

**APPOINTMENT SALARY JUSTIFICATION LETTER**

TO: Keith Alley, Executive Vice Chancellor and Provost

FROM: Dean, School of \_\_\_\_\_

SUBJECT: Salary Recommendation for **Joe Candidate, Assistant Professor Step III O/S**

DATE: \_\_\_\_\_

Dr. Joe Candidate is recommended for appointment as an Assistant Professor, Step III O/S in the School of \_\_\_\_\_. I am recommending a 9 month salary of \$62,000, which is \$8,200 off scale from the based Step III salary of \$53,800. Dr. Candidate received his PhD in \_\_\_\_\_ from the University of XYZ in 2002 and has been a senior post-doctoral fellow for approximately 2 years at ABC University.

Dr. Joe Candidate is an inter-disciplinary scientist whose research spans traditional disciplines of ..... His research interest in ..... has broad applications in....., and he will add the growing expertise in ..... that is developing at UC Merced. The projects that he plans to carry out at UC Merced will undoubtedly be strong attractors for both graduate and undergraduate students. I anticipate that Dr. Candidate's interests and broad expertise will help to bridge ..... programs at UC Merced. The market for individuals with the background that Joe Candidate would bring to UC Merced is highly competitive, both for academic institutions and in the \_\_\_\_\_ industry. The salary range for assistant professors on sister UC campuses is shown below.

*Salary ranges for assistant professors in chemistry/physics across the UC campuses is shown below:*

<b>Institution</b>	<b>Title</b>	<b>Salary Low</b>	<b>Salary High</b>
UC (UCSB, UCSD, UCB, UCD)	Assistant Professor Step III (Area)	\$60,000	\$68,000

\*UCOP report on Assistant Professor, Step III due December 14, 2005  
Jo Agustin, Principal Personnel Analyst, UCOP Data Management & Analysis

This data indicates that UC campuses recruiting in this area typically compensate individuals at least \$6,200 – \$14,200 off-scale from the UC base. UC Merced needs to be able to offer competitive salaries with other UC campuses. We will need to be competitive to recruit Dr. Candidate; thus a salary of \$62,000 is appropriate.