

Compensation Strategy for CE Advisors – Updated October 2018

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. UC ANR documents the changes on a “shadow” salary scale for CE Advisors, building on increases implemented in July 2015, July 2016 and July 2017. The plan is intended to ensure salaries of CE Advisors are better aligned with the labor market for comparable academic positions.

In October 2018, VP Humiston approved implementation of Year 2 of the four-year equity plan. Although the FY 2018-19 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.

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’ salaries will be reduced over four years by increasing the UC ANR shadow salary scale annually.

The new ANR Adjusted Salary Scales for CE Advisors [<https://ucanr.edu/sites/anrstaff/files/293542.pdf>] are effective October 1, 2018.

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.

This CE Advisor equity plan is separate and distinct from the academic merit and promotion process.