allocation for salary adjustments beyond the 4% overall salary increase; this allocation is approximately 0.5% of the campus’s annual spend on faculty salary and benefits. For faculty in the Professor series, the allocation of those funds is via the Targeted Off-Scale Program (TOP). As was done in the past with similar programs, the TOP seeks to address salary inequities among faculty. In particular, recently recruited faculty or those recently retained tend to enjoy salaries that are considerably greater than equally meritorious colleagues. Unlike some past programs, in which allocations were determined on the basis of individual subjective assessments, concerns about staff, department chair, and decanal workload have led to a more automatic process, which was employed

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<sup>1</sup> These faculty use the working title Teaching Professor (with Assistant, Associate, or full modifiers) if outside the Law School and the working title Clinical Professor of Law if inside the Law School.

<sup>2</sup> These changes do not apply to faculty in the Haas School’s Faculty Excellence Program (FEP). Their application to faculty compensated under the Law School’s Competitive Compensation Initiative (CCI), both Professors of Law and Clinical Professors of Law, is also different.

last year, and is being employed again this year. Therefore, this year's program can be thought of as a continuation of last year's.

### **Timing**

Provisions #1 and #2 of this plan have already been implemented. Provision #3 is in process of being implemented and will be retroactive to October 1, 2022.

### **Method of Allocation for TOP**

Previous analyses of the salaries of tenured faculty revealed no correlation between off-scale component and rank and step. This suggests that the off-scale component is effectively a market determined offset to our scales. Those analyses also suggest that these offsets vary by field. Although, were there enough data, one would seek to determine the offset for each department, there are not enough data to do that; hence, a decision was made to group various departments on the basis of roughly comparable salaries, as well as academic commonalities.

The next step was to calculate the median off-scale components for all Associate and full Professors (below Above Scale). Excluded from the sample were faculty making slow progress (defined as being an Associate Professor rank for 12+ years or Professor below Step VI for 18+ years. The on-hold UC Berkeley salaries of HHMI faculty are included. The resulting medians by groups are:

1. L&S Group #1 (Art Practice, French, German, History of Art, Italian, Linguistics, MELC, Music, Rhetoric, Slavic, Spanish & Port., and TDPS): \$21,300, adjusted to \$22,000.
2. L&S Group #2+ (AGRS, Anthropology, Architecture, Comp. Lit., East Asian, English, Ethnic Studies, Film & Media, Geography, Gender & Women Studies, GSE, History, Landscape Arch., Scandinavian, School of Social Welfare, and South & Southeast Asian Studies): \$28,650.
3. Engineering Group #1 (Bio. Eng., CBE, Civil & Environ. Eng., IEO, Mech. Eng., and Nuclear Eng.): \$26,100.
4. Engineering Group #2 (EECS and MSE): \$34,400.
5. Bio/Health/RCNR (ERG, ESPM, Int. Bio., MCB, NST, Optometry, PMB, Psychology, and SPH): \$38,900.
6. MPS+ (Astronomy, Chemistry, EPS, Math, Physics, and Statistics): \$50,600.
7. Other largely social science (City & Reg. Planning, Demography, I School, Journalism, Philosophy, and Sociology): \$48,600.
8. GAAP (African American Studies, Agricultural Econ., GSPP, and Pol. Sci.): \$79,100.
9. Economics: \$202,200.

For each Associate Professor and Professor (not Above Scale) below the median off-scale component for their group,<sup>3</sup> a determination was made if they were eligible for a salary increase and, if so, the amount of the increase. Eligibility was determined by the following criteria:

- The individual has not been making slow progress with respect to advancing up the ladder (as defined above).
- The individual did not receive less than a full-step or equivalent advance at their last review.
- The individual is not decelerated in time, which means an eligible individual has had a merit action with a July 1, 2020, July 1, 2021, or July 1, 2022 effective date (even if the decision is pending) or their last action was effective July 1, 2019 and their next review will be for advancement to Above Scale.
- The individual started before July 1, 2022.

For eligible faculty, their new off-scale component is determined as follows:

- If the current off-scale component is more than \$7,000 below the median, then \$7,000 will be added to the off-scale component.
- If the current off-scale is less than or equal to \$7,000 below the median, the off-scale will be brought to the median (rounded to the nearest \$100).

After the plan is fully implemented, we will be able to develop a summary of how many faculty received an equity increase, the median increase, and the sum of the increases.

The remaining funds will be utilized to ensure:

- That no Above Scale faculty have salaries below a fictitious Step X salary, which is defined as the official Step IX salary for an individual's field plus \$18,800 if an academic-year appointee or \$21,800 if a fiscal-year appointee.
- That there is a reserve against appeals/discoveries of error. There are some tenured faculty not Above Scale whose off-scale components are below the relevant median, but who appear ineligible based on the criteria specified above.
- Additional equity adjustments can be made for Assistant Professors in instances where inequities are a concern; the VPF will work with deans to identify these instances.

## **Appeals**

Deans will be provided a list of faculty receiving salary adjustments. Deans should review their lists and inform the Academic Personnel Office of any omissions or errors by July 28, 2023. Any claims of errors should be reported to the Academic Personnel Office for further review and a final determination.

Please note: a faculty member's off-scale component will be corrected only on the basis of evidence that they were in fact eligible. Except as noted below, appeals based on other criteria (e.g., a request based on a claim of extenuating circumstances) regrettably cannot be considered. The goal of the TOP program

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<sup>3</sup> For faculty members in more than one of the nine groupings, the relevant median is that of their home department. For faculty with joint appointments in departments with different scales, the relevant median is that for the department on whose scale they are appointed. For fiscal-year Associate Professors and Professors, the current off-scale component was compared with a fiscal-year converted group median.

is to keep meritorious faculty from falling too far behind similarly accomplished colleagues whose salaries are higher simply because they were hired later or had recent retention cases; hence, some standard of merit must be applied. It is recognized that “meritorious” is multidimensional and nuanced; hence, a mechanical process such as has been applied may exclude individuals who some may judge meritorious. This is, unfortunately, the tradeoff that we were obliged to accept when it was decided that staff and administrative workload considerations made equity adjustments on the basis of individual-by-individual assessments of all of our approximately 1,500 faculty impracticable.

Because of the impacts of COVID-19, we will allow for appeals on behalf of faculty who satisfy all criteria for inclusion except they failed to have a merit review within the normative time (i.e., they did not have or do not have pending a merit review with effective dates of July 1, 2019, July 1, 2020, or July 1, 2021). Specifically, if a merit with a July 1, 2021 effective date would have been a merit in normative time (two years at Associate Professor Step III or below; three years for all others), but a compelling case can be made that the case was delayed by a year (i.e., to be effective July 1, 2022) due to the consequences of the COVID-19 pandemic, then that individual will be deemed eligible.

### **Faculty in the Teaching Professor (LSOE) series**

#### **1. Fixed increase for all faculty in the Teaching Professor series**

There is a cost-of-living adjustment of about 4% on total salary. The scales were increased by about 4%, although in some cases it is slightly different due to rounding (the on-scale salary amounts must be divisible by \$100). Any off-scale component of salary has also been increased by approximately 4% (rounded to the nearest \$100).

#### **2. Bring off-scale component of pay for all Assistant Teaching Professors (LPSOEs) up to a \$22,000 minimum**

Many of our Assistant Teaching Professors (LPSOEs) struggle to make ends meet while living in one of the country’s most expensive regions. We have, therefore, raised the minimum off-scale component for Assistant Teaching Professors to \$22,000. Note that this applies to all Assistant Teaching Professors, including those recently hired. By making this provision automatic, we avoid sending any unintended signals to faculty about their prospects for earning security of employment.

#### **3. Adjustment for the high cost of living for Associate and full Teaching Professors (LSOEs)**

A number of our Associate and full Teaching Professors have very low off-scale components. In the spirit of the previous adjustment, the campus is implementing the following for meritorious Associate and full Teaching Professors meeting the following criteria:

- The individual has not been making slow progress with respect to advancements. Slow progress is defined as receiving less than a full-step or equivalent advance at one’s last review or being decelerated in time with respects to merit reviews. Hence, to be eligible, an individual will have had a merit action with a July 1, 2020, July 1, 2021, or July 1, 2022 effective date (even if the decision is pending).

- The individual's total salary rate after the 4% increase referenced above falls below \$172,000.
- The individual's off-scale component after the 4% increase referenced above is less than \$22,000.

If an individual meets all those criteria, then their off-scale component will be increased to \$22,000 if their total salary rate is \$154,000 or less (i.e., if their off-scale component is  $F$ , then their off-scale component will be raised by  $\$22,000 - F$ ). If their total salary rate is between \$154,000 and \$172,000, then the increase to their off-scale component will be  $\$172,000 - S - F$ , where  $S$  is total salary rate after the 4% increases described under provision #1 (should  $\$172,000 - S - F < \$0$ , then there is no change to the off-scale component).

### **Timing**

Provisions #1 and #2 of this plan have already been implemented. Provision #3 is in process of being implemented and will be retroactive to October 1, 2022.

### **Faculty in the Professor in Residence (PIR) series**

#### **1. Fixed increase for all faculty in the Professor in Residence series**

There is a cost-of-living adjustment of about 4% on total salary. The scales were increased by about 4%, although in some cases it is slightly different due to rounding (the on-scale salary amounts must be divisible by \$100). Any off-scale component of salary has also been increased by approximately 4% (rounded to the nearest \$100).

#### **2. Bring off-scale component of pay for all Assistant Professors in Residence up to a \$22,000 minimum**

Many of our Assistant Professors in Residence struggle to make ends meet while living in one of the country's most expensive regions. We have, therefore, raised the minimum off-scale component for Assistant Professors in Residence to \$22,000. Note that this applies to all Assistant Professors in Residence, including those recently hired. By making this provision automatic, we avoid sending any unintended signals to faculty about their prospects for promotion.

#### **3. Targeted Off-Scale Program (TOP) for Professors in Residence**

The off-scale components of Professors in Residence in the School of Public Health will be brought up to the median for Professors in Residence in SPH; SPH has been consulted to ensure there are sufficient funds for the increases. Because of the small number of Professors in Residence in other units, any TOP adjustments have been made in consultation with the unit.

### **Timing**

Provision #1 of this plan has already been implemented. Provisions #2 and #3 are in process of being implemented and will be retroactive to October 1, 2022.