



May 16, 2016

ACADEMIC DEANS
INTERIM VICE CHANCELLOR FOR RESEARCH

RE: 1.5% Discretionary Non-Ladder Rank, Non-HS Comp Plan, Non-Represented, Non-Student Academic Employees

According to UCOP guidelines, non-ladder rank, non-HS Comp Plan, non-represented, non-student Academic Employees, can also be considered for discretionary increases in salary based on reasons of equity, compression, and inversion. Titles for this group include, but are not limited to:

- Specialists,
- Project Scientists,
- Professional Researchers,
- Academic Coordinators
- Adjunct Professors (not in the HS Comp Plan)
- Non-represented Librarians

We do not have any salary equity data on this group. Funding for this increase must be provided by each individual's unit(s). All individuals who will be here on July 1, 2016 are eligible for this increase.

Deans should consult Department Chairs and direct Faculty Supervisors when appropriate, as well as Associate/Assistant Deans and Equity advisors, and provide us with the:

- names of individuals in this group who you recommend for salary adjustments of up to 1.5%
- the current salary for each individual
- amount of salary increase
- base salary fund source that will be covering this increase
- reason: equity, compression, and inversion

Please use the attached form for the 1.5% discretionary requests.

All requests should be submitted by June 8, 2016.

Diane K. O'Dowd
Vice Provost for Academic Personnel

cc: Assistant Dean
Chief Personnel Officer
Academic Personnel