

September 5, 2006

**Council of Deans and Vice Chancellors**

**RE: Implementation of the "Davis Professorial Salary Scale"**

Colleagues:

"Salary compression" is a nationwide problem, especially at public universities. New professors at all ranks are being hired at market rates, often at salaries that are close to or even exceed the salaries of their senior colleagues in the department. The problem is complex, but there are some actions we can take. However, the total solution will come slowly, given financial constraints.

After consultation with the Academic Senate, the Davis campus will soon implement the Davis Professorial Salary Scale (DPSS) to be effective July 1, 2006. This announcement outlines the conditions governing the DPSS implementation.

The DPSS applies to the Regular Rank (Professor Series) in the following colleges and schools:

Agricultural and Environmental Sciences  
Biological Sciences  
Letters and Science  
Engineering  
Education  
Veterinary Medicine

**Eligible Faculty** are those who have met both the following criteria:

1. EITHER advanced within the last two years, i.e., after July 1, 2004, if they are assistant professors, or are associate professors through Step III

OR advanced within the last three years, i.e., after July 1, 2003, if they are associate professors, Step IV and above, or are professors, Step I to Step IX

OR had a recent five year review (i.e., after July 1, 2001) that was satisfactory, if they are at professor, Step IX.

2. Have a salary that is less than the DPSS salary. This includes faculty who do not currently have an off-scale salary as well as faculty who have an off-scale salary that is less than the one provided by the DPSS.

Regular rank faculty whose last action was deferred because of parental leave are also eligible if their advancement before this leave meets criterion 1 above.

Finally, newly hired faculty are eligible for the DPSS if their off-scale component is less than that proposed by the DPSS. "Newly hired" assistant professors and associate professors through associate professor III are those hired between January 2, 2005, and July 1, 2006. "Newly hired" associate professors, Step IV and above, and professors to Step IX are those hired between January 2, 2004, and July 1, 2006.

In all cases the faculty member's off-scale component must be less than that proposed by the DPSS.

All eligible professors who are currently paid an off-scale salary that is less than the DPSS must elect to either (a) switch to the DPSS, with the salary being governed by the details given in this document, or (b) remain on their existing off-scale salary, which will be governed by UCD 620.

Faculty who are ineligible for the DPSS as of July 1, 2006 because of their advancement record will be eligible to receive increases consistent with the Scale if they advance at their next review.


The DPSS off-scale salary will be increased by any cost-of-living (range adjustment) increases that are provided as part of the normal University (system wide) salary program. In addition, the DPSS off-scale will continue as long as the faculty member progresses according to the schedule described above under Eligible Faculty. If such progress is not made, the off-scale increment (plus any range adjustment) will reduce by 25% for each year of no advancement. Subsequent advancement, however, will move the faculty member to the next step (or rank and step) on the DPSS. [For example, if Professor X advanced effective July 1, 2004 from Step II to Step III, but does not advance to Step IV until July 1, 2009, then on July 1, 2007, his/her DPSS off-scale will be reduced by 25% and on July 1, 2008, by another 25%. However, on July 1, 2009, he/she will receive the DPSS off-scale associated with the Step IV salary.]

If the University of California provides a parity adjustment to faculty salary scales systemwide, the campus will re-evaluate the off-scale component of the DPSS to determine if it should be subsumed (fully or partially) by the parity adjustment.

The scales can be found at <http://manuals.ucdavis.edu/apm/05-690.htm>; and the timeline for implementation of the DPSS is as follows:

July 1, 2006	effective date of the DPSS
October 1, 2006	effective date for entering salaries in PPS
October 2006	lump sum payment to eligible faculty for the months of July through September 2006. The lump sum pay will be covered compensation for retirement purposes.
November 2006	DPSS scale payments will become part of monthly paychecks as covered compensation for retirement purposes subject to the eligibility for continuation described in this memo.

Please direct any questions you may have about the DPSS to Vice Provost Barbara Horwitz (bahorwitz@ucdavis.edu).

Best regards,  
  
Virginia S. Hinshaw  
Provost and Executive Vice Chancellor

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