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).
   o 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.
   o 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 $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
      o 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.
      o For proposals at Step IV or above, off-scale increments may be set at any point of even multiples of $100.