

**Academic Market Equity Adjustment for Cooperative Extension Advisors, effective October 1, 2023.**

I am pleased to announce that after reviewing the compensation survey and analysis, and in consultation with the senior leadership, I have approved a market compensation equity plan for the Assistant CE Advisor and Associate CE Advisor ranks.

At UC ANR, we prioritize the recruitment and retention of academic employees as critical to achieving our important organizational mission and goals. UC ANR is a complex organization in a State where agriculture and natural resources are important sectors of its economic and enviro-social ecology. This leads to a more competitive recruitment environment and occasional difficulty in the hiring and retention process, particularly at the early-career level.

We recently engaged the consulting firm Sullivan-Cotter to conduct a market analysis of our Advisor salaries. The analysis highlighted early-career cooperative extension Advisor salaries as an area of opportunity for impactful improvement. As Advisors advance through the required rank and steps and gain seniority, the dynamic of the market pressure shifts significantly. UC ANR full-titled Advisor salaries are currently competitive in the labor market, as surveyed, frequently exceeding other land grant institutions' compensation for similar positions and at similar level of experience and seniority.

The authorized Market Equity Adjustments for Assistant CE Advisors and Associate CE Advisors will be implemented by updating the UC ANR Cooperative Extension Advisor Series Salary Table, effective **October 1, 2023** and will be paid out in the **November 2023** paychecks.

This market equity adjustment program will be implemented as a single 1-year program and is separate and additive to the academic merit and promotion process as well as the UC-wide increases to academic salary scales.

## **Questions and Answers**

### **Do CE Advisors receive equity increases in addition to merit and promotion increases?**

Yes. This plan will be applied in October and is in addition to the annual salary scale increases, which are applied July 1, and in addition to merit and promotion actions for eligible CE Advisors.

### **Will the CE Advisor equity program be renewed?**

This salary equity adjustment program is a single **1-year** program. We will continue to monitor employment market of other similar employers, to ensure that our compensation program is in-line with market with consideration towards budgetary condition and the university direction. All equity programs are at the discretion of the Vice President of UC ANR.

### **What is the difference between the July 1, 2023 CE advisor salary increase and the October 1, 2023 market adjustment increase?**

The July 1, 2023 academic salary increases were authorized by the UC President as an UC-wide general plan for FY2023-24 that resulted in a 4.6 percent increase and scale adjustment for all eligible non-represented UC positions. The October 1, 2023 salary increases are the result of UC ANR's Vice President authorization of an equity adjustments to the UC ANR CE Advisor salary scale, to better align salaries with the labor market for comparable academic positions.

### **Will Full Title CE Advisors receive a market adjustment?**

This market adjustment plan applies to UC ANR Assistant Advisors and Associate Advisors, who are at the higher competitive market risk. This equity compensation plan will be implemented to address gaps in market equity. Based on the market analysis review, the salaries of Full Title CE Advisors are currently competitive in the labor market, as surveyed, and in many instances exceed other land grant institutions compensation for advisors at the similar level of experience and seniority.

### **Can ANR use the [Faculty Recruitment Allowance Program](#) for CE Advisor positions?**

According to systemwide policy, this program is restricted to faculty who are members of the Academic Senate, the Astronomer Series and Agronomist in the Agricultural Experimentation Series.

### **Is this program restricted to centrally funded CE Advisor positions?**

CE Advisors in the Assistant and Associate rank are eligible regardless of salary funding source.

### **Who authorized the implementation of 2023 Market Equity Adjustment Plan?**

This equity program is implemented under the authority of the Vice President, based on availability of funds, and does not constitute a promise or commitment of future continuation.