

## 2023 Academic Salary Plan Methodology

### SAMPLE CASE WITH NO PERSONNEL ACTION

Professor AY step 5 (Table 1), off-scale, current salary:	\$217,900
Current off-scale:	\$79,000
2022 Scale Rate:	\$138,900
2023 Scale Rate:	\$145,400

### Calculating New Salary

A. \$79,000  
$$\begin{array}{r} \times 4.6\% \\ \hline \$3,634 \end{array}$$

B. \$145,400  
\$79,000  
$$\begin{array}{r} + \$3,634 \\ \hline \$228,034 \end{array}$$

C. **Round to the nearest hundred = \$228,000**

### The Process

- Take the 2022 off-scale amount and multiply by 4.6%;
- Add the 2023 Scale Rate to the current off-scale amount and the 4.6% off-scale calculation;
- Round to the nearest hundred.

### SAMPLE CASE WITH A PROMOTION ACTION

Associate Professor AY, B/E/E, step 3 (Table 3), off-scale, current salary:	\$275,800
Approved action: Professor AY, step 1 (Table 3) new salary:	\$300,000
Current off-scale (with approved action):	\$171,900
2022 Scale Rate (Professor, Step 1):	\$128,100
2023 Scale Rate (Professor, Step 1):	\$134,000

### Calculating New Salary

A. \$171,900  
$$\begin{array}{r} \times 4.6\% \\ \hline \$7,907 \end{array}$$

## 2023 Academic Salary Plan Methodology

$$\begin{array}{r} \text{B. } \$134,000 \\ \$171,900 \\ + \underline{\$7,907} \\ \$313,807 \end{array}$$

C. **Round to the nearest hundred = \$313,800**

### The Process

- A. Take the 2022 off-scale amount and multiply by 4.6%;
- B. Add the 2023 Scale Rate to the current off-scale amount and the 4.6% off-scale calculation;
- C. Round to the nearest hundred.

### SAMPLE CASE – ABOVE SCALE

Professor AY Further Above Scale 1, current salary: \$334,500

### Calculating New Salary

$$\begin{array}{r} \text{A. } \$334,500 \\ \quad \times \underline{1.046} \\ \$349,887 \end{array}$$

B. **Round to the nearest hundred = \$349,900**

### The Process

- A. Take the 2022 total salary and multiply it by the range adjustment factor, *i.e.*, 1.046;
- B. Round to the nearest hundred.

### **ADDITIONAL NOTES:**

- Do **not** multiply the 2022 Scale Rate by 1.046 to calculate the 2023 Scale Rate. The dollar amounts may not match the Table due to rounding and smoothing by UC Office of the President. Please only refer to the [2023–2024 Current Academic Salary Scales](#).
- For all academic salaries: Take the new range adjusted annual salary and divide by 12 for the new monthly rate. Monthly academic salaries always end in .00, .33 or .67