

**ACADEMIC SALARY SCALES
SANTA CRUZ CAMPUS
2003-04**

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ACADEMIC SALARY SCALES NOTES

FACULTY-LADDER RANKS--PROFESSOR SERIES

I. Rank and Step

- A. The "step" of an appointee is indicated by a Roman numeral after the rank -- e.g., Assistant Professor, Step II; Associate Professor, Step II; Professor, Step II. The step is not part of the title or the rank. Rather, it is an indicator of the stage of advancement of the individual, and is used primarily to keep a record of such advancement.
- B. For statistical purposes, years at rank and step for appointees are recorded in their individual salary history record as follows:
 - 1. An academic-year (9-months) appointee who has served at least two full quarters or one full semester in any fiscal year (July 1 through June 30) will receive one year's credit at rank and step.
 - 2. An academic-year (9-months) appointee who has served just one quarter in any fiscal year (July 1 through June 30) will not receive credit for that year at rank and step.
 - 3. A fiscal-year (11-months) appointee who is appointed during the period July 1 through January 1 will receive one year's credit at rank and step.
 - 4. A fiscal-year (11-months) appointee who is appointed during the period January 2 through June 30 will not receive credit for that year at rank and step.

II. Normal Periods of Service

- A. **Assistant Professor:** The total period of University service with the title Assistant Professor, or with this and certain other titles, shall not exceed eight years. (For complete information, see the *Academic Personnel Manual*.) The normal period of service at a given step in this rank is two years. The first four steps in rank and corresponding salary levels are for normal use. Steps V and VI may be used in exceptional situations and with proper justification. Please refer to the campus policy manual, CAPP 407.690.
- B. **Associate Professor:** The normal total period of service in the rank of Associate Professor is six years. The normal period of service at any one of the first three steps of the rank is two years. Steps IV and V may be used in exceptional situations and with proper justification. Please refer to the campus policy manual, CAPP 407.690.

- C. **Professor:** The normal period of service at step is three years in each of the first four steps. Service at Step V may be of indefinite duration. Advancement to Step VI usually will not occur after less than three years of service at Step V, and will be granted on evidence of highly distinguished scholarship, highly meritorious service, and evidence of excellent University teaching. In interpreting these criteria, reviewers should require evidence of excellence and high merit in original scholarship or creative achievement, teaching, and service; and, in addition, great distinction, recognized nationally or internationally, in scholarly or creative achievement or in teaching. Service at Professor, Step VI, VII, VIII, or IX may be of indefinite duration. Advancement from Professor, Step VI to Step VII, from Step VII to Step VIII, and from VIII to IX usually will not occur after less than three years of service at the lower step, and will only be granted on evidence of continuing achievement at the level required for advancement to Step VI.

Advancement to an above-scale salary is reserved for scholars and teachers of the highest distinction whose work has been internationally recognized and acclaimed and whose teaching performance is excellent. Except in rare and compelling cases, advancement will not occur after less than four years at Step IX. Moreover, mere length of service and continued good performance at Step IX is not justification for further salary advancement. There must be demonstration of additional merit and distinction beyond the performance on which advancement to Step IX was based. A further merit increase in salary for a person already serving at an above-scale salary level must be justified by new evidence of merit and distinction. Continued good service is not an adequate justification. Intervals between such salary increases may be indefinite, and only in the most superior cases where there is strong and compelling evidence will increase at intervals shorter than four years be approved.

III. Off-Scale Salaries

For specific guidelines for use of off-scale salaries, refer to the campus policy manual, CAPP 803.620 and the delegation of authority chart, Appendix 1.

LIBRARIAN SERIES

Normal Periods of Service

- (1) **Assistant Librarian:** See the Academic Personnel Manual for policy on length of service as Assistant Librarian. The period of service at each step is normally two years. The salary for Assistant Librarian, Step III, is identical to that of Associate Librarian, Step 1. An Assistant Librarian promoted to Associate Librarian after two years' service at Step III will be advanced to Associate Librarian, Step II.
- (2) **Associate Librarian:** The normal period of service in this rank is twelve years, but the University is under no obligation to promote to the rank of Librarian. Service at Step VII is normally in lieu of promotion to the rank of Librarian and may be of indefinite duration.
- (3) **Librarian:** The normal period of service at step is three years at Steps I, II, III, and IV, and of indefinite duration at Steps V, VI and VII. Advancement to Step VI will normally not occur with less than three years of service at Step V, except in unusual cases. Advancement from Step V to Step VI is reserved for Librarians with a distinguished career history who have demonstrated significant achievement since attaining Step V. Advancement to Step VII will normally not occur with less than three years of service at Step VI.

SUPERVISOR OF PHYSICAL EDUCATION SERIES

Refer to APM 300-18 b. for policy on normal periods of service.

OFF-SCALE SALARY LIMITS - PROFESSOR SERIES

(Effective 7/1/02, 10/1/02 and current for 10/1/03)

NOTE: Higher salaries may be recommended, but require demonstration of exceptional circumstances.

Academic Year Scale		Fiscal Year Scale	
Scale	Limit	Scale	Limit

Acting Assistant Professor

1	\$44,000	\$57,300	\$51,200	\$66,400
2	\$46,500	\$60,100	\$54,000	\$69,700
3	\$49,100	\$63,400	\$56,900	\$73,700
4	\$51,900	\$67,300	\$60,000	\$78,300

Assistant Professor

1	\$46,300	\$57,300	\$53,900	\$66,400
2	\$48,900	\$60,100	\$56,800	\$69,700
3	\$51,700	\$63,400	\$59,900	\$73,700
4	\$54,600	\$67,300	\$63,200	\$78,300
5	\$57,300	\$67,300	\$66,400	\$78,300
6	\$60,100	\$67,300	\$69,700	\$78,300

Associate Professor

1	\$57,400	\$72,600	\$66,500	\$84,100
2	\$60,200	\$78,500	\$69,800	\$91,200
3	\$63,500	\$85,200	\$73,800	\$98,900
4	\$67,400	\$85,200	\$78,400	\$98,900
5	\$72,600	\$85,200	\$84,100	\$98,900

Professor

1	\$67,500	\$100,300	\$78,500	\$116,500
2	\$72,700	\$100,300	\$84,200	\$116,500
3	\$78,600	\$100,300	\$91,300	\$116,500
4	\$85,300	\$100,300	\$99,000	\$116,500
5	\$92,600	\$100,300	\$107,400	\$116,500
6	\$100,400	\$139,100	\$116,600	\$161,300
7	\$109,100	\$139,100	\$126,500	\$161,300
8	\$118,100	\$139,100	\$137,000	\$161,300
9	\$128,300	\$139,100	\$148,800	\$161,300
Above-scale	\$128,400	\$168,000	\$148,900	\$194,900

Policy references:

APM 620: Off-scale salaries for appointments and advancements. Note that limits have been superseded by delegation letter cited below.

CAPPM 803.620: Off-scale salaries

CAPPM 804.620: for off-scale salary limits for faculty in overlapping steps

Delegation letter 5/10/96: gives Chancellors authority to approve above scale and off-scale salaries up to a ceiling which is indexed annually. Effective 10/1/01, these ceilings are \$168,000 academic year) and \$194,900 fiscal year). Salaries above these ceilings require Presidential approval.

OFF-SCALE SALARY LIMITS - PROFESSOR SERIES B&E SCALES

(Effective 7/1/02, 10/1/02 and current for 10/1/03)

NOTE: Higher salaries may be recommended, but require demonstration of exceptional circumstances.

Academic Year Scale		Fiscal Year Scale	
Scale	Limit	Scale	Limit

Acting Assistant Professor

1	\$58,500	\$74,600	\$67,800	\$86,400
2	\$61,500	\$77,300	\$71,300	\$89,600
3	\$64,500	\$80,400	\$75,000	\$93,100

Assistant Professor

1	\$61,600	\$74,600	\$71,400	\$86,400
2	\$64,700	\$77,300	\$75,100	\$89,600
3	\$67,900	\$80,400	\$78,900	\$93,100
4	\$71,500	\$82,700	\$82,600	\$95,900
5	\$74,600	\$82,700	\$86,400	\$95,900
6	\$77,300	\$82,700	\$89,600	\$95,900

Associate Professor

1	\$74,700	\$85,400	\$86,500	\$99,200
2	\$77,400	\$90,800	\$89,700	\$105,200
3	\$80,500	\$97,300	\$93,200	\$112,900
4	\$82,800	\$97,300	\$96,000	\$112,900
5	\$85,400	\$97,300	\$99,200	\$112,900

Professor

1	\$82,900	\$112,900	\$96,100	\$130,800
2	\$85,500	\$112,900	\$99,300	\$130,800
3	\$90,900	\$112,900	\$105,300	\$130,800
4	\$97,400	\$112,900	\$113,000	\$130,800
5	\$104,800	\$112,900	\$121,600	\$130,800
6	\$113,000	\$153,400	\$130,900	\$176,800
7	\$121,000	\$153,400	\$140,200	\$176,800
8	\$130,200	\$153,400	\$150,100	\$176,800
9	\$141,500	\$153,400	\$163,000	\$176,800
Above-scale	\$141,600	\$185,300	\$163,100	\$213,500

Policy references:

APM 620: Off-scale salaries for appointments and advancements. Note that limits have been superseded by delegation letter cited below.

CAPPM 803.620: Off-scale salaries

CAPPM 804.620: for off-scale salary limits for faculty in overlapping steps

Delegation letter 5/10/96: gives Chancellors authority to approve above scale and off-scale salaries up to a ceiling which is indexed annually. Effective 10/1/01, these ceilings are (\$185,300 academic year) and (\$213,500 fiscal year). Salaries above these ceilings require Presidential approval.

*** FACULTY - LADDER RANKS--PROFESSOR SERIES**

Academic Year (9 months)

Rank	Step	Normal Period at Salary	Scale 10/1/2001 and 10/1/2002 and 10/1/2003	
			Annual	Monthly
ASSISTANT PROFESSOR (1300)	I	2 yrs.	46,300	3,858.33
	II	2 yrs.	48,900	4,075.00
	III	2 yrs.	51,700	4,308.33
	IV	2 yrs.	54,600	4,550.00
	V	2 yrs.	57,300	4,775.00
	VI	2 yrs.	60,100	5,008.33
ASSOCIATE PROFESSOR (1200)	I	2 yrs.	57,400	4,783.33
	II	2 yrs.	60,200	5,016.67
	III	2 yrs.	63,500	5,291.67
	IV	3 yrs.	67,400	5,616.67
	V	3 yrs.	72,600	6,050.00
PROFESSOR (1100)	I	3 yrs.	67,500	5,625.00
	II	3 yrs.	72,700	6,058.33
	III	3 yrs.	78,600	6,550.00
	IV	3 yrs.	85,300	7,108.33
	V	--	92,600	7,716.67
	VI	--	100,400	8,366.67
	VII	--	109,100	9,091.67
	VIII	--	118,100	9,841.67
	IX	--	128,300	10,691.67

*The Adjunct Professor Series, Professor In Residence Series, and Astronomer Series are also paid on the Academic Year or Fiscal Year ladder rank salary scale.

*** FACULTY - LADDER RANKS--PROFESSOR SERIES**

Fiscal Year (11 months)

Rank	Step	Normal Period at Salary	Scale 10/1/2001 and 10/1/2002 and 10/1/2003	
			Annual	Monthly
ASSISTANT PROFESSOR (1310)	I	2 yrs.	53,900	4,491.67
	II	2 yrs.	56,800	4,733.33
	III	2 yrs.	59,900	4,991.67
	IV	2 yrs.	63,200	5,266.67
	V	2 yrs.	66,400	5,533.33
	VI	2 yrs.	69,700	5,808.33
ASSOCIATE PROFESSOR (1210)	I	2 yrs.	66,500	5,541.67
	II	2 yrs.	69,800	5,816.67
	III	2 yrs.	73,800	6,150.00
	IV	3 yrs.	78,400	6,533.33
	V	3 yrs.	84,100	7,008.33
PROFESSOR (1110)	I	3 yrs.	78,500	6,541.67
	II	3 yrs.	84,200	7,016.67
	III	3 yrs.	91,300	7,608.33
	IV	3 yrs.	99,000	8,250.00
	V	--	107,400	8,950.00
	VI	--	116,600	9,716.67
	VII	--	126,500	10,541.67
	VIII	--	137,000	11,416.67
	IX	--	148,800	12,400.00

*The Adjunct Professor Series, Professor In Residence Series, and Astronomer Series are also paid on the Academic Year or Fiscal Year ladder rank salary scale.

***FACULTY - LADDER RANKS--SPECIALIZED SALARY SCALES
BUSINESS ADMINISTRATION/MANAGEMENT AND ENGINEERING**

Academic Year (9 months)

Rank	Step	Normal Period at Salary	Scale 10/1/2001 and 10/1/2002 and 10/1/2003	
			Annual	Monthly
ASSISTANT PROFESSOR (1343)	I	2 yrs.	61,600	5,133.33
	II	2 yrs.	64,700	5,391.67
	III	2 yrs.	67,900	5,658.33
	IV	2 yrs.	71,500	5,958.33
	V	2 yrs.	74,600	6,216.67
	VI	2 yrs.	77,300	6,441.67
ASSOCIATE PROFESSOR (1243)	I	2 yrs.	74,700	6,225.00
	II	2 yrs.	77,400	6,450.00
	III	2 yrs.	80,500	6,708.33
	IV	3 yrs.	82,800	6,900.00
	V	3 yrs.	85,400	7,116.67
PROFESSOR (1143)	I	3 yrs.	82,900	6,908.33
	II	3 yrs.	85,500	7,125.00
	III	3 yrs.	90,900	7,575.00
	IV	3 yrs.	97,400	8,116.67
	V	--	104,800	8,733.33
	VI	--	113,000	9,416.67
	VII	--	121,000	10,083.33
	VIII	--	130,200	10,850.00
	IX	--	141,500	11,791.67

*The Adjunct Professor Series, Professor in Residence Series, and the Professional Research Series (limited to faculty on research status) in the appropriate disciplines are also paid on the Academic Year or Fiscal Year Business Administration/Management and Engineering Salary Scale.
On the Santa Cruz campus, faculty in the Departments and Programs in the Jack Baskin School of Engineering are paid from this scale.

*** FACULTY - LADDER RANKS--SPECIALIZED SALARY SCALES
BUSINESS ADMINISTRATION/MANAGEMENT AND ENGINEERING**

Fiscal Year (11 months)

Rank	Step	Normal Period at Salary	Scale 10/1/2001, 10/1/2002 and 10/1/2003	
			Annual	Monthly
ASSISTANT PROFESSOR (1344)	I	2 yrs.	71,400	5,950.00
	II	2 yrs.	75,100	6,258.33
	III	2 yrs.	78,900	6,575.00
	IV	2 yrs.	82,600	6,883.33
	V	2 yrs.	86,400	7,200.00
	VI	2 yrs.	89,600	7,466.67
ASSOCIATE PROFESSOR (1244)	I	2 yrs.	86,500	7,208.33
	II	2 yrs.	89,700	7,475.00
	III	2 yrs.	93,200	7,766.67
	IV	3 yrs.	96,000	8,000.00
PROFESSOR (1144)	V	3 yrs.	99,200	8,266.67
	I	3 yrs.	96,100	8,008.33
	II	3 yrs.	99,300	8,275.00
	III	3 yrs.	105,300	8,775.00
	IV	3 yrs.	113,000	9,416.67
	V	--	121,600	10,133.33
	VI	--	130,900	10,908.33
	VII	--	140,200	11,683.33
	VIII	--	150,100	12,508.33
IX	--	163,000	13,583.33	

*The Adjunct Professor Series, Professor in Residence Series, and the Professional Research Series (limited to faculty on research status) in the appropriate disciplines are also paid on the Academic Year or Fiscal Year Business Administration/Management and

***FACULTY - ACTING RANKS--PROFESSOR SERIES**

Academic Year (9 months)

**Scale 10/1/2001,
10/1/2002 and 10/1/2003**

Rank	Step	Annual	Monthly
ACTING ASSISTANT	I	44,000	3,666.67
PROFESSOR	II	46,500	3,875.00
(1307)	III	49,100	4,091.67
	IV	51,900	4,325.00

Fiscal Year (11 months)

ACTING ASSISTANT	I	51,200	4,266.67
PROFESSOR	II	54,000	4,500.00
(1317)	III	56,900	4,741.67
	IV	60,000	5,000.00

*For Acting ranks, see the Academic Personnel Manual for maximum years of service with an Acting title. (One year limit at Santa Cruz campus.)

Note: See the regular professorial scales for salaries for the Acting Associate Professor and Acting Professor titles.

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***FACULTY - ACTING RANKS--SPECIALIZED SALARY SCALES
BUSINESS ADMINISTRATION/MANAGEMENT AND ENGINEERING**

Academic Year (9 months)

**Scale 10/1/2001,
10/1/2002 and
10/1/2003**

Rank	Step	Annual	Monthly
Acting Assistant	I	58,500	4,875.00
Professor	II	61,500	5,125.00
(1977)	III	64,500	5,375.00

Fiscal Year (11 months)

Acting Assistant	I	67,800	5,650.00
Professor	II	71,300	5,941.67
(1978)	III	75,000	6,250.00

*For Acting ranks, see the Academic Personnel Manual for maximum years of service with an Acting title. (One year limit at Santa Cruz campus.)

Note: See the regular professorial scales for salaries for the Acting Associate Professor and Acting Professor titles.

BUC: 99

FACULTY -- RECALL TEACHING STIPENDS
Academic Year -- Estimated Scale

**Stipend per Regular
Quarter Course**

Base Salary at Retirement*	Scale 10/1/2001, 10/1/2002 and 10/1/2003
less than 60,000	6,700.00
60,000 - 65,000	6,900.00
65,000 - 70,000	7,300.00
70,000 - 75,000	7,700.00
75,000 - 80,000	8,300.00
80,000 - 85,000	9,000.00
85,000 - 90,000	9,500.00
more than 90,000	9,700.00

SUPERVISOR OF PHYSICAL EDUCATION SERIES

Academic Year (9 months)

**Scale 10/1/2001,
10/1/2002 and
10/1/2003**

Rank	Step	Normal Period at Salary	Annual	Monthly
JUNIOR SUPERVISOR (2160)		1 yr.	35,000	2,916.67
ASSISTANT SUPERVISOR (2140)	I	2 yrs.	39,700	3,308.33
	II	2 yrs.	41,600	3,466.67
	III	2 yrs.	43,800	3,650.00
	IV	2 yrs.	46,200	3,850.00
	V	2 yrs.	48,500	4,041.67
ASSOCIATE SUPERVISOR (2120)	I	2 yrs.	48,600	4,050.00
	II	2 yrs.	51,400	4,283.33
	III	--	54,300	4,525.00
SUPERVISOR (2100)	I	3 yrs.	57,800	4,816.67
	II	3 yrs.	61,700	5,141.67
	III	3 yrs.	67,400	5,616.67
	IV	--	73,700	6,141.67
	V	--	80,300	6,691.67
	VI	--	85,700	7,141.67
	VII	--	91,800	7,650.00

BUC: 99

**LECTURERS AND SENIOR LECTURERS
WITH SECURITY OF EMPLOYMENT
and WITH POTENTIAL SECURITY OF EMPLOYMENT**
(Use SOE Table of Pay Rates, pages 19 & 20)

**Scale 10/1/2001, 10/1/2002 and
10/1/2003**

	Annual Range	Monthly Range
Academic Year (9 months)		
Senior Lecturer with Security of Employment (1603) Potential Security of Employment (1683)	67,896 - 110,460	5,545.00 - 9,205.00
Lecturer with Security of Employment (1607) Potential Security of Employment (1680)	40,896 - 110,460	3,408.00 - 9,205.00
Fiscal Year (11 months)		
Senior Lecturer with Security of Employment (1613) Potential Security of Employment (1685)	78,528 - 131,064	6,378.00 - 10,922.00
Lecturer with Security of Employment (1617) Potential Security of Employment (1682)	46,836 - 131,064	3,903.00 - 10,922.00

For salary levels within range, see Lecturers and Senior Lecturers with SOE Table of Pay Rates.

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**LECTURERS AND SENIOR LECTURERS WITH SECURITY
OF EMPLOYMENT
TABLE OF PAY RATES**

Scale 10/1/2001, 10/1/2002 and 10/1/2003

<u>Annual</u>	<u>Monthly</u>
40,896	3,408.00
41,808	3,484.00
42,744	3,562.00
43,764	3,647.00
44,772	3,731.00
45,840	3,820.00
46,836	3,903.00
47,928	3,994.00
49,080	4,090.00
50,184	4,182.00
51,420	4,285.00
52,620	4,385.00
53,832	4,486.00
55,044	4,587.00
56,400	4,700.00
57,684	4,807.00
59,028	4,919.00
60,492	5,041.00
61,992	5,166.00
63,624	5,302.00
65,004	5,417.00
66,540	5,545.00
67,896	5,658.00
69,324	5,777.00
71,268	5,939.00
73,128	6,094.00
74,616	6,218.00

**LECTURERS AND SENIOR LECTURERS WITH SECURITY
OF EMPLOYMENT
TABLE OF PAY RATES**

Scale 10/1/2001, 10/1/2002 and 10/1/2003

<u>Annual</u>	<u>Monthly</u>
76,536	6,378.00
78,528	6,544.00
80,280	6,690.00
81,840	6,820.00
83,748	6,979.00
86,064	7,172.00
88,044	7,337.00
89,976	7,498.00
91,824	7,652.00
94,224	7,852.00
96,084	8,007.00
98,016	8,168.00
100,404	8,367.00
102,912	8,576.00
105,192	8,766.00
107,592	8,966.00
110,460	9,205.00
113,388	9,449.00
116,196	9,683.00
118,932	9,911.00
121,896	10,158.00
124,872	10,406.00
127,932	10,661.00
131,064	10,922.00

UNIT 18 LECTURER TITLES
 (use Unit 18 Lecturer Table of Pay Rates on pages 22 & 23)
 Updated March 4, 2004
See page 21B for Spring 2004 adjustments

Scale 10/1/2002

Scale 10/1/2003

ACADEMIC YEAR

**Annual Rates
(9 months)**

	Annual Range	Monthly Range		Annual Range	Monthly Range
Senior Lecturer (1640) Senior Lecturer - 3 Year Contract (1641)	60,552 - 99,456	5046.00 - 8288.00	Senior Lecturer (1640) Senior Lecturer - Continuing (1641)	60,552 - 99,456	5046.00 - 8288.00
Lecturer (1630) Lecturer - 3 Year Contract (1631)	30,288 - 99,456	2524.00 - 8288.00	Lecturer (1630) Lecturer - Continuing (1631)	34,404 - 99,456	2867.00 - 8288.00

**ACADEMIC YEAR - 1/9th
Monthly Rates (9 months)**

Senior Lecturer (1642) Senior Lecturer - 3 Year Contract (1643)	6728.00 - 11,050.67	Senior Lecturer (1642) Senior Lecturer - Continuing (1643)	6728.00 - 11,050.67
Lecturer (1632) Lecturer - 3 Year Contract (1633)	3365.33 - 11,050.67	Lecturer (1632) Lecturer - Continuing (1633)	3822.67 - 11,050.67

**ACADEMIC YEAR - 1/9th
Monthly Rates (9 months)**

**FISCAL YEAR
Annual Rates (11 months)**

Senior Lecturer (1644) Senior Lecturer - 3 Year Contract (1645)	69,612 - 118,092	5801.00 - 9841.00	Senior Lecturer (1644) Senior Lecturer - Continuing (1645)	69,612 - 118,092	5801.00 - 9841.00
Lecturer (1634) Lecturer - 3 Year Contract (1635)	34,404 - 118,092	2867.00 - 9841.00	Lecturer (1634) Lecturer - Continuing (1635)	39,264 - 118,092	3272.00 - 9841.00

**FISCAL YEAR
Annual Rates (11 months)**

For salary levels within range, see Unit 18 Lecturer Table of Pay Rates.

Salaries for exclusively represented appointees are set through the collective bargaining process.

BUC: IX

UNIT 18 LECTURER TITLES
 (use Unit 18 Lecturer Table of Pay Rates on pages 22 & 23)
 Updated March 4, 2004

ACADEMIC YEAR Annual Rates (9 months)	Scale 3/1/04 (9/12) 4/1/04 (9/9)	
	Annual Range	Monthly Range
Senior Lecturer (1640) Senior Lecturer - 3 Year Contract (1641)	60,552 - 99,456	5046.00 - 8288.00
Lecturer (1630) Lecturer - 3 Year Contract (1631)	35,868 - 99,456	2989.00 - 8288.00

ACADEMIC YEAR - 1/9th Monthly Rates (9 months)	
Senior Lecturer (1642) Senior Lecturer - 3 Year Contract (1643)	6728.00 - 11,050.67
Lecturer (1632) Lecturer - 3 Year Contract (1633)	3985.33 - 11,050.67

FISCAL YEAR Annual Rates (11 months)		
Senior Lecturer (1644) Senior Lecturer - 3 Year Contract (1645)	69,612 - 118,092	5801.00 - 9841.00
Lecturer (1634) Lecturer - 3 Year Contract (1635)	41,112 - 118,092	3426.00 - 9841.00

For salary levels within range, see Unit 18 Lecturer Table of Pay Rates.

Salaries for exclusively represented appointees are set through the collective bargaining process.
 BUC: IX

LECTURER and OTHER UNIT 18 TITLES TABLE OF PAY RATES

10/1/2002 Salary Scale			10/1/2003 Salary Scale			3/1/04 (9/12) 4/1/04 (9/9) Salary Scale		
<u>Annual</u>	<u>Monthly</u>	<u>1/9 Month</u>	<u>Annual</u>	<u>Monthly</u>	<u>1/9 Month</u>	<u>Annual</u>	<u>Monthly</u>	<u>1/9 Month</u>
28,416	2,368.00	3,157.33						
28,992	2,416.00	3,221.33						
29,664	2,472.00	3,296.00						
30,288	2,524.00	3,365.33						
30,948	2,579.00	3,438.67						
31,536	2,628.00	3,504.00						
32,232	2,686.00	3,581.33						
32,976	2,748.00	3,664.00						
33,648	2,804.00	3,738.67						
34,404	2,867.00	3,822.67	34,404	2,867.00	3,822.67			
35,208	2,934.00	3,912.00	35,208	2,934.00	3,912.00			
35,868	2,989.00	3,985.33	35,868	2,989.00	3,985.33	35,868	2,989.00	3,985.33
36,696	3,058.00	4,077.33	36,696	3,058.00	4,077.33	36,696	3,058.00	4,077.33
37,572	3,131.00	4,174.67	37,572	3,131.00	4,174.67	37,572	3,131.00	4,174.67
38,376	3,198.00	4,264.00	38,376	3,198.00	4,264.00	38,376	3,198.00	4,264.00
39,264	3,272.00	4,362.67	39,264	3,272.00	4,362.67	39,264	3,272.00	4,362.67
40,200	3,350.00	4,466.67	40,200	3,350.00	4,466.67	40,200	3,350.00	4,466.67
41,112	3,426.00	4,568.00	41,112	3,426.00	4,568.00	41,112	3,426.00	4,568.00
41,712	3,476.00	4,634.67	41,712	3,476.00	4,634.67	41,712	3,476.00	4,634.67
42,588	3,549.00	4,732.00	42,588	3,549.00	4,732.00	42,588	3,549.00	4,732.00
43,596	3,633.00	4,844.00	43,596	3,633.00	4,844.00	43,596	3,633.00	4,844.00
44,676	3,723.00	4,964.00	44,676	3,723.00	4,964.00	44,676	3,723.00	4,964.00
45,660	3,805.00	5,073.33	45,660	3,805.00	5,073.33	45,660	3,805.00	5,073.33
46,812	3,901.00	5,201.33	46,812	3,901.00	5,201.33	46,812	3,901.00	5,201.33
47,880	3,990.00	5,320.00	47,880	3,990.00	5,320.00	47,880	3,990.00	5,320.00
48,996	4,083.00	5,444.00	48,996	4,083.00	5,444.00	48,996	4,083.00	5,444.00
50,088	4,174.00	5,565.33	50,088	4,174.00	5,565.33	50,088	4,174.00	5,565.33
51,264	4,272.00	5,696.00	51,264	4,272.00	5,696.00	51,264	4,272.00	5,696.00
52,476	4,373.00	5,830.67	52,476	4,373.00	5,830.67	52,476	4,373.00	5,830.67
53,700	4,475.00	5,966.67	53,700	4,475.00	5,966.67	53,700	4,475.00	5,966.67
55,056	4,588.00	6,117.33	55,056	4,588.00	6,117.33	55,056	4,588.00	6,117.33
56,376	4,698.00	6,264.00	56,376	4,698.00	6,264.00	56,376	4,698.00	6,264.00
57,888	4,824.00	6,432.00	57,888	4,824.00	6,432.00	57,888	4,824.00	6,432.00

LECTURER and OTHER UNIT 18 TITLES TABLE OF PAY RATES

10/1/2002 Salary Scale

10/1/2003 Salary Scale

<u>Annual</u>	<u>Monthly</u>	<u>1/9 Month</u>	<u>Annual</u>	<u>Monthly</u>	<u>1/9 Month</u>
59,136	4,928.00	6,570.67	59,136	4,928.00	6,570.67
60,552	5,046.00	6,728.00	60,552	5,046.00	6,728.00
61,812	5,151.00	6,868.00	61,812	5,151.00	6,868.00
63,072	5,256.00	7,008.00	63,072	5,256.00	7,008.00
64,824	5,402.00	7,202.67	64,824	5,402.00	7,202.67
66,564	5,547.00	7,396.00	66,564	5,547.00	7,396.00
67,896	5,658.00	7,544.00	67,896	5,658.00	7,544.00
69,612	5,801.00	7,734.67	69,612	5,801.00	7,734.67
71,448	5,954.00	7,938.67	71,448	5,954.00	7,938.67
73,032	6,086.00	8,114.67	73,032	6,086.00	8,114.67
74,412	6,201.00	8,268.00	74,412	6,201.00	8,268.00
76,176	6,348.00	8,464.00	76,176	6,348.00	8,464.00
78,312	6,526.00	8,701.33	78,312	6,526.00	8,701.33
80,016	6,668.00	8,890.67	80,016	6,668.00	8,890.67
81,852	6,821.00	9,094.67	81,852	6,821.00	9,094.67
82,776	6,898.00	9,197.33	82,776	6,898.00	9,197.33
84,900	7,075.00	9,433.33	84,900	7,075.00	9,433.33
86,568	7,214.00	9,618.67	86,568	7,214.00	9,618.67
88,284	7,357.00	9,809.33	88,284	7,357.00	9,809.33
90,456	7,538.00	10,050.67	90,456	7,538.00	10,050.67
92,700	7,725.00	10,300.00	92,700	7,725.00	10,300.00
94,800	7,900.00	10,533.33	94,800	7,900.00	10,533.33
96,960	8,080.00	10,773.33	96,960	8,080.00	10,773.33
99,456	8,288.00	11,050.67	99,456	8,288.00	11,050.67
102,168	8,514.00	11,352.00	102,168	8,514.00	11,352.00
104,652	8,721.00	11,628.00	104,652	8,721.00	11,628.00
107,124	8,927.00	11,902.67	107,124	8,927.00	11,902.67
109,848	9,154.00	12,205.33	109,848	9,154.00	12,205.33
112,500	9,375.00	12,500.00	112,500	9,375.00	12,500.00
115,284	9,607.00	12,809.33	115,284	9,607.00	12,809.33
118,092	9,841.00	13,121.33	118,092	9,841.00	13,121.33
120,996	10,083.00	13,444.00	120,996	10,083.00	13,444.00
123,996	10,333.00	13,777.33	123,996	10,333.00	13,777.33

SUPERVISOR OF TEACHER EDUCATION

(2220)

Scale 10/1/2002

Scale 10/1/2003

		Scale 10/1/2002						Scale 10/1/2003					
		BA	BA+12	MA	MA+12	MA+24	MA+36	BA	BA+12	MA	MA+12	MA+24	MA+36
		I	II	III	IV	V	VI	I	II	III	IV	V	VI
Level 1	Annual	36,600	36,376	40,200	41,100	41,712	42,588	36,600	36,376	40,200	41,100	41,712	42,588
	Monthly	3,050	3,198	3,350	3,425	3,476	3,549	3,050	3,198	3,350	3,425	3,476	3,549
Level 2	Annual	37,836	39,612	41,472	41,928	42,864	43,932	37,836	39,612	41,472	41,928	42,864	43,932
	Monthly	3,153	3,301	3,456	3,494	3,572	3,661	3,153	3,301	3,456	3,494	3,572	3,661
Level 3	Annual	39,276	41,052	42,384	43,248	44,244	45,216	39,276	41,052	42,384	43,248	44,244	45,216
	Monthly	3,273	3,421	3,532	3,604	3,687	3,768	3,273	3,421	3,532	3,604	3,687	3,768
Level 4	Annual	40,512	41,772	43,704	44,592	45,576	46,488	40,512	41,772	43,704	44,592	45,576	46,488
	Monthly	3,376	3,481	3,642	3,716	3,798	3,874	3,376	3,481	3,642	3,716	3,798	3,874
Level 5	Annual	41,532	43,200	45,096	45,912	46,908	47,880	41,532	43,200	45,096	45,912	46,908	47,880
	Monthly	3,461	3,600	3,758	3,826	3,909	3,990	3,461	3,600	3,758	3,826	3,909	3,990
Level 6	Annual	42,792	44,412	46,428	47,220	48,108	49,176	42,792	44,412	46,428	47,220	48,108	49,176
	Monthly	3,566	3,701	3,869	3,935	4,009	4,098	3,566	3,701	3,869	3,935	4,009	4,098
Level 7	Annual	44,220	45,852	47,688	48,564	49,464	50,496	44,220	45,852	47,688	48,564	49,464	50,496
	Monthly	3,685	3,821	3,974	4,047	4,122	4,208	3,685	3,821	3,974	4,047	4,122	4,208
Level 8	Annual	45,408	47,172	48,996	49,968	50,820	51,792	45,408	47,172	48,996	49,968	50,820	51,792
	Monthly	3,784	3,931	4,083	4,164	4,235	4,316	3,784	3,931	4,083	4,164	4,235	4,316

BUC: IX

SUPERVISOR OF TEACHER EDUCATION

(2220)

		Scale 10/1/2002						Scale 10/1/2003					
		BA	BA+12	MA	MA+12	MA+24	MA+36	BA	BA+12	MA	MA+12	MA+24	MA+36
		I	II	III	IV	V	VI	I	II	III	IV	V	VI
Level 9	Annual	46,872	48,540	50,256	51,168	52,152	53,184	46,872	48,540	50,256	51,168	52,152	53,184
	Monthly	3,906	4,045	4,188	4,264	4,346	4,432	3,906	4,045	4,188	4,264	4,346	4,432
Level 10	Annual	48,084	49,872	51,528	52,476	53,436	54,396	48,084	49,872	51,528	52,476	53,436	54,396
	Monthly	4,007	4,156	4,294	4,373	4,453	4,533	4,007	4,156	4,294	4,373	4,453	4,533
Level 11	Annual	49,392	51,120	52,956	53,832	54,612	55,728	49,392	51,120	52,956	53,832	54,612	55,728
	Monthly	4,116	4,260	4,413	4,486	4,551	4,644	4,116	4,260	4,413	4,486	4,551	4,644
Level 12	Annual	50,760	52,428	54,252	55,152	56,148	57,060	50,760	52,428	54,252	55,152	56,148	57,060
	Monthly	4,230	4,369	4,521	4,596	4,679	4,755	4,230	4,369	4,521	4,596	4,679	4,755
Level 13	Annual						58,392						58,392
	Monthly						4,866						4,866
Level 14	Annual						59,664						59,664
	Monthly						4,972						4,972
Level 15	Annual						61,020						61,020
	Monthly						5,085						5,085

Levels 13 - 15 allowable only to individuals with doctoral degrees.

BUC: IX

FACULTY RESEARCH SERIES

Academic Year (9 months)

Rank	Step	Normal Period at Salary	Scale 10/1/2001, 10/1/2002 and 10/1/2003	
			Annual	Monthly
ASSISTANT RESEARCH (3223)	I	2 yrs.	46,300	3,858.33
	II	2 yrs.	48,900	4,075.00
	III	2 yrs.	51,700	4,308.33
	IV	2 yrs.	54,600	4,550.00
	V	2 yrs.	57,300	4,775.00
	VI	2 yrs.	60,100	5,008.33
ASSOCIATE RESEARCH (3213)	I	2 yrs.	57,400	4,783.33
	II	2 yrs.	60,200	5,016.67
	III	2 yrs.	63,500	5,291.67
	IV	3 yrs.	67,400	5,616.67
	V	3 yrs.	72,600	6,050.00
RESEARCH (3203)	I	3 yrs.	67,500	5,625.00
	II	3 yrs.	72,700	6,058.33
	III	3 yrs.	78,600	6,550.00
	IV	3 yrs.	85,300	7,108.33
	V	--	92,600	7,716.67
	VI	--	100,400	8,366.67
	VII	--	109,100	9,091.67
	VIII	--	118,100	9,841.67
	IX	--	128,300	10,691.67

Notes: These rates are applicable only to faculty who also hold an academic year (9-month) appointment in one of the following titles: Acting Professor, Adjunct Professor, Professor in Residence, Visiting Professor, Assistant Professor, Associate Professor, or Professor.

If a 9-month faculty member is normally paid on one of the Business/Management and Engineering Professorial salary scales, the temporary Faculty Research appointment shall be compensated according to that same scale.

BUC: A7

FACULTY RESEARCH SERIES

Academic Year (9 months)
One-ninth

Scale 10/1/2001,10/1/2002 and 10/1 2003

Rank	Step	Normal Period at Salary	Annual	Monthly
ASSISTANT RESEARCH (3225)	I	2 yrs.	46,300	5,144.44
	II	2 yrs.	48,900	5,433.33
	III	2 yrs.	51,700	5,744.44
	IV	2 yrs.	54,600	6,066.67
	V	2 yrs.	57,300	6,366.67
	VI	2 yrs.	60,100	6,677.78
ASSOCIATE RESEARCH (3215)	I	2 yrs.	57,400	6,377.78
	II	2 yrs.	60,200	6,688.89
	III	2 yrs.	63,500	7,055.56
	IV	3 yrs.	67,400	7,488.89
	V	3 yrs.	72,600	8,066.67
RESEARCH (3205)	I	3 yrs.	67,500	7,500.00
	II	3 yrs.	72,700	8,077.78
	III	3 yrs.	78,600	8,733.33
	IV	3 yrs.	85,300	9,477.78
	V	--	92,600	10,288.89
	VI	--	100,400	11,155.56
	VII	--	109,100	12,122.22
	VIII	--	118,100	13,122.22
	IX	--	128,300	14,255.56

Notes: These rates are applicable only to faculty who also hold an academic year (9-month) appointment in one of the following titles: Acting Professor, Adjunct Professor, Professor in Residence, Visiting Professor, Assistant Professor, Associate Professor, or Professor.

If a 9-month faculty member is normally paid on one of the Business/Management and Engineering Professorial salary scales, the temporary Faculty Research appointment shall be compensated according to that same scale.

BUC: A7

PROFESSIONAL RESEARCH SERIES

Fiscal Year (11 months)

Rank	Step	Normal Period at Salary	Scale 10/1/2002		Scale 10/1/2003	
			Annual	Monthly	Annual	Monthly
ASSISTANT RESEARCH (3220)	I	2 yrs.	53,900	4,491.67	53,900	4,491.67
	II	2 yrs.	56,800	4,733.33	56,800	4,733.33
	III	2 yrs.	59,900	4,991.67	59,900	4,991.67
	IV	2 yrs.	63,200	5,266.67	63,200	5,266.67
	V	2 yrs.	66,400	5,533.33	66,400	5,533.33
	VI	2 yrs.	69,700	5,808.33	69,700	5,808.33
ASSOCIATE RESEARCH (3210)	I	2 yrs.	66,500	5,541.67	66,500	5,541.67
	II	2 yrs.	69,800	5,816.67	69,800	5,816.67
	III	2 yrs.	73,800	6,150.00	73,800	6,150.00
	IV	3 yrs.	78,400	6,533.33	78,400	6,533.33
	V	3 yrs.	84,100	7,008.33	84,100	7,008.33
RESEARCH (3200)	I	3 yrs.	78,500	6,541.67	78,500	6,541.67
	II	3 yrs.	84,200	7,016.67	84,200	7,016.67
	III	3 yrs.	91,300	7,608.33	91,300	7,608.33
	IV	3 yrs.	99,000	8,250.00	99,000	8,250.00
	V	--	107,400	8,950.00	107,400	8,950.00
	VI	--	116,600	9,716.67	116,600	9,716.67
	VII	--	126,500	10,541.67	126,500	10,541.67
	VIII	--	137,000	11,416.67	137,000	11,416.67
	IX	--	148,800	12,400.00	148,800	12,400.00

BUC: FX*

*If an individual has a dual 11-month ladder rank/research appointment, such as Professor/Astronomer, use A7 as the bargaining unit code.

**The Professional Research Series, Fiscal Year, have been increased incrementally over a four year period, with the goal of restoring the salaries of this series to the same level of the ladder rank faculty. This is the fourth and final year of incremental increase; full parity is achieved 10/1/02.

**PROFESSIONAL RESEARCH SERIES--BUSINESS/MANAGEMENT/ENGINEERING
FISCAL YEAR**

Salary Scale 10/1/2001, 10/1/2002 and 10/1/2003

Rank	Step	Normal Period at Salary	Annual	Monthly
ASSISTANT RESEARCH (1989)	I	2 yrs	71,400.00	5,950.00
	II	2 yrs	75,100.00	6,258.33
	III	2 yrs	78,900.00	6,575.00
	IV	2 yrs	82,600.00	6,883.33
	V	2 yrs	86,400.00	7,200.00
	VI	2 yrs	89,600.00	7,466.67
ASSOCIATE RESEARCH (1988)	I	2 yrs	86,500.00	7,208.33
	II	2 yrs	89,700.00	7,475.00
	III	2 yrs	93,200.00	7,766.67
	IV	3 yrs	96,000.00	8,000.00
	V	3 yrs	99,200.00	8,266.67
RESEARCH (1987)	I	3 yrs	96,100.00	8,008.33
	II	3 yrs	99,300.00	8,275.00
	III	3 yrs	105,300.00	8,775.00
	IV	3 yrs	113,000.00	9,416.67
	V	--	121,600.00	10,133.33
	VI	--	130,900.00	10,908.33
	VII	--	140,200.00	11,683.33
	VIII	--	150,100.00	12,508.33
	IX	--	163,000.00	13,583.33

BUC: FX***

*If an individual has a dual 11 month-ladder rank/research appointment, such as Professor/Astronomer, use A7 as the bargaining unit code.

**READER, TEACHING ASSISTANT, TUTOR, OTHER
STUDENT TITLES**

	Scale 10/1/2001, 10/1/2002 and 10/1/2003			Scale 1/1/04**		
	Annual	Monthly	Hourly or Quarterly	Annual	Monthly	Hourly or Quarterly
READER*						
(2854) GSHIP						
(2855) NON-GSHIP						
Holders of Baccalaureate			10.82			10.98
Undergraduate Students			10.27			10.42
TEACHING ASSISTANT***						
(2310) GSHIP	28,290	3,143.33	9,430.00	28,714	3,190.44	9,571.33
(2311) NON-GSHIP						
TEACHING FELLOW***						
(2300) GSHIP	33,168	3,685.33	11,056.00	33,666	3,740.67	11,222.00
(2301) NON-GSHIP						
TUTOR*		Range		Range		
(2862) GSHIP		2,273.33 - 3,143.33		2,307.43 - 3,190.44		
(2863) NON-GSHIP						

Non-Student Titles

READER*						
(2520) Holders of Baccalaureate			10.82			10.98
TUTOR*		Range		Range		
(2521) Course Assistant		2,273.33 - 3,143.33		2,307.43 - 3,190.44		

Monthly rate is 1/9 annual rate.

Contact the Graduate Division office for help in determining the appropriate title code.

For employees in any of the above-referenced titles who are exclusively represented, the application of the Salary Scale is subject to the requirements of the Higher Education employer-Employee Relations Act (HEERA).

For any of the titles in this list that are covered by a Memorandum of Understanding (MOU), the Salary Scale applies only to the extent provided for in the MOU.

**Represented and non-represented employees who were on payroll and working during December 2003 received a lump-sum payments as follows:

\$70 to employees with an appointment of 25% or more, and \$35 to employees with an appointment less than 25%.

BUC: *= 99, *** = BX

GRADUATE STUDENT RESEARCH

Student Title

Fiscal Year (11 months)

Scale 7/1/2002, 10/1/2002 and 10/1/2003

Rank	Step	Annual	Monthly	Hourly
GRADUATE STUDENT	I	29,256	2,438.00	14.01
RESEARCHER	II	31,524	2,627.00	15.10
(3266) GRAD STDNT RES - NO REMISSION	III	34,956	2,913.00	16.74
(3276) GRAD STDNT RES - PARTIAL FEE REM	IV	37,764	3,147.00	18.09
	V	40,284	3,357.00	19.29
	VI	42,144	3,512.00	20.18
	VII	45,516	3,793.00	21.80
	VIII	49,152	4,096.00	23.54
	IX	53,088	4,424.00	25.43
	X	57,336	4,778.00	27.46

Note: The title Research Assistant (title code 3265 & 3299) is no longer available on the Santa Cruz campus. It has been replaced by the title listed above.

BUC: 99

**STUDENT TITLES*
ASSOCIATE IN****

10/1/2002 and 10/2/2003

1/1/04***

ACADEMIC YEAR	<u>Annual Range</u>	<u>1/9 Monthly Range</u>	<u>Annual Range</u>	<u>1/9 Monthly Range</u>	
	29,641 - 35,136	3,293.44 - 3,904.00	30,086 - 35,663	3,342.89 - 3,962.56	
	Salaries within range			Salaries within range	
	<u>Annual</u>	<u>1/9 Monthly</u>	<u>Annual</u>	<u>1/9 Monthly</u>	
	29,641	3,293.44	30,086	3,342.89	
	30,216	3,357.33	30,699	3,407.67	
	30,903	3,433.67	31,367	3,485.22	
	31,576	3,508.44	32,050	3,561.11	
	32,226	3,580.67	32,709	3,634.33	
	32,950	3,661.11	33,444	3,716.00	
	33,712	3,745.78	34,218	3,802.00	
	34,360	3,817.78	34,875	3,875.00	
	35,136	3,904.00	35,663	3,962.56	
FISCAL YEAR	<u>Annual Range</u>	<u>1/12 Monthly Range</u>	<u>Annual Range</u>	<u>1/12 Monthly Range</u>	
	32,950 - 40,329	2,745.83 - 3,360.75	33,444 - 40,934	2,787.00 - 3,411.17	
	Salaries within range			Salaries within Range	
	<u>Annual</u>	<u>1/12 Monthly</u>	<u>Annual</u>	<u>1/12 Monthly</u>	
	32,950	2,745.83	33,444	2,787.00	
	33,712	2,809.33	34,218	2,851.00	
	34,360	2,863.33	34,875	2,906.25	
	35,136	2,928.00	35,663	2,971.92	
	35,934	2,994.50	36,473	3,039.42	
	36,746	3,062.17	37,297	3,108.08	
	37,619	3,134.92	38,183	3,181.92	
	38,481	3,206.75	39,058	3,254.83	
	39,368	3,280.67	39,959	3,329.92	
	40,329	3,360.75	40,934	3,411.17	

- (1501) Associate In - 9 months - GSHIP
- (1502) Associate In - 9 months - NON-GSHIP
- (1506) Associate In - 9 months (1/9th) - GSHIP
- (1507) Associate In - 9 months (1/9th) - NON-GSHIP

- (1511) Associate In - 11 months - GSHIP
- (1512) Associate In - 11 months - NON-GSHIP

*For employees in any of the above-referenced titles who are exclusively represented, the application of the Salary Scale is subject to the requirements of the Higher Education Employer-Employee Relations Act (HEERA). For any of the titles in this list that are covered by a Memorandum of Understanding (MOU), the Salary Scale applies only to the extent provided for in the MOU.

**This title is available only to registered graduate students. Rates for Associate apply to titles covered by a Memorandum of Understanding and to non-represented titles.

***Represented and non-represented employees who were on payroll and working during December 2003 received a lump-sum payment as follows: \$70 to employees with an appointment of 25% or more, and \$35 to employees with an appointment less than 25%.

BUC: BX

**REMEDIAL TUTOR I AND II
Student Title**

	Scale 10/1/2002 and 10/1/2003	Salary Scale 1/1/04*
	Hourly	Hourly
REMEDIAL TUTOR I (2271) GSHIP (2270) NON-GSHIP		
Single Student Sessions	10.82	10.98
Group Sessions	14.55	14.77
 REMEDIAL TUTOR II (2273) GSHIP (2272) NON-GSHIP		
Single Student Sessions	12.99	13.18
Group Sessions	16.73	16.98

*Represented and non-represented employees who were on payroll and worked during December 2003 received a lump-sum payment as follows: \$70 to employees with an appointment of 25% or more, and \$25 to employees with an appointment less than 25%.

BUC: 99

**POSTDOCTORAL SCHOLAR
FISCAL YEAR**

Salary/Stipend Scale 7/1/2003		Salary/Stipend Scale 10/1/2003	
<u>Annual Range</u>	<u>Monthly Range</u>	<u>Annual Range</u>	<u>Monthly Range</u>
29,000 - 75,324	2,416.67 - 6,277.00	29,000 - 75,324	2,416.67 - 6,277.00

Title Codes for Postdoctoral Scholars - Employees:

3240

3370

Title Codes for Postdoctoral Scholars - Non employees

3253 (Postdoctoral Scholar - Fellow)

3254 (Postdoctoral Scholar - Pair Direct)

Refer to page 34 for table of pay rates

BUC: 99

**POSTDOCTORAL SCHOLAR
TABLE OF PAY RATES
Fiscal Year (11 months)**

Effective 7/1/03

Annual	Monthly	Annual	Monthly
29,148*	2,429	48,168	4,014
29,779	2,481	49,308	4,109
30,360**	2,530	50,472	4,206
31,044***	2,587	51,660	4,305
31,716	2,643	52,956	4,413
32,364	2,697	54,240	4,520
33,108	2,759	55,668	4,639
33,864	2,822	56,880	4,740
34,512	2,876	58,236	4,853
35,304	2,942	59,436	4,953
36,096	3,008	60,672	5,056
36,912	3,076	62,376	5,198
37,800	3,150	64,020	5,335
38,652	3,221	65,304	5,442
39,540	3,295	66,984	5,582
40,512	3,376	68,700	5,725
41,352	3,446	70,272	5,856
41,940	3,495	71,592	5,966
42,960	3,580	73,260	6,105
43,908	3,659	75,324	6,277
45,048	3,754		
46,056	3,838		
47,148	3,929		

APM 390 establishes a minimum salary for Postdoctoral Scholars appointed on or after 7/1/03. **This minimum will be raised annually until 7/1/05, when the minimum will be set at the same level as currently exists for Step 1 of the Postgraduate Researcher Salary Scale. Salaries are subject to annual range adjustments.** All Postdoctoral Scholars hired on or after 7/1/03, who are not subject to the “prior commitment” clause, must have their salaries increased to the minimum level in place at time of subsequent reappointment.

- * Minimum as of 7/1/03
- ** Minimum as of 7/1/04
- *** Minimum as of 7/1/05

Non-Student POSTGRADUATE RESEARCH

Fiscal Year (11 months)

**Scale 7/1/2002,
10/1/2002 and
10/1/2003**

	Step	Annual	Monthly
POSTGRADUATE RESEARCH (3240)	I	31,044	2,587.00
	II	32,364	2,697.00
	III	33,864	2,822.00
	IV	35,304	2,942.00
	V	36,912	3,076.00
	VI	38,652	3,221.00
	VII*	40,512	3,376.00
	VIII*	41,940	3,495.00
	IX*	43,908	3,659.00
	X*	46,056	3,838.00
	XI*	48,168	4,014.00
	XII*	50,472	4,206.00
	XIII*	52,956	4,413.00
	XIV*	55,668	4,639.00
	XV*	58,236	4,853.00
	XVI*	60,672	5,056.00
	XVII*	64,020	5,335.00

*Appointment to Steps VII-XVII requires a doctorate or its equivalent

BUC: FX

STUDENT POSTGRADUATE RESEARCHER

Fiscal Year (11 months)

**Scale 10/1/2001,
10/1/2002 and
10/1/2003**

	Step	Annual	Monthly
POSTGRADUATE RESEARCH PGR-GRAD STDNT-FY - GSHIP 3241 PGR-GRAD STDNT-FY - NON-GSHIP 3242	I	30,900	2,575.00
	II	32,208	2,684.00
	III	33,708	2,809.00
	IV	35,124	2,927.00
	V	36,732	3,061.00
	VI	38,472	3,206.00

BUC: 99

SPECIALIST SERIES

Fiscal Year (11 months)

Rank	Step	Normal Period at Salary	Scale 10/1/2001, 10/1/2002 and 10/1/2003	
			Annual	Monthly
JUNIOR SPECIALIST (3330)	I	1 yr.	31,044	2,587.00
	II	1 yr.	33,108	2,759.00
ASSISTANT SPECIALIST (3320)	I	2 yrs.	36,096	3,008.00
	II	2 yrs.	38,652	3,221.00
	III	2 yrs.	41,352	3,446.00
ASSOCIATE SPECIALIST (3310)	I	2 yrs.	45,048	3,754.00
	II	2 yrs.	48,168	4,014.00
	III	2 yrs.	51,660	4,305.00
	IV	--	54,240	4,520.00
SPECIALIST (3300)	I	3 yrs.	58,236	4,853.00
	II	3 yrs.	64,020	5,335.00
	III	--	71,592	5,966.00
	IV	--	80,388	6,699.00
	V	--	89,160	7,430.00

BUC: FX

FACULTY FELLOW RESEARCHER
ACADEMIC YEAR
Title Codes:
Academic Year - 3237
Academic Year 1/9 - 3238

Salary Scale 10/1/02			Salary Scale 10/1/03		
<u>Annual</u>	<u>Monthly</u>	<u>1/9 Monthly</u>	<u>Annual</u>	<u>Monthly</u>	<u>1/9 Monthly</u>
30,288	2,524	2,265			
30,948	2,579	3,438.67			
31,536	2,628	2,504			
32,232	2,686	3,581.33			
32,976	2,748	3,664			
33,648	2,804	3,738.67			
34,404	2,867	3,822.67	34,404	2,867	3,822.67
35,208	2,934	3,912	35,208	2,934	3,912
35,868	2,989	3,985.33	35,868	2,989	3,985.33
36,696	3,058	4,077.33	36,696	3,058	4,077.33
37,572	3,131	4,174.67	37,572	3,131	4,174.67
38,376	3,198	4,264	38,376	3,198	4,264
39,264	3,272	4,362.67	39,264	3,272	4,362.67
40,200	3,350	4,466.67	40,200	3,350	4,466.67
41,112	3,426	4,568	41,112	3,426	4,568
41,712	3,476	4,624.67	41,712	3,476	4,624.67
42,588	3,549	4,732	42,588	3,549	4,732
43,596	3,633	4,844	43,596	3,633	4,844
44,676	3,723	4,964	44,676	3,723	4,964
45,660	3,805	5,073	45,660	3,805	5,073
46,812	3,901	5,201.33	46,812	3,901	5,201.33
47,880	3,990	5,320	47,880	3,990	5,320
48,996	4,083	5,444	48,996	4,083	5,444
50,088	4,174	5,565.33	50,088	4,174	5,565.33
51,264	4,272	5,696	51,264	4,272	5,696
52,476	4,373	5,830.67	52,476	4,373	5,830.67

BUC: FX

LIBRARIAN SERIES*

Fiscal Year (11 month)

REPRESENTED AND NON-REPRESENTED LIBRARIANS

Salary Scale 10/1/2001, 10/1/2002 and 10/1/2003

<u>Rank</u>	<u>Step</u>	<u>Annual</u>	<u>Monthly</u>
Assistant Librarian	I	37,920	3,160.00
3620-Career	II	40,560	3,380.00
3621-Potential Career	III	42,996	3,583.00
3622-Temporary			
Associate Librarian	I	42,996	3,583.00
3616-Career	II	46,008	3,834.00
3617-Potential Career	III	49,224	4,102.00
3618-Temporary	IV	52,620	4,385.00
	V	56,256	4,688.00
	VI	60,132	5,011.00
	VII	64,164	5,347.00
Librarian	I	64,164	5,347.00
3612-Career	II	70,500	5,875.00
3613-Potential Career	III	76,860	6,405.00
3614-Temporary	IV	82,416	6,868.00
	V	88,848	7,404.00
	VI	95,508	7,959.00
	VII	102,480	8,540.00

*This salary Scale applies to both represented and non-represented employees in these titles. For employees in any of the above-referenced titles who are exclusively represented, the application of the Salary Scale is subject to the requirements of the Higher Education Employer-Employee Relations Act (HEERA) For librarians who are exclusively represented, the Salary Scale applies only to the extent provided for in the MOU.

Non-represented - BUC: 99
 Represented - BUC: LX

ASSISTANT AND ASSOCIATE UNIVERSITY LIBRARIANS

Fiscal Year (11 months)

Scale 10/1/2001, 10/1/2002 and 10/1/2003

	ANNUAL RANGE	MONTHLY RANGE
ASSISTANT UNIVERSITY LIBRARIAN (3610)	57,600 - 105,800	4,800.00 - 8,816.67
ASSOCIATE UNIVERSITY LIBRARIAN (3600)	60,900 - 116,400	5,075.00 - 9,700.00

BUC: 99

**COORDINATORS OF PUBLIC PROGRAMS
CONTINUING EDUCATION SPECIALISTS--UNIVERSITY EXTENSION**
Fiscal Year (11 months)

Scale 10/1/2001, 10/1/2002 and 10/1/2003

(Title Code)	Rank	Step	Normal Period at Step in Rank	Annual	Monthly
CPP (3515)	I	1	1 yr.	37,100	3,091.67
CES (3514)		2		38,400	3,200.00
		3		40,100	3,341.67
		4		41,500	3,456.33
CPP (3513)	II	1	1 yr.	42,200	3,516.67
CES (3512)		2		43,900	3,658.33
		3		45,100	3,758.33
		4		46,600	3,883.33
CPP (3511)	III	1	1 yr.	47,800	3,983.33
CES (3510)		2		50,300	4,191.67
		3		51,700	4,308.33
		4		53,300	4,441.67
CPP (3509)	IV	1	1 yr.	55,000	4,583.33
CES (3508)		2		57,000	4,750.00
		3		58,300	4,858.33
		4		60,800	5,066.67
CPP (3507)	V	1	1 yr.	62,900	5,241.67
CES (3506)		2		65,000	5,416.67
		3		67,100	5,591.67
		4		68,900	5,741.67
CPP (3505)	VI	1	1 yr.	71,500	5,958.33
CES (3504)		2		73,900	6,158.33
		3		76,300	6,358.33
		4		79,100	6,591.67
CPP (3503)	VII	1	--	81,400	6,783.33
CES (3502)		2		83,900	6,991.67
		3		86,800	7,233.33
		4		89,200	7,433.33
CPP (3501)	VIII	1	--	92,100	7,675.00
CES (3500)		2		95,500	7,958.33
		3		98,800	8,233.33

ACADEMIC ADMINISTRATOR SERIES

Fiscal Year (11 months)

Scale 10/1/2001, 10/1/2002 and 10/1/2003

Rank		Annual Range	Monthly Range
ACADEMIC ADMINISTRATOR (1061)	I	42,960 - 59,436	3,580.00 - 4,953.00
ACADEMIC ADMINISTRATOR (1062)	II	48,168 - 66,984	4,014.00 - 5,582.00
ACADEMIC ADMINISTRATOR (1063)	III	54,240 - 75,324	4,520.00 - 6,277.00
ACADEMIC ADMINISTRATOR (1064)	IV	60,672 - 83,256	5,056.00 - 6,938.00
ACADEMIC ADMINISTRATOR (1065)	V	68,700 - 93,252	5,725.00 - 7,771.00
ACADEMIC ADMINISTRATOR (1066)	VI	77,004 - 105,648	6,417.00 - 8,804.00
ACADEMIC ADMINISTRATOR (1067)	VII	84,912 - 119,244	7,076.00 - 9,937.00

BUC: 99

**ACADEMIC COORDINATOR SERIES
SALARY SCALE
ACADEMIC YEAR (9 month)
Effective 10/1/2001, 10/1/2002 and 10/1/2003**

I (0840)				II (0842)				III (0844)			
Step	Step	Annual	Monthly	Step	Step	Annual	y	Step	Step	Annual	Monthly
1	2	36,096	3,008	1	2	47,148	3,929	1	3	59,436	4,953
2	2	37,800	3,150	2	2	49,308	4,109	2	3	64,020	5,335
3	2	39,540	3,295	3	2	51,660	4,305	3	3	68,700	5,725
4	2	41,352	3,446	4	2	54,240	4,520	4	3	73,260	6,105
5	2	42,960	3,580	5	2	56,880	4,740	5	3	78,732	6,561
6	2	45,048	3,754	6	2	59,436	4,953	6	3	84,912	7,076
7	2	47,148	3,929	7	2	62,376	5,198	7	3	91,200	7,600
8	2	49,308	4,109	8	2	65,304	5,442	8	3	98,292	8,191
9	2	51,660	4,305	9	2	68,700	5,725	9	--	105,648	8,804
10	2	54,240	4,520	10	2	71,592	5,966				
11	2	56,880	4,740	11	2	75,324	6,277				
12	2	59,436	4,953	12	2	78,732	6,561				
13	2	62,376	5,198	13	2	82,476	6,873				
14	2	65,304	5,442	14	2	87,012	7,251				
15	--	68,700	5,725	15	--	91,200	7,600				

**FISCAL YEAR (11 month)
Effective 10/1/2001, 10/1/2002 and 10/1/2003**

I (0841)				II (0843)				III (0845)			
Step	Step	Annual	Monthly	Step	Step	Annual	y	Step	Step	Annual	Monthly
1	2	41,352	3,446	1	2	54,240	4,520	1	3	68,700	5,725
2	2	42,960	3,580	2	2	56,880	4,740	2	3	73,260	6,105
3	2	45,048	3,754	3	2	59,436	4,953	3	3	78,732	6,561
4	2	47,148	3,929	4	2	62,376	5,198	4	3	84,912	7,076
5	2	49,308	4,109	5	2	65,304	5,442	5	3	91,200	7,600
6	2	51,660	4,305	6	2	68,700	5,725	6	3	98,292	8,191
7	2	54,240	4,520	7	2	71,592	5,966	7	3	105,648	8,804
8	2	56,880	4,740	8	2	75,324	6,277	8	3	113,592	9,466
9	2	59,436	4,953	9	2	78,732	6,561	9	--	122,112	10,176
10	2	62,376	5,198	10	2	82,476	6,873				
11	2	65,304	5,442	11	2	87,012	7,251				
12	2	68,700	5,725	12	2	91,200	7,600				
13	2	71,592	5,966	13	2	95,700	7,975				
14	2	75,324	6,277	14	2	100,668	8,389				
15	--	78,732	6,561	15	--	105,648	8,804				

BUC:99

**PROJECT (E.G. SCIENTIST) SERIES
FISCAL YEAR**

<u>Rank</u>	<u>Step</u>	<u>Year at Step</u>	<u>Salary Scale 8/1/2003</u>		<u>Salary Scale 10/1/2003</u>	
			<u>Annual</u>	<u>Monthly</u>	<u>Annual</u>	<u>Monthly</u>
Assistant Project 3394	I	2	45,800	3,816.67	45,800	3,816.67
	II	2	48,300	4,025.00	48,300	4,025.00
	III	2	50,900	4,241.67	50,900	4,241.67
	IV	2	53,700	4,475.00	53,700	4,475.00
	V	2	56,400	4,700.00	56,400	4,700.00
	VI	2	59,200	4,933.33	59,200	4,933.33
Associate Project 3392	I	2	56,500	4,708.33	56,500	4,708.33
	II	2	59,300	4,941.67	59,300	4,941.67
	III	2	62,700	5,225.00	62,700	5,225.00
	IV	3	66,600	5,550.00	66,600	5,550.00
	V	3	71,500	5,958.33	71,500	5,958.33
Project 3390	I	3	66,700	5,558.33	66,700	5,558.33
	II	3	71,600	5,966.67	71,600	5,966.67
	III	3	77,600	6,466.67	77,600	6,466.67
	IV	3	84,200	7,016.67	84,200	7,016.67
	V	N/A	91,300	7,608.33	91,300	7,608.33
	VI	N/A	99,100	8,258.33	99,100	8,258.33
	VII	N/A	107,500	8,958.33	107,500	8,958.33
	VIII	N/A	116,500	9,708.33	116,500	9,708.33
	IX	N/A	126,500	10,541.67	126,500	10,541.67

BUC: FX

**PROJECT (E.G. SCIENTIST) SERIES
BUSINESS/MANAGEMENT/ENGINEERING
FISCAL YEAR**

<u>Rank</u>	<u>Step</u>	<u>Year at Step</u>	<u>Salary Scale 8/1/2003</u>		<u>Salary Scale 10/1/2003</u>	
			<u>Annual</u>	<u>Monthly</u>	<u>Annual</u>	<u>Monthly</u>
Assistant Project 3395	I	2	60,700	5,058.33	60,700	5,058.33
	II	2	63,800	5,316.67	63,800	5,316.67
	III	2	67,100	5,591.67	67,100	5,591.67
	IV	2	70,200	5,850.00	70,200	5,850.00
	V	2	73,400	6,116.67	73,400	6,116.67
	VI	2	76,200	6,350.00	76,200	6,350.00
Associate Project 3393	I	2	73,500	6,125.00	73,500	6,125.00
	II	2	76,300	6,358.33	76,300	6,358.33
	III	2	79,200	6,600.00	79,200	6,600.00
	IV	3	81,600	6,800.00	81,600	6,800.00
	V	3	84,300	7,025.00	84,300	7,025.00
Project 3391	I	3	81,700	6,808.33	81,700	6,808.33
	II	3	84,400	7,033.33	84,400	7,033.33
	III	3	89,500	7,458.33	89,500	7,458.33
	IV	3	96,100	8,008.33	96,100	8,008.33
	V	N/A	103,400	8,616.67	103,400	8,616.67
	VI	N/A	111,300	9,275.00	111,300	9,275.00
	VII	N/A	119,200	9,933.33	119,200	9,933.33
	VIII	N/A	127,600	10,633.33	127,600	10,633.33
	IX	N/A	138,600	11,550.00	138,600	11,550.00

BUC: FX

SALARY DIFFERENTIAL HOUSING ALLOWANCE

Scale 10/1/2001, 10/1/2002 and 10/1/2003

Maximum Allowable	53,300
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Use of the housing allowance requires approval by the Chancellor.

COORDINATOR OF FIELD WORK

	Scale 10/1/2002	Scale 10/1/2003
Academic Year (9 months) 2240	30,288 - 99, 456	34. 404 -99, 456
Fiscal Year (11 months) 2245	34,404 - 118,092	39,264 - 118,092

For salary levels within range, see Lecturer & Other Unit 18 Titles Table of Pay Rates,
pages 22 & 23

BUC: IX

Alphabetical Title Code Index 2003-04

<u>TITLE</u>	<u>ACADEMIC TITLE</u>
3802	_____ Recall
1061	Academic Administrator I
1062	Academic Administrator II
1063	Academic Administrator III
1064	Academic Administrator IV
1065	Academic Administrator V
1066	Academic Administrator VI
1067	Academic Administrator VII
0840	Academic Coordinator I - Academic Year
0841	Academic Coordinator I - Fiscal Year
0842	Academic Coordinator II - Academic Year
0843	Academic Coordinator II - Fiscal Year
0844	Academic Coordinator III - Academic Year
0845	Academic Coordinator III - Fiscal Year
0846	Academic Coordinator IV - Academic Year
0847	Academic Coordinator IV - Fiscal Year
0848	Academic Coordinator V - Academic Year
0849	Academic Coordinator V - Fiscal Year
3127	Acting Assistant Astronomer
1307	Acting Assistant Professor - Academic Year
1301	Acting Assistant Professor - Academic Year - 1/9
1979	Acting Assistant Professor - Academic Year - 1/9 - Bus/Eng
1977	Acting Assistant Professor - Academic Year - Bus/Eng
1317	Acting Assistant Professor - Fiscal Year
1978	Acting Assistant Professor - Fiscal Year - Bus/Eng
3117	Acting Associate Astronomer
1207	Acting Associate Professor - Academic Year
1201	Acting Associate Professor - Academic Year - 1/9
1976	Acting Associate Professor - Academic Year - 1/9 - Bus/Eng
1974	Acting Associate Professor - Academic Year - Bus/Eng
1217	Acting Associate Professor - Fiscal Year
1975	Acting Associate Professor - Fiscal Year - Bus/Eng
3107	Acting Astronomer
1107	Acting Professor - Academic Year
1101	Acting Professor - Academic Year - 1/9
1973	Acting Professor - Academic Year - 1/9 - Bus/Eng
1971	Acting Professor - Academic Year - Bus/Eng
1117	Acting Professor - Fiscal Year
1972	Acting Professor - Fiscal Year - Bus/Eng
3258	Adjunct Professor - Academic Year
3363	Adjunct Professor - Academic Year - 1/9
3379	Adjunct Professor - Academic Year - 1/9 - Bus/Eng
3377	Adjunct Professor - Academic Year - Bus/Eng
3259	Adjunct Professor - Fiscal Year
3378	Adjunct Professor - Fiscal Year - Bus/Eng
3278	Assistant Adjunct Professor - Academic Year
3361	Assistant Adjunct Professor - Academic Year - 1/9
3373	Assistant Adjunct Professor - Academic Year - 1/9 - Bus/Eng

Alphabetical Title Code Index 2003-04

<u>TITLE CODE</u>	<u>ACADEMIC TITLE</u>
3371	Assistant Adjunct Professor - Academic Year - Bus/Eng
3279	Assistant Adjunct Professor - Fiscal Year
3372	Assistant Adjunct Professor - Fiscal Year - Bus/Eng
3120	Assistant Astronomer
3620	Assistant Librarian - Career Status
3621	Assistant Librarian - Potential Career
3622	Assistant Librarian - Temporary Status
1300	Assistant Professor - Academic Year
1303	Assistant Professor - Academic Year - 1/9
1345	Assistant Professor - Academic Year - 1/9 - Bus/Eng
1343	Assistant Professor - Academic Year - Bus/Eng
1306	Assistant Professor - Academic Year - Recalled
1310	Assistant Professor - Fiscal Year
1344	Assistant Professor - Fiscal Year - Bus/Eng
3270	Assistant Professor In-Residence - Academic Year
3351	Assistant Professor In-Residence - Academic Year - 1/9
3389	Assistant Professor In-Residence - Academic Year - 1/9 - Bus/Eng
3387	Assistant Professor In-Residence - Academic Year - Bus/Eng
3271	Assistant Professor In-Residence - Fiscal Year
3388	Assistant Professor In-Residence - Fiscal Year - Bus/Eng
3394	Assistant Project _____ - Fiscal Year
3395	Assistant Project _____ Business/Management/Engineering - Fiscal Year
3223	Assistant Research _____ - Academic Year
3225	Assistant Research _____ - Academic Year - 1/9
1986	Assistant Research _____ - Academic Year - 1/9 - Bus/Eng
1985	Assistant Research _____ - Academic Year - Bus/Eng
3220	Assistant Research _____ - Fiscal Year
1989	Assistant Research _____ - Fiscal Year - Bus/Eng
3320	Assistant Specialist
2140	Assistant Supervisor of Physical Education - Academic Year
3572	Assistant Teacher - University Extension
3610	Assistant University Librarian
3268	Associate Adjunct Professor - Academic Year
3362	Associate Adjunct Professor - Academic Year - 1/9
3376	Associate Adjunct Professor - Academic Year - 1/9 - Bus/Eng
3374	Associate Adjunct Professor - Academic Year - Bus/Eng
3269	Associate Adjunct Professor - Fiscal Year
3375	Associate Adjunct Professor - Fiscal Year - Bus/Eng
3110	Associate Astronomer
1506	Associate In - Graduate Student - Academic Year - 1/9 - GSHIP
1507	Associate In - Graduate Student - Academic Year - 1/9 - Non-GSHIP
1501	Associate In - Graduate Student - Academic Year - GSHIP
1502	Associate in - Graduate Student - Academic Year - Non-GSHIP
1511	Associate In - Graduate Student - Fiscal Year - GSHIP
1512	Associate In - Graduate Student - Fiscal Year - Non-GSHIP
3616	Associate Librarian - Career Status
3617	Associate Librarian - Potential Career Status
3618	Associate Librarian - Temporary Status

Alphabetical Title Code Index 2003-04

<u>TITLE CODE</u>	<u>ACADEMIC TITLE</u>
1200	Associate Professor - Academic Year
1203	Associate Professor - Academic Year - 1/9
1245	Associate Professor - Academic Year - 1/9 - Bus/Eng
1248	Associate Professor - Academic Year - 1/9 - Bus/Eng - Recalled
1243	Associate Professor - Academic Year - Bus/Eng
1246	Associate Professor - Academic Year - Bus/Eng - Recalled
1206	Associate Professor - Academic Year - Recalled
1210	Associate Professor - Fiscal Year
1244	Associate Professor - Fiscal Year - Bus/Eng
1216	Associate Professor - Fiscal Year - Recalled
1209	Associate Professor - Recalled - Academic Year - 1/9
3260	Associate Professor In-Residence - Academic Year
3352	Associate Professor In-Residence - Academic Year - 1/9
3386	Associate Professor In-Residence - Academic Year - 1/9 - Bus/Eng
3384	Associate Professor In-Residence - Academic Year - Bus/Eng
3261	Associate Professor In-Residence - Fiscal Year
3385	Associate Professor In-Residence - Fiscal year - Bus/Eng
3392	Associate Project _____ - Fiscal Year
3393	Associate Project _____ Business/Management/Engineering - Fiscal Year
3213	Associate Research _____ - Academic Year
3215	Associate Research _____ - Academic Year - 1/9
1984	Associate Research _____ - Academic Year - 1/9 - Bus/Eng
1983	Associate Research _____ - Academic Year - Bus/Eng
3210	Associate Research _____ - Fiscal Year
1988	Associate Research _____ - Fiscal Year - Bus/Eng
3310	Associate Specialist
2120	Associate Supervisor of Physical Education - Academic Year
3600	Associate University Librarian
3100	Astronomer
3106	Astronomer - Recalled
3514	Continuing Education Specialist I
3512	Continuing Education Specialist II
3510	Continuing Education Specialist III
3508	Continuing Education Specialist IV
3506	Continuing Education Specialist V
3504	Continuing Education Specialist VI
3502	Continuing Education Specialist VII
3500	Continuing Education Specialist VIII
2240	Coordinator of Field Work - Academic Year
2241	Coordinator of Field Work - Academic Year - 3-Year Contract
2245	Coordinator of Field Work - Fiscal Year
2246	Coordinator of Field Work - Fiscal Year - 3-Year Contract
3580	Course Author - University Extension
3237	Faculty Fellow Researcher
3238	Faculty Fellow Researcher - 9 months
3266	Graduate Student Researcher - No Remission
3276	Graduate Student Researcher - Partial Fee Remission
3282	Graduate Student Researcher - Full Fee Rem

Alphabetical Title Code Index 2003-04

<u>TITLE CODE</u>	<u>ACADEMIC TITLE</u>
3283	Graduate Student Researcher - Full Tuit & Pfr
3284	Graduate Student Researcher - Tuit & Fee Rem
3330	Junior Specialist
2160	Junior Supervisor of Physical Education - Academic Year
1630	Lecturer - Academic Year
1632	Lecturer - Academic Year - 1/9
1633	Lecturer - Academic Year - 1/9th - 3-Year Contract
1631	Lecturer - Academic Year - 3-Year Contract
1634	Lecturer - Fiscal Year
1635	Lecturer - Fiscal Year - 3-Year Contract
1680	Lecturer Potential SOE - Academic Year
1681	Lecturer Potential SOE - Academic Year - 1/9
1682	Lecturer Potential SOE - Fiscal Year
1607	Lecturer with SOE - Academic Year
1608	Lecturer with SOE - Academic Year - 1/9
1665	Lecturer with SOE - Academic Year - Recalled
1666	Lecturer with SOE - Academic Year - Recalled - 1/9
1620	Lecturer with SOE - Emeritus
1617	Lecturer with SOE - Fiscal Year
1667	Lecturer with SOE - Fiscal Year - Recalled
1675	Lecturer/Senior Lecturer - Academic Year - (without salary)
1676	Lecturer/Senior Lecturer - Fiscal Year - (without salary)
3612	Librarian - Career Status
3613	Librarian - Potential Career Status
3614	Librarian - Temporary Status
3253	Postdoctoral Scholars - Fellow
3254	Postdoctoral Scholars - Paid direct
3240	Postgraduate Research _____ - Fiscal Year
3241	Postgraduate Research Stdnt_____ - Fiscal Year - GSHIP
3242	Postgraduate Research Stdnt_____ - Fiscal Year NON-GSHIP
1100	Professor - Academic Year
1103	Professor - Academic Year - 1/9
1145	Professor - Academic Year - 1/9 - Bus/Eng
1148	Professor - Academic Year - 1/9 - Bus/Eng - Recalled
1143	Professor - Academic Year - Bus/Eng
1146	Professor - Academic Year - Bus/Eng - Recalled
1106	Professor - Academic Year - Recalled
1109	Professor - Academic Year - Recalled - 1/9
1110	Professor - Fiscal Year
1144	Professor - Fiscal Year - Bus/Eng
1116	Professor - Fiscal Year - Recalled
3250	Professor In-Residence - Academic Year
3353	Professor In-Residence - Academic Year - 1/9
3383	Professor In-Residence - Academic Year - 1/9 - Bus/Eng
3381	Professor In-Residence - Academic Year - Bus/Eng
3251	Professor In-Residence - Fiscal Year
3382	Professor In-Residence - Fiscal Year - Bus/Eng
3390	Project _____ - Fiscal Year

Alphabetical Title Code Index 2003-04

<u>TITLE</u>	<u>ACADEMIC TITLE</u>
3391	Project _____ Businees/Management/Engineering - Fiscal Year
3540	Program Coordinator
2854	Reader - GSHIP
2855	Reader - non-GSHIP
2520	Reader - Non-student
2271	Remedial Tutor I - GSHIP
2270	Remedial Tutor I - Non-GSHIP
2273	Remedial Tutor II - GSHIP
2272	Remedial Tutor II - Non-GSHIP
3203	Research _____ - Academic Year
3205	Research _____ - Academic Year - 1/9
1982	Research _____ - Academic Year - 1/9 - Bus/Eng
1981	Research _____ - Academic Year - Bus/Eng
3200	Research _____ - Fiscal Year
1987	Research _____ - Fiscal Year - Bus/Eng
3209	Research _____ - Recalled
3298	Research Associate (without salary)
3296	Research Fellow (without salary)
1707	Research Professor
1640	Senior Lecturer - Academic Year
1642	Senior Lecturer - Academic Year - 1/9
1643	Senior Lecturer - Academic Year - 1/9th - 3-Year Contract
1641	Senior Lecturer - Academic Year - 3-Year Contract
1644	Senior Lecturer - Fiscal Year
1645	Senior Lecturer - Fiscal Year - 3-Year Contract
1683	Senior Lecturer Potential SOE - Academic Year
1684	Senior Lecturer Potential SOE - Academic Year - 1/9
1685	Senior Lecturer Potential SOE - Fiscal Year
1603	Senior Lecturer with SOE - Academic Year
1604	Senior Lecturer with SOE - Academic Year - 1/9
1660	Senior Lecturer with SOE - Academic Year - Recalled
1662	Senior Lecturer with SOE - Academic Year - Recalled - 1/9
1621	Senior Lecturer with SOE - Emeritus
1613	Senior Lecturer with SOE - Fiscal Year
1663	Senior Lecturer with SOE - Fiscal Year - Recalled
3575	Speaker - University Extension
3300	Specialist
2100	Supervisor of Physical Education - Academic Year
2106	Supervisor of Physical Education - Academic Year - Recalled
2220	Supervisor of Teacher Education
2221	Supervisor of Teacher Education - 3-Year Contract
2460	Teacher-Special Programs
2461	Teacher-Special Programs - 3-Year Contract
3574	Teacher - University Extension
3570	Teacher - University Extension - Contract Year
2310	Teaching Assistant - GSHIP
2311	Teaching Assistant - non-GSHIP
2300	Teaching Fellow - GSHIP

Alphabetical Title Code Index 2003-04

<u>TITLE</u>	<u>ACADEMIC TITLE</u>
2301	Teaching Fellow - non-GSHIP
2862	Tutor - GSHIP
2863	Tutor - Non-GSHIP
2521	Tutor - Non-studnet
3370	Visiting _____ Postdoctoral
3128	Visiting Assistant Astronomer
3623	Visiting Assistant Librarian - Fiscal Year
1308	Visiting Assistant Professor - Academic Year
1302	Visiting Assistant Professor - Academic Year - 1/9
1429	Visiting Assistant Professor - Academic year - 1/9 - Bus/Eng
1427	Visiting Assistant Professor - Academic Year - Bus/Eng
1318	Visiting Assistant Professor - Fiscal Year
1428	Visiting Assistant Professor - Fiscal Year - Bus/Eng
3398	Visiting Assistant Project _____ - Fiscal Year
3228	Visiting Assistant Research _____ - Fiscal Year
3118	Visiting Associate Astronomer
3619	Visiting Associate Librarian - Fiscal Year
1208	Visiting Associate Professor - Academic Year
1202	Visiting Associate Professor - Academic Year - 1/9
1426	Visiting Associate Professor - Academic Year - 1/9 - Bus/Eng
1424	Visiting Associate Professor - Academic Year - Bus/Eng
1218	Visiting Associate Professor - Fiscal Year
1425	Visiting Associate Professor - Fiscal Year - Bus/Eng
3397	Visiting Associate Project _____ - Fiscal Year
3218	Visiting Associate Research _____ - Fiscal Year
3108	Visiting Astronomer
3615	Visiting Librarian - Fiscal Year
1108	Visiting Professor - Academic Year
1102	Visiting Professor - Academic Year - 1/9
1423	Visiting Professor - Academic Year - 1/9 - Bus/Eng
1421	Visiting Professor - Academic Year - Bus/Eng
1118	Visiting Professor - Fiscal Year
1422	Visiting Professor - Fiscal Year - Bus/Eng
3396	Visiting Project _____ -Fiscal Year
3208	Visiting Research _____ - Fiscal Year

Numeric Title Code Index 2003-04

<u>TITLE CODE</u>	<u>ACADEMIC TITLE</u>
0840	Academic Coordinator I - Academic Year
0841	Academic Coordinator I - Fiscal Year
0842	Academic Coordinator II - Academic Year
0843	Academic Coordinator II - Fiscal Year
0844	Academic Coordinator III - Academic Year
0845	Academic Coordinator III - Fiscal Year
0846	Academic Coordinator IV - Academic Year
0847	Academic Coordinator IV - Fiscal Year
0848	Academic Coordinator V - Academic Year
0849	Academic Coordinator V - Fiscal Year
1061	Academic Administrator I
1062	Academic Administrator II
1063	Academic Administrator III
1064	Academic Administrator IV
1065	Academic Administrator V
1066	Academic Administrator VI
1067	Academic Administrator VII
1100	Professor - Academic Year
1101	Acting Professor - Academic Year - 1/9
1102	Visiting Professor - Academic Year - 1/9
1103	Professor - Academic Year - 1/9
1106	Professor - Academic Year - Recalled
1107	Acting Professor - Academic Year
1108	Visiting Professor - Academic Year
1109	Professor - Academic Year - Recalled - 1/9
1110	Professor - Fiscal Year
1116	Professor - Fiscal Year - Recalled
1117	Acting Professor - Fiscal Year
1118	Visiting Professor - Fiscal Year
1143	Professor - Academic Year - Bus/Eng
1144	Professor - Fiscal Year - Bus/Eng
1145	Professor - Academic Year - 1/9 - Bus/Eng
1146	Professor - Academic Year - Bus/Eng - Recalled
1148	Professor - Academic Year - 1/9 - Bus/Eng - Recalled
1200	Associate Professor - Academic Year
1201	Acting Associate Professor - Academic Year - 1/9
1202	Visiting Associate Professor - Academic Year - 1/9
1203	Associate Professor - Academic Year - 1/9
1206	Associate Professor - Academic Year - Recalled
1207	Acting Associate Professor - Academic Year
1208	Visiting Associate Professor - Academic Year
1209	Associate Professor - Recalled - Academic Year - 1/9
1210	Associate Professor - Fiscal Year
1216	Associate Professor - Fiscal Year - Recalled
1217	Acting Associate Professor - Fiscal Year
1218	Visiting Associate Professor - Fiscal Year
1243	Associate Professor - Academic Year - Bus/Eng
1244	Associate Professor - Fiscal Year - Bus/Eng

Numeric Title Code Index 2003-04

<u>TITLE CODE</u>	<u>ACADEMIC TITLE</u>
1245	Associate Professor - Academic Year - 1/9 - Bus/Eng
1246	Associate Professor - Academic Year - Bus/Eng - Recalled
1248	Associate Professor - Academic Year - 1/9 - Bus/Eng - Recalled
1300	Assistant Professor - Academic Year
1301	Acting Assistant Professor - Academic Year - 1/9
1302	Visiting Assistant Professor - Academic Year - 1/9
1303	Assistant Professor - Academic Year - 1/9
1306	Assistant Professor - Academic Year - Recalled
1307	Acting Assistant Professor - Academic Year
1308	Visiting Assistant Professor - Academic Year
1310	Assistant Professor - Fiscal Year
1317	Acting Assistant Professor - Fiscal Year
1318	Visiting Assistant Professor - Fiscal Year
1343	Assistant Professor - Academic Year - Bus/Eng
1344	Assistant Professor - Fiscal Year - Bus/Eng
1345	Assistant Professor - Academic Year - 1/9 - Bus/Eng
1421	Visiting Professor - Academic Year - Bus/Eng
1422	Visiting Professor - Fiscal Year - Bus/Eng
1423	Visiting Professor - Academic Year - 1/9 - Bus/Eng
1424	Visiting Associate Professor - Academic Year - Bus/Eng
1425	Visiting Associate Professor - Fiscal Year - Bus/Eng
1426	Visiting Associate Professor - Academic Year - 1/9 - Bus/Eng
1427	Visiting Assistant Professor - Academic Year - Bus/Eng
1428	Visiting Assistant Professor - Fiscal Year - Bus/Eng
1429	Visiting Assistant Professor - Academic year - 1/9 - Bus/Eng
1501	Associate In - Graduate Student - Academic Year - GSHIP
1502	Associate in - Graduate Student - Academic Year - Non-GSHIP
1506	Associate In - Graduate Student - Academic Year - 1/9 - GSHIP
1507	Associate In - Graduate Student - Academic Year - 1/9 - Non-GSHIP
1511	Associate In - Graduate Student - Fiscal Year - GSHIP
1512	Associate In - Graduate Student - Fiscal Year - Non-GSHIP
1603	Senior Lecturer with SOE - Academic Year
1604	Senior Lecturer with SOE - Academic Year - 1/9
1607	Lecturer with SOE - Academic Year
1608	Lecturer with SOE - Academic Year - 1/9
1613	Senior Lecturer with SOE - Fiscal Year
1617	Lecturer with SOE - Fiscal Year
1620	Lecturer with SOE - Emeritus
1621	Senior Lecturer with SOE - Emeritus
1630	Lecturer - Academic Year
1631	Lecturer - Academic Year - 3-Year Contract
1632	Lecturer - Academic Year - 1/9
1633	Lecturer - Academic Year - 1/9th - 3-Year Contract
1634	Lecturer - Fiscal Year
1635	Lecturer - Fiscal Year - 3-Year Contract
1640	Senior Lecturer - Academic Year
1641	Senior Lecturer - Academic Year - 3-Year Contract
1642	Senior Lecturer - Academic Year - 1/9

Numeric Title Code Index 2003-04

<u>TITLE CODE</u>	<u>ACADEMIC TITLE</u>
1643	Senior Lecturer - Academic Year - 1/9th - 3-Year Contract
1644	Senior Lecturer - Fiscal Year
1645	Senior Lecturer - Fiscal Year - 3-Year Contract
1660	Senior Lecturer with SOE - Academic Year - Recalled
1662	Senior Lecturer with SOE - Academic Year - Recalled - 1/9
1663	Senior Lecturer with SOE - Fiscal Year - Recalled
1665	Lecturer with SOE - Academic Year - Recalled
1666	Lecturer with SOE - Academic Year - Recalled - 1/9
1667	Lecturer with SOE - Fiscal Year - Recalled
1675	Lecturer/Senior Lecturer - Academic Year - (without salary)
1676	Lecturer/Senior Lecturer - Fiscal Year - (without salary)
1680	Lecturer Potential SOE - Academic Year
1681	Lecturer Potential SOE - Academic Year - 1/9
1682	Lecturer Potential SOE - Fiscal Year
1683	Senior Lecturer Potential SOE - Academic Year
1684	Senior Lecturer Potential SOE - Academic Year - 1/9
1685	Senior Lecturer Potential SOE - Fiscal Year
1707	Research Professor
1971	Acting Professor - Academic Year - Bus/Eng
1972	Acting Professor - Fiscal Year - Bus/Eng
1973	Acting Professor - Academic Year - 1/9 - Bus/Eng
1974	Acting Associate Professor - Academic Year - Bus/Eng
1975	Acting Associate Professor - Fiscal Year - Bus/Eng
1976	Acting Associate Professor - Academic Year - 1/9 - Bus/Eng
1977	Acting Assistant Professor - Academic Year - Bus/Eng
1978	Acting Assistant Professor - Fiscal Year - Bus/Eng
1979	Acting Assistant Professor - Academic Year - 1/9 - Bus/Eng
1981	Research _____ - Academic Year - Bus/Eng
1982	Research _____ - Academic Year - 1/9 - Bus/Eng
1983	Associate Research _____ - Academic Year - Bus/Eng
1984	Associate Research _____ - Academic Year - 1/9 - Bus/Eng
1985	Assistant Research _____ - Academic Year - Bus/Eng
1986	Assistant Research _____ - Academic Year - 1/9 - Bus/Eng
1987	Research _____ - Fiscal Year - Bus/Eng
1988	Associate Research _____ - Fiscal Year - Bus/Eng
1989	Assistant Research _____ - Fiscal Year - Bus/Eng
2100	Supervisor of Physical Education - Academic Year
2106	Supervisor of Physical Education - Academic Year - Recalled
2120	Associate Supervisor of Physical Education - Academic Year
2140	Assistant Supervisor of Physical Education - Academic Year
2160	Junior Supervisor of Physical Education - Academic Year
2220	Supervisor of Teacher Education
2221	Supervisor of Teacher Education - 3-Year Contract
2240	Coordinator of Field Work - Academic Year
2241	Coordinator of Field Work - Academic Year - 3-Year Contract
2245	Coordinator of Field Work - Fiscal Year
2246	Coordinator of Field Work - Fiscal Year - 3-Year Contract
2270	Remedial Tutor I - Non-GSHIP

Numeric Title Code Index 2003-04

<u>TITLE CODE</u>	<u>ACADEMIC TITLE</u>
2271	Remedial Tutor I - GSHIP
2273	Remedial Tutor II - GSHIP
2272	Remedial Tutor II - Non-GSHIP
2300	Teaching Fellow - GSHIP
2301	Teaching Fellow - non-GSHIP
2310	Teaching Assistant - GSHIP
2311	Teaching Assistant - non-GSHIP
2460	Teacher-Special Programs
2461	Teacher-Special Programs - 3-Year Contract
2520	Reader - Non-student
2521	Tutor - Non-student
2854	Reader - GSHIP
2855	Reader - non-GSHIP
2862	Tutor - GSHIP
2863	Tutor - Non-GSHIP
3100	Astronomer
3106	Astronomer - Recalled
3107	Acting Astronomer
3108	Visiting Astronomer
3110	Associate Astronomer
3117	Acting Associate Astronomer
3118	Visiting Associate Astronomer
3120	Assistant Astronomer
3127	Acting Assistant Astronomer
3128	Visiting Assistant Astronomer
3200	Research _____ - Fiscal Year
3203	Research _____ - Academic Year
3205	Research _____ - Academic Year - 1/9
3208	Visiting Research _____ - Fiscal Year
3209	Research _____ - Recalled
3210	Associate Research _____ - Fiscal Year
3213	Associate Research _____ - Academic Year
3215	Associate Research _____ - Academic Year - 1/9
3218	Visiting Associate Research _____ - Fiscal Year
3220	Assistant Research _____ - Fiscal Year
3223	Assistant Research _____ - Academic Year
3225	Assistant Research _____ - Academic Year - 1/9
3228	Visiting Assistant Research _____ - Fiscal Year
3240	Postgraduate Research _____ - Fiscal Year
3241	Postgraduate Research Student - Fiscal Year - GSHIP
3242	Postgraduate Research Student - Fiscal Year - NON-GSHIP
3250	Professor In-Residence - Academic Year
3251	Professor In-Residence - Fiscal Year
3253	Postdoctoral Scholar - Fellow
3254	Postdoctoral Scholar - Paid Direct
3258	Adjunct Professor - Academic Year
3259	Adjunct Professor - Fiscal Year
3260	Associate Professor In-Residence - Academic Year

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<u>TITLE CODE</u>	<u>ACADEMIC TITLE</u>
3261	Associate Professor In-Residence - Fiscal Year
3266	Graduate Student Researcher - No Remission
3268	Associate Adjunct Professor - Academic Year
3269	Associate Adjunct Professor - Fiscal Year
3270	Assistant Professor In-Residence - Academic Year
3271	Assistant Professor In-Residence - Fiscal Year
3276	Graduate Student Researcher - Partial Fee Remission
3278	Assistant Adjunct Professor - Academic Year
3279	Assistant Adjunct Professor - Fiscal Year
3282	Graduate Student Researcher - Full Fee Rem
3283	Graduate Student Researcher - Full Tuit & Pfr
3284	Graduate Student Researcher - Tuit & Fee Rem
3296	Research Fellow (without salary)
3298	Research Associate (without salary)
3300	Specialist
3310	Associate Specialist
3320	Assistant Specialist
3330	Junior Specialist
3351	Assistant Professor In-Residence - Academic Year - 1/9
3352	Associate Professor In-Residence - Academic Year - 1/9
3353	Professor In-Residence - Academic Year - 1/9
3361	Assistant Adjunct Professor - Academic Year - 1/9
3362	Associate Adjunct Professor - Academic Year - 1/9
3363	Adjunct Professor - Academic Year - 1/9
3370	Visiting _____ Postdoctoral
3371	Assistant Adjunct Professor - Academic Year - Bus/Eng
3372	Assistant Adjunct Professor - Fiscal Year - Bus/Eng
3373	Assistant Adjunct Professor - Academic Year - 1/9 - Bus/Eng
3374	Associate Adjunct Professor - Academic Year - Bus/Eng
3375	Associate Adjunct Professor - Fiscal Year - Bus/Eng
3376	Associate Adjunct Professor - Academic Year - 1/9 - Bus/Eng
3377	Adjunct Professor - Academic Year - Bus/Eng
3378	Adjunct Professor - Fiscal Year - Bus/Eng
3379	Adjunct Professor - Academic Year - 1/9 - Bus/Eng
3381	Professor In-Residence - Academic Year - Bus/Eng
3382	Professor In-Residence - Fiscal Year - Bus/Eng
3383	Professor In-Residence - Academic Year - 1/9 - Bus/Eng
3384	Associate Professor In-Residence - Academic Year - Bus/Eng
3385	Associate Professor In-Residence - Fiscal year - Bus/Eng
3386	Associate Professor In-Residence - Academic Year - 1/9 - Bus/Eng
3387	Assistant Professor In-Residence - Academic Year - Bus/Eng
3388	Assistant Professor In-Residence - Fiscal Year - Bus/Eng
3389	Assistant Professor In-Residence - Academic Year - 1/9 - Bus/Eng
3390	Project _____ - Fiscal Year
3391	Project _____ Business/Management/Engineering - Fiscal Year
3392	Associate Project _____ - Fiscal Year
3393	Associate Project _____ Business/Management/Engineering - Fiscal Y
3394	Assistant Project _____ - Fiscal Year

Numeric Title Code Index 2003-04

<u>TITLE</u>	<u>ACADEMIC TITLE</u>
3395	Assistant Project _____ Business/Management/Engineering - Fiscal Y
3396	Visiting Project _____ - Fiscal Year
3397	Visiting Associate Project _____ - Fiscal Year
3398	Visiting Assistant Project _____ - Fiscal Year
3500	Continuing Education Specialist VIII
3502	Continuing Education Specialist VII
3504	Continuing Education Specialist VI
3506	Continuing Education Specialist V
3508	Continuing Education Specialist IV
3510	Continuing Education Specialist III
3512	Continuing Education Specialist II
3540	Program Coordinator
3570	Teacher - University Extension-Contract Year
3572	Assistant Teacher - University Extension
3574	Teacher - University Extension
3575	Speaker - University Extension
3580	Course Author - University Extension
3514	Continuing Education Specialist I
3600	Associate University Librarian
3610	Assistant University Librarian
3612	Librarian - Career Status
3613	Librarian - Potential Career Status
3614	Librarian - Temporary Status
3615	Visiting Librarian - Fiscal Year
3616	Associate Librarian - Career Status
3617	Associate Librarian - Potential Career Status
3618	Associate Librarian - Temporary Status
3619	Visiting Associate Librarian - Fiscal Year
3620	Assistant Librarian - Career Status
3621	Assistant Librarian - Potential Career
3622	Assistant Librarian - Temporary Status
3623	Visiting Assistant Librarian - Fiscal Year
3802	_____ Recall