

Compensation Strategy for CE Advisors – Updated October 2019

Attracting and retaining highly qualified academics is a top priority for UC ANR. One of the key goals of the 2016-2020 Strategic Plan is to address the competitiveness of the compensation for our Cooperative Extension Advisors.

To this end, in October 2017 VP Humiston approved a four-year equity plan to increase salaries of current and future CE Advisors. The plan is intended to ensure salaries of CE Advisors are better aligned with the labor market for comparable academic positions.

Using the UC salary scales for CE Specialists as a proxy for the labor market, target goals have been established for each rank and step of the CE Advisor salary scale. The difference between the target goals and the CE Advisors Salary Scale will be reduced over four years by increasing the UC ANR Adjusted Salary Scale for CE Advisors annually.

Implementation each year of the four-year plan is at the discretion of the UC ANR Vice President and subject to the availability of funds.

In October 2019, VP Humiston approved implementation of Year 3 of the four-year equity plan. Although the FY 2019-20 state budget provided no increase to UC ANR's budget, UC ANR continues to make a significant, permanent investment in CE Advisor salaries through this four-year compensation strategy.

The new ANR Adjusted Salary Scales for CE Advisors [<https://ucanr.edu/sites/anrstaff/files/307368.pdf>] are effective October 1, 2019.

This CE Advisor salary equity adjustment program is separate and distinct from the academic merit and promotion process and UC-wide increases to academic salary scales.

Questions and Answers

If the budget is flat, how is ANR able to fund these increases for CE Advisors?

While filling new positions is important to reinforce our academics in the field, we took a pause in this process this year to re-evaluate the academic reversion pool balance and the priority needs. (The academic reversion pool is used to track available funding for CE positions.) In the meantime, supporting and investing in our existing CE Advisors continues to be a high priority.

Is the CE Advisor equity program having a positive impact on recruitment and retention?

Yes, data gathered through fiscal year-end 2018-19 indicate that the turnover rate for ANR academics has been on a downward trend for the last three years. While many factors can contribute to turnover, we are seeing an encouraging trend.

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

Yes. Since 2017, the CE Advisor equity increases have been applied each October in addition to annual

increases to the salary scales each July 1, and in addition to merit and promotion actions for eligible CE Advisors. Here is an example of the salary progression for a CE Advisor who was at Assistant 3 rank and step as of July 2017, and who advanced to Assistant 4 in July 2018.

Date: Action	Rank and Step	Annual Base Salary
July 2017: OP Salary Scale Increase	CE Advisor Assistant 3	\$60,900
Oct 2017: ANR Equity Adjustment	CE Advisor Assistant 3	\$63,200
July 2018: Academic Advancement and OP Salary Scale Increase	CE Advisor Assistant 4	\$69,400
Oct 2018: ANR Equity Adjustment	CE Advisor Assistant 4	\$72,000
July 2019: OP Salary Scale Increase	CE Advisor Assistant 4	\$73,500
Oct 2019: ANR Equity Adjustment	CE Advisor Assistant 4	\$75,900

Will the CE Advisor equity program continue for a fourth year?

The state of funding support, the prioritized needs of our constituents, the ability of ANR to leverage state and federal funding to generate extramural funding to support our work are all part of the equation. These factors are taken into account in consultation with stakeholders and various councils in the recommendation to the Vice President, who will make the decision in the first quarter of FY 2020-21.

What is the difference between the July 1, 2019 CE advisor salary increase and the October 1, 2019 salary increase?

The July 1, 2019 academic salary increases were the result of UC President Napolitano’s UC-wide academic salary plan for FY2019-20 that resulted in a 3 percent increase to the CE Advisor salary scale. The October 1, 2019 salary increases are the result of UC ANR Vice President Humiston’s discretionary equity adjustments to the UC ANR adjusted CE Advisor salary scale to better align salaries with the labor market for comparable academic positions.