

## **Market Off-Scale Award** – may be proposed

1. when retention is an issue or
2. to reflect disciplinary or subfield conditions.

### Points to Remember

1. Market off-scales must be re-evaluated six years after they are established. The Department may propose to maintain the same amount of off-scale increment; may propose to increase the increment, or taper the increment (without causing a decrease in salary).
  - To re-establish the individual's "market worth", the Department must show:
    - a. The individual has sustained a high level of performance trajectory over the 6 year period;
    - b. Provide evidence that the individual has maintained his/her position as a leader in the field;
    - c. Describe the importance to the Department and the campus of retaining this individual.
  - In some Departments, market considerations within a specific discipline may also justify an off-scale salary. The Department must provide supporting information such as salary data from academic institutions of comparable stature as UCSD, or, discipline-based salary studies by national organizations.
2. Market off-scale salaries
  - a. **Assistant Professor rank** (or comparable) - may be set at any point in even multiples of \$100 between the designated step (X) and \$100 less for the equivalent step (X) for the next rank. For example, you are proposing an appointment for an Assistant Professor, Step II. The current "X" for the 10/05 salary scale is \$57,900. You may go as high as \$100 less than an Associate Professor, Step II which would be \$100 less than \$71,200 which would be \$71,100.
  - b. **Associate Professor rank** - off-scales may be set between the specific step and one step higher of the next rank. For example, you may propose an appointment for an Associate Professor, Step I and go as high for an off-scale salary which is \$100 less than a Professor, Step II.
  - c. **Full Professor rank**
    - for Steps I, II and III, you may go as high as setting the off-scale salary at \$100 less than the fourth highest step, i.e., a Professor, Step I may receive an off-scale increment as high as \$100 less than a Professor, Step V.
    - For proposals at Step IV or above, off-scale increments may be set at any point of even multiples of \$100.