

ACADEMIC SALARY SCALES
SANTA CRUZ CAMPUS
2005-06
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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.

*** FACULTY- LADDER RANKS-PROFESSOR SERIES**
Academic Year (9 months)

Rank	Step	Normal Period at Salary	Scale 7/1/2005		Scale 10/1/2005		Off-scale salary limits
			Annual	Monthly	Annual	Monthly	
ASSISTANT PROFESSOR (1300)	1	2 yrs.	46,300	3,858.33	47,200	3,933.33	58,400
	2	2 yrs.	48,900	4,075.00	49,900	4,158.33	61,300
	3	2 yrs.	51,700	4,308.33	52,700	4,391.67	64,700
	4	2 yrs.	54,600	4,550.00	55,700	4,641.67	68,600
	5	2 yrs.	57,300	4,775.00	58,400	4,866.67	68,600
	6	2 yrs.	60,100	5,008.33	61,300	5,108.33	68,600
ASSOCIATE PROFESSOR (1200)	1	2 yrs.	57,400	4,783.33	58,500	4,875.00	74,100
	2	2 yrs.	60,200	5,016.67	61,400	5,116.67	80,100
	3	2 yrs.	63,500	5,291.67	64,800	5,400.00	86,900
	4	3 yrs.	67,400	5,616.67	68,700	5,725.00	86,900
	5	3 yrs.	72,600	6,050.00	74,100	6,175.00	86,900
PROFESSOR (1100)	1	3 yrs.	67,500	5,625.00	68,800	5,733.33	102,300
	2	3 yrs.	72,700	6,058.33	74,200	6,183.33	102,300
	3	3 yrs.	78,600	6,550.00	80,200	6,683.33	102,300
	4	3 yrs.	85,300	7,108.33	87,000	7,250.00	102,300
	5	--	92,600	7,716.67	94,500	7,875.00	102,300
	6	--	100,400	8,366.67	102,400	8,533.33	141,900
	7	--	109,100	9,091.67	111,300	9,275.00	141,900
	8	--	118,100	9,841.67	120,500	10,041.67	141,900
	9	--	128,300	10,691.67	130,900	10,908.33	141,900

*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 base salaries, which involve a new appointment or a merit increase, that exceed \$171,400 require Presidential approval.

FACULTY- LADDER RANKS - PROFESSOR SERIES

Fiscal Year (11 months)

Rank	Step	Normal Period at Salary	Scale 7/1/2005		Scale 10/1/2005		Off-scale salary limits
			Annual	Monthly	Annual	Monthly	
ASSISTANT PROFESSOR (1310)	1	2 yrs.	53,900	4,491.67	55,000	4,583.33	67,700
	2	2 yrs.	56,800	4,733.33	57,900	4,825.00	71,100
	3	2 yrs.	59,900	4,991.67	61,100	5,091.67	75,200
	4	2 yrs.	63,200	5,266.67	64,500	5,375.00	79,900
	5	2 yrs.	66,400	5,533.33	67,700	5,641.67	79,900
	6	2 yrs.	69,700	5,808.33	71,100	5,925.00	79,900
ASSOCIATE PROFESSOR (1210)	1	2 yrs.	66,500	5,541.67	67,800	5,650.00	85,800
	2	2 yrs.	69,800	5,816.67	71,200	5,933.33	93,000
	3	2 yrs.	73,800	6,150.00	75,300	6,275.00	100,900
	4	3 yrs.	78,400	6,533.33	80,000	6,666.67	100,900
	5	3 yrs.	84,100	7,008.33	85,800	7,150.00	100,900
PROFESSOR (1110)	1	3 yrs.	78,500	6,541.67	80,100	6,675.00	118,800
	2	3 yrs.	84,200	7,016.67	85,900	7,158.33	118,800
	3	3 yrs.	91,300	7,608.33	93,100	7,758.33	118,800
	4	3 yrs.	99,000	8,250.00	101,000	8,416.67	118,800
	5	--	107,400	8,950.00	109,500	9,125.00	118,800
	6	--	116,600	9,716.67	118,900	9,908.33	164,600
	7	--	126,500	10,541.67	129,000	10,750.00	164,600
	8	--	137,000	11,416.67	139,700	11,641.67	164,600
	9	--	148,800	12,400.00	151,800	12,650.00	164,600

*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 base salaries, which involve a new appointment or a merit increase, that exceed \$198,800 require Presidential approval.

***FACULTY - LADDER RANKS - SPECIALIZED SALARY SCALES**
BUSINESS ADMINISTRATION/MANAGEMENT AND ENGINEERING
 Academic year (9 months)

Rank	Step	Normal Period at Salary	Scale 7/1/2005		Scale 10/1/2005		Off-scale salary limits
			Annual	Monthly	Annual	Monthly	
ASSISTANT PROFESSOR (1343)	1	2 yrs.	61,600	5,133.33	62,800	5,233.33	76,100
	2	2 yrs.	64,700	5,391.67	66,000	5,500.00	78,800
	3	2 yrs.	67,900	5,658.33	69,300	5,775.00	82,000
	4	2 yrs.	71,500	5,958.33	72,900	6,075.00	84,400
	5	2 yrs.	74,600	6,216.67	76,100	6,341.67	84,400
	6	2 yrs.	77,300	6,441.67	78,800	6,566.67	84,400
ASSOCIATE PROFESSOR (1243)	1	2 yrs.	74,700	6,225.00	76,200	6,350.00	87,100
	2	2 yrs.	77,400	6,450.00	78,900	6,575.00	92,600
	3	2 yrs.	80,500	6,708.33	82,100	6,841.67	99,200
	4	3 yrs.	82,800	6,900.00	84,500	7,041.67	99,200
	5	3 yrs.	85,400	7,116.67	87,100	7,258.33	99,200
PROFESSOR (1143)	1	3 yrs.	82,900	6,908.33	84,600	7,050.00	115,200
	2	3 yrs.	85,500	7,125.00	87,200	7,266.67	115,200
	3	3 yrs.	90,900	7,575.00	92,700	7,725.00	115,200
	4	3 yrs.	97,400	8,116.67	99,300	8,275.00	115,200
	5	--	104,800	8,733.33	106,900	8,908.33	115,200
	6	--	113,000	9,416.67	115,300	9,608.33	156,500
	7	--	121,000	10,083.33	123,400	10,283.33	156,500
	8	--	130,200	10,850.00	132,800	11,066.67	156,500
	9	--	141,500	11,791.67	144,300	12,025.00	156,500

*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 base salaries, which involve a new appointment or a merit increase, that exceed \$189,000 require Presidential approval.

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

Fiscal Year (11 months)

Rank	Step	Normal Period at Salary	Scale 7/1/2005		Scale 10/1/2005		Off-scale salary limits
			Annual	Monthly	Annual	Monthly	
ASSISTANT PROFESSOR (1344)	1	2 yrs.	71,400	5,950.00	72,800	6,066.67	88,100
	2	2 yrs.	75,100	6,258.33	76,600	6,383.33	91,400
	3	2 yrs.	78,900	6,575.00	80,500	6,708.33	95,000
	4	2 yrs.	82,600	6,883.33	84,300	7,025.00	97,800
	5	2 yrs.	86,400	7,200.00	88,100	7,341.67	97,800
	6	2 yrs.	89,600	7,466.67	91,400	7,616.67	97,800
ASSOCIATE PROFESSOR (1244)	1	2 yrs.	86,500	7,208.33	88,200	7,350.00	101,200
	2	2 yrs.	89,700	7,475.00	91,500	7,625.00	107,300
	3	2 yrs.	93,200	7,766.67	95,100	7,925.00	115,200
	4	3 yrs.	96,000	8,000.00	97,900	8,158.33	115,200
PROFESSOR (1144)	5	3 yrs.	99,200	8,266.67	101,200	8,433.33	115,200
	1	3 yrs.	96,100	8,008.33	98,000	8,166.67	133,400
	2	3 yrs.	99,300	8,275.00	101,300	8,441.67	133,400
	3	3 yrs.	105,300	8,775.00	107,400	8,950.00	133,400
	4	3 yrs.	113,000	9,416.67	115,300	9,608.33	133,400
	5	--	121,600	10,133.33	124,000	10,333.33	133,400
	6	--	130,900	10,908.33	133,500	11,125.00	180,300
	7	--	140,200	11,683.33	143,000	11,916.67	180,300
	8	--	150,100	12,508.33	153,100	12,758.33	180,300
9	--	163,000	13,583.33	166,300	13,858.33	180,300	

*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 of the Jack Baskin School of Engineering are paid from this scale.

Faculty base salaries, which involve a new appointment or a merit increase, that exceed \$217,800 require Presidential approval.

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

Academic Year (9 months)

Rank	Step	Scale 7/1/2005		Scale 10/1/2005	
		Annual	Monthly	Annual	Monthly
ACTING ASSISTANT	1	44,000	3,666.67	44,800	3733.33
PROFESSOR	2	46,500	3,875.00	47,400	3950.00
(1307)	3	49,100	4,091.67	50,100	4175.00
	4	51,900	4,325.00	52,900	4408.33

Fiscal Year (11 months)

ACTING ASSISTANT	1	51,200	4,266.67	52,300	4358.33
PROFESSOR	2	54,000	4,500.00	55,000	4583.33
(1317)	3	56,900	4,741.67	58,000	4833.33
	4	60,000	5,000.00	61,300	5108.33

*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)

Rank	Step	Scale 7/1/2005		Scale 10/1/2005	
		Annual	Monthly	Annual	Monthly
Acting Assistant	1	58,500	4,875.00	59,700	4975.00
Professor	2	61,500	5,125.00	62,700	5225.00
(1977)	3	64,500	5,375.00	65,800	5483.33

Fiscal Year (11 months)

Acting Assistant	1	67,800	5,650.00	69,200	5766.67
Professor	2	71,300	5,941.67	72,800	6066.67
(1978)	3	75,000	6,250.00	76,500	6375.00

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

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

FACULTY -- RECALL TEACHING STIPENDS*
Academic Year -- Estimated Scale
Stipend per Regular
Quarter Course

Base Salary at Retirement**	Scale 7/1/2005	Scale 10/1/2005
less than 60,000	6,700.00	6,800.00
60,000 - 65,000	6,900.00	7,000.00
65,000 - 70,000	7,300.00	7,400.00
70,000 - 75,000	7,700.00	7,900.00
75,000 - 80,000	8,300.00	8,500.00
80,000 - 85,000	9,000.00	9,200.00
85,000 - 90,000	9,500.00	9,700.00
more than 90,000	9,700.00	9,900.00

*See APM - 200, Appendix A, Guidelines for Faculty Recalled for Post-Retirement Teaching, for salary guidelines for faculty members age 60 or older who have entered a pre-retirement agreement for a recall to service after retirement.

**Fiscal year salaries should be converted to academic-year equivalent

SUPERVISOR OF PHYSICAL EDUCATION SERIES

Academic Year (9 months)

Rank	Step	Normal Period at Salary	Scale 7/1/2005		Scale 10/1/2005	
			Annual	Monthly	Annual	Monthly
JUNIOR SUPERVISOR (2160)		1 yr.	35,000	2,916.67	35,700	2,975.00
ASSISTANT SUPERVISOR (2140)	1	2 yrs.	39,700	3,308.33	40,500	3,375.00
	2	2 yrs.	41,600	3,466.67	42,400	3,533.33
	3	2 yrs.	43,800	3,650.00	44,700	3,725.00
	4	2 yrs.	46,200	3,850.00	47,100	3,925.00
	5	2 yrs.	48,500	4,041.67	49,500	4,125.00
ASSOCIATE SUPERVISOR (2120)	1	2 yrs.	48,600	4,050.00	49,600	4,133.33
	2	2 yrs.	51,400	4,283.33	52,400	4,366.67
	3	--	54,300	4,525.00	55,400	4,616.67
SUPERVISOR (2100)	1	3 yrs.	57,800	4,816.67	59,000	4,916.67
	2	3 yrs.	61,700	5,141.67	62,900	5,241.67
	3	3 yrs.	67,400	5,616.67	68,700	5,725.00
	4	--	73,700	6,141.67	75,200	6,266.67
	5	--	80,300	6,691.67	81,900	6,825.00
	6	--	85,700	7,141.67	87,400	7,283.33
	7	--	91,800	7,650.00	93,600	7,800.00

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

Academic Year (9 months)	Salary Scale 7/1/2005		Salary Scale 10/1/2005	
	Annual Range	Monthly Range	Annual Range	Monthly Range
Senior Lecturer with Security of Employment (1603) Potential Security of Employment (1683)	67,896 - 110,460	5,545.00 - 9,205.00	69,252 - 112,668	5,771.00 - 9,389.00
Lecturer with Security of Employment (1607) Potential Security of Employment (1680)	40,896 - 110,460	3,408.00 - 9,205.00	41,712 - 112,668	3,476.00 - 9,389.00
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	80,100 - 133,680	6,675.00 - 11,140.00
Lecturer with Security of Employment (1617) Potential Security of Employment (1682)	46,836 - 131,064	3,903.00 - 10,922.00	47,772 - 133,680	3,981.00 - 11,140.00

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**

Salary Scale 7/1/2005		Salary Scale 10/1/2005	
<u>Annual</u>	<u>Monthly</u>	<u>Annual</u>	<u>Monthly</u>
40,896	3,408.00	41,712	3,476.00
41,808	3,484.00	42,648	3,554.00
42,744	3,562.00	43,596	3,633.00
43,764	3,647.00	44,640	3,720.00
44,772	3,731.00	45,672	3,806.00
45,840	3,820.00	46,752	3,896.00
46,836	3,903.00	47,772	3,981.00
47,928	3,994.00	48,888	4,074.00
49,080	4,090.00	50,064	4,172.00
50,184	4,182.00	51,192	4,266.00
51,420	4,285.00	52,452	4,371.00
52,620	4,385.00	53,676	4,473.00
53,832	4,486.00	54,912	4,576.00
55,044	4,587.00	56,148	4,679.00
56,400	4,700.00	57,528	4,794.00
57,684	4,807.00	58,836	4,903.00
59,028	4,919.00	60,204	5,017.00
60,492	5,041.00	61,704	5,142.00
61,992	5,166.00	63,228	5,269.00
63,624	5,302.00	64,896	5,408.00
65,004	5,417.00	66,300	5,525.00
66,540	5,545.00	67,872	5,656.00
67,896	5,658.00	69,252	5,771.00
69,324	5,777.00	70,716	5,893.00
71,268	5,939.00	72,696	6,058.00
73,128	6,094.00	74,592	6,216.00
74,616	6,218.00	76,104	6,342.00

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

Salary Scale 7/1/2005		Salary Scale 10/1/2005	
<u>Annual</u>	<u>Monthly</u>	<u>Annual</u>	<u>Monthly</u>
76,536	6,378.00	78,072	6,506.00
78,528	6,544.00	80,100	6,675.00
80,280	6,690.00	81,888	6,824.00
81,840	6,820.00	83,472	6,956.00
83,748	6,979.00	85,428	7,119.00
86,064	7,172.00	87,780	7,315.00
88,044	7,337.00	89,808	7,484.00
89,976	7,498.00	91,776	7,648.00
91,824	7,652.00	93,660	7,805.00
94,224	7,852.00	96,108	8,009.00
96,084	8,007.00	98,004	8,167.00
98,016	8,168.00	99,972	8,331.00
100,404	8,367.00	102,408	8,534.00
102,912	8,576.00	104,976	8,748.00
105,192	8,766.00	107,292	8,941.00
107,592	8,966.00	109,740	9,145.00
110,460	9,205.00	112,668	9,389.00
113,388	9,449.00	115,656	9,638.00
116,196	9,683.00	118,524	9,877.00
118,932	9,911.00	121,308	10,109.00
121,896	10,158.00	124,332	10,361.00
124,872	10,406.00	127,368	10,614.00
127,932	10,661.00	130,488	10,874.00
131,064	10,922.00	133,680	11,140.00

UNIT 18 LECTURER TITLES
NON-SENATE INSTRUCTIONAL (NSI) UNIT 18
use Unit 18 Lecturer Table of Pay Rates on pages 22 & 23

	Salary Scale 10/1/2004		Salary Scale 7/1/2005		Salary Scale 10/1/2005	
	<u>Annual Range</u>	<u>Monthly Range</u>	<u>Annual Range</u>	<u>Monthly Range</u>	<u>Annual Range</u>	<u>Monthly Range</u>
<u>ACADEMIC YEAR</u>						
Lecturer 9/9 (1632)	35,868 - 99,456	3,985.33 - 11,050.67	37,572 - 99,456	4,174.67 - 11,050.67	38,328 - 101,448	4,258.67 - 11,272.00
Lecturer 9/12 (1630)	35,868 - 99,456	2,989.00 - 8,288.00	37,572 - 99,456	3,131.00 - 8,288.00	38,328 - 101,448	3,194.00 - 8,454.00
Lecturer-Continuing 9/9 (1633)	40,200 - 99,456	4,466.67 - 11,050.67	41,712 - 99,456	4,634.67 - 11,050.67	42,552 - 101,448	4,728.00 - 11,272.00
Lecturer-Continuing 9/12 (1631)	40,200 - 99,456	3,350.00 - 8,288.00	41,712 - 99,456	3,476.00 - 8,288.00	42,552 - 101,448	3,546.00 - 8,454.00
Senior Lecturer 9/9 (1642)*	67,500-99,456	7500.00-11,050.67	67,500-99,456	7500.00-11,050.67	68,800-101,448	7644.44-11,272.00
Senior Lecturer 9/12 (1640)*	67,500-99,456	5,625.00-8,288.00	67,500-99,456	5,625.00 - 8,288.00	68,800-101,448	5,733.33-8,454.00
Sr. Lecturer-Continuing 9/9 (1643)*	67,500-99,456	7500.00-11,050.67	67,500-99,456	7500.00-11,050.67	68,800-101,448	7644.44-11,272.00
Sr. Lecturer-Continuing 9/12 (1641)*	67,500-99,456	5,625.00-8,288.00	67,500-99,456	5,625.00 - 8,288.00	68,800-101,448	5,733.33-8,454.00
<u>FISCAL YEAR</u>						
Lecturer (1634)	41,112 - 118,092	3,426 - 9,841.00	43,596 - 118,092	3,633.00 - 9,841.00	44,472 - 120,456	3,706.00 - 10,038.00
Lecturer-Continuing (1635)	45,660 - 118,092	3,805 - 9,841 .00	47,880 - 118,092	3,990.00 - 9,841.00	48,840 - 120,456	4,070.00 - 10,038.00
Senior Lecturer (1644) *	78,500 - 118,092	6,541.67-9,841.00	78,500 - 118,092	6,541.67-9,841.00	80,100 - 120,456	6,675.00-10,038.00
Sr. Lecturer-Continuing (1645)*	78,500 - 118,092	6,541.67-9,841.00	78,500 - 118,092	6,541.67-9,841.00	71,004 - 120,456	6,675.00-10,038.00

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

*At UCSC Senior Lecturers may not receive less than the rate for Professor, Step 1 (CAPM 516.000 V111.A). Minimum rates shown above reflect Professor, Step 1

LECTURER and OTHER UNIT 18 TITLES TABLE OF PAY RATES

Salary Scale 10/1/2004			Salary Scale 7/1/2005			Salary Scale 10/1/2005		
<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>
35,868	2,989.00	3,985.33						
36,696	3,058.00	4,077.33						
37,572	3,131.00	4,174.67	37,572	3,131.00	4,174.67	38,328	3,194.00	4,258.67
38,376	3,198.00	4,264.00	38,376	3,198.00	4,264.00	39,144	3,262.00	4,349.33
39,264	3,272.00	4,362.67	39,264	3,272.00	4,362.67	40,044	3,337.00	4,449.33
40,200	3,350.00	4,466.67	40,200	3,350.00	4,466.67	41,004	3,417.00	4,556.00
41,112	3,426.00	4,568.00	41,112	3,426.00	4,568.00	41,940	3,495.00	4,660.00
41,712	3,476.00	4,634.67	41,712	3,476.00	4,634.67	42,552	3,546.00	4,728.00
42,588	3,549.00	4,732.00	42,588	3,549.00	4,732.00	43,440	3,620.00	4,826.67
43,596	3,633.00	4,844.00	43,596	3,633.00	4,844.00	44,472	3,706.00	4,941.33
44,676	3,723.00	4,964.00	44,676	3,723.00	4,964.00	45,564	3,797.00	5,062.67
45,660	3,805.00	5,073.33	45,660	3,805.00	5,073.33	46,572	3,881.00	5,174.67
46,812	3,901.00	5,201.33	46,812	3,901.00	5,201.33	47,748	3,979.00	5,305.33
47,880	3,990.00	5,320.00	47,880	3,990.00	5,320.00	48,840	4,070.00	5,426.67
48,996	4,083.00	5,444.00	48,996	4,083.00	5,444.00	49,980	4,165.00	5,553.33
50,088	4,174.00	5,565.33	50,088	4,174.00	5,565.33	51,084	4,257.00	5,676.00
51,264	4,272.00	5,696.00	51,264	4,272.00	5,696.00	52,284	4,357.00	5,809.33
52,476	4,373.00	5,830.67	52,476	4,373.00	5,830.67	53,520	4,460.00	5,946.67
53,700	4,475.00	5,966.67	53,700	4,475.00	5,966.67	54,780	4,565.00	6,086.67
55,056	4,588.00	6,117.33	55,056	4,588.00	6,117.33	56,160	4,680.00	6,240.00
56,376	4,698.00	6,264.00	56,376	4,698.00	6,264.00	57,504	4,792.00	6,389.33
57,888	4,824.00	6,432.00	57,888	4,824.00	6,432.00	59,040	4,920.00	6,560.00
59,136	4,928.00	6,570.67	59,136	4,928.00	6,570.67	60,324	5,027.00	6,702.67
60,552	5,046.00	6,728.00	60,552	5,046.00	6,728.00	61,764	5,147.00	6,862.67
61,812	5,151.00	6,868.00	61,812	5,151.00	6,868.00	63,048	5,254.00	7,005.33
63,072	5,256.00	7,008.00	63,072	5,256.00	7,008.00	64,332	5,361.00	7,148.00
64,824	5,402.00	7,202.67	64,824	5,402.00	7,202.67	66,120	5,510.00	7,346.67
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	67,896	5,658.00	7,544.00	69,252	5,771.00	7,694.67
69,612	5,801.00	7,734.67	69,612	5,801.00	7,734.67	71,004	5,917.00	7,889.33
71,448	5,954.00	7,938.67	71,448	5,954.00	7,938.67	72,876	6,073.00	8,097.33
73,032	6,086.00	8,114.67	73,032	6,086.00	8,114.67	74,496	6,208.00	8,277.33
74,412	6,201.00	8,268.00	74,412	6,201.00	8,268.00	75,900	6,325.00	8,433.33
76,176	6,348.00	8,464.00	76,176	6,348.00	8,464.00	77,700	6,475.00	8,633.33

LECTURER and OTHER UNIT 18 TITLES TABLE OF PAY RATES

Salary Scale 10/1/2004			Salary Scale 7/1/2005			Salary Scale 10/1/2005		
<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>
78,312	6,526.00	8,701.33	78,312	6,526.00	8,701.33	79,884	6,657.00	8,876.00
80,016	6,668.00	8,890.67	80,016	6,668.00	8,890.67	81,612	6,801.00	9,068.00
81,852	6,821.00	9,094.67	81,852	6,821.00	9,094.67	83,484	6,957.00	9,276.00
82,776	6,898.00	9,197.33	82,776	6,898.00	9,197.33	84,432	7,036.00	9,381.33
84,900	7,075.00	9,433.33	84,900	7,075.00	9,433.33	86,604	7,217.00	9,622.67
86,568	7,214.00	9,618.67	86,568	7,214.00	9,618.67	88,296	7,358.00	9,810.67
88,284	7,357.00	9,809.33	88,284	7,357.00	9,809.33	90,048	7,504.00	10,005.33
90,456	7,538.00	10,050.67	90,456	7,538.00	10,050.67	92,268	7,689.00	10,252.00
92,700	7,725.00	10,300.00	92,700	7,725.00	10,300.00	94,560	7,880.00	10,506.67
94,800	7,900.00	10,533.33	94,800	7,900.00	10,533.33	96,696	8,058.00	10,744.00
96,960	8,080.00	10,773.33	96,960	8,080.00	10,773.33	98,904	8,242.00	10,989.33
99,456	8,288.00	11,050.67	99,456	8,288.00	11,050.67	101,448	8,454.00	11,272.00
102,168	8,514.00	11,352.00	102,168	8,514.00	11,352.00	104,208	8,684.00	11,578.67
104,652	8,721.00	11,628.00	104,652	8,721.00	11,628.00	106,740	8,895.00	11,860.00
107,124	8,927.00	11,902.67	107,124	8,927.00	11,902.67	109,272	9,106.00	12,141.33
109,848	9,154.00	12,205.33	109,848	9,154.00	12,205.33	112,044	9,337.00	12,449.33
112,500	9,375.00	12,500.00	112,500	9,375.00	12,500.00	114,756	9,563.00	12,750.67
115,284	9,607.00	12,809.33	115,284	9,607.00	12,809.33	117,588	9,799.00	13,065.33
118,092	9,841.00	13,121.33	118,092	9,841.00	13,121.33	120,456	10,038.00	13,384.00
120,996	10,083.00	13,444.00	120,996	10,083.00	13,444.00	123,420	10,285.00	13,713.33
123,996	10,333.00	13,777.33	123,996	10,333.00	13,777.33	126,480	10,540.00	14,053.33

SUPERVISOR OF TEACHER EDUCATION
 (2220 - Supervisor of Teacher Education - Academic Year
 2221 - Supervisor of Teacher Education - Academic Year - Continuing
 Appointment)

*Effective 7/1/05 minimum salary for Continuing Appointments must be at least \$42,552

		Scale 10/1/2004						Scale 10/1/2005				
		BA	BA+12	MA	MA+12	MA+24	MA+36	BA	BA+12	MA	MA+12	MA+24
		I	II	III	IV	V	VI	I	II	III	IV	V
Level 1	Annual	36,600	36,376	40,200	41,100	41,712	42,588	37,332	39,144	41,004	41,928	42,552
	Monthly	3,050	3,198	3,350	3,425	3,476	3,549	3,111	3,262	3,417	3,494	3,546
Level 2	Annual	37,836	39,612	41,472	41,928	42,864	43,932	38,592	40,404	42,300	42,768	43,716
	Monthly	3,153	3,301	3,456	3,494	3,572	3,661	3,216	3,367	3,525	3,564	3,643
Level 3	Annual	39,276	41,052	42,384	43,248	44,244	45,216	40,056	41,868	43,236	44,112	45,132
	Monthly	3,273	3,421	3,532	3,604	3,687	3,768	3,338	3,489	3,603	3,676	3,761
Level 4	Annual	40,512	41,772	43,704	44,592	45,576	46,488	41,328	42,612	44,580	45,480	46,488
	Monthly	3,376	3,481	3,642	3,716	3,798	3,874	3,444	3,551	3,715	3,790	3,874
Level 5	Annual	41,532	43,200	45,096	45,912	46,908	47,880	42,360	44,064	45,996	46,836	47,844
	Monthly	3,461	3,600	3,758	3,826	3,909	3,990	3,530	3,672	3,833	3,903	3,987
Level 6	Annual	42,792	44,412	46,428	47,220	48,108	49,176	43,644	45,300	47,352	48,168	49,068
	Monthly	3,566	3,701	3,869	3,935	4,009	4,098	3,637	3,775	3,946	4,014	4,089
Level 7	Annual	44,220	45,852	47,688	48,564	49,464	50,496	45,108	46,764	48,636	49,536	50,448
	Monthly	3,685	3,821	3,974	4,047	4,122	4,208	3,759	3,897	4,053	4,128	4,204
Level 8	Annual	45,408	47,172	48,996	49,968	50,820	51,792	46,320	48,120	49,980	50,964	51,840
	Monthly	3,784	3,931	4,083	4,164	4,235	4,316	3,860	4,010	4,165	4,247	4,320

BUC: IX

SUPERVISOR OF TEACHER EDUCATION
(2220)

		Scale 10/1/2004						Scale 10/1/2005				
		BA	BA+12	MA	MA+12	MA+24	MA+36	BA	BA+12	MA	MA+12	MA+24
		I	II	III	IV	V	VI	I	II	III	IV	V
Level 9	Annual	46,872	48,540	50,256	51,168	52,152	53,184	47,808	49,512	51,264	52,188	53,196
	Monthly	3,906	4,045	4,188	4,264	4,346	4,432	3,984	4,126	4,272	4,349	4,433
Level 10	Annual	48,084	49,872	51,528	52,476	53,436	54,396	49,044	50,868	52,560	53,520	54,504
	Monthly	4,007	4,156	4,294	4,373	4,453	4,533	4,087	4,239	4,380	4,460	4,542
Level 11	Annual	49,392	51,120	52,956	53,832	54,612	55,728	50,376	52,140	54,012	54,912	55,704
	Monthly	4,116	4,260	4,413	4,486	4,551	4,644	4,198	4,345	4,501	4,576	4,642
Level 12	Annual	50,760	52,428	54,252	55,152	56,148	57,060	51,780	53,472	55,332	56,256	57,276
	Monthly	4,230	4,369	4,521	4,596	4,679	4,755	4,315	4,456	4,611	4,688	4,773
Level 13	Annual						58,392					
	Monthly						4,866					
Level 14	Annual						59,664					
	Monthly						4,972					
Level 15	Annual						61,020					
	Monthly						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 7/1/05		Scale 10/1/2005	
			Annual	Monthly	Annual	Monthly
ASSISTANT RESEARCH (3223)	1	2 yrs.	46,300	3,858.33	47,200	3,933.33
	2	2 yrs.	48,900	4,075.00	49,900	4,158.33
	3	2 yrs.	51,700	4,308.33	52,700	4,391.67
	4	2 yrs.	54,600	4,550.00	55,700	4,641.67
	5	2 yrs.	57,300	4,775.00	58,400	4,866.67
	6	2 yrs.	60,100	5,008.33	61,300	5,108.33
ASSOCIATE RESEARCH (3213)	1	2 yrs.	57,400	4,783.33	58,500	4,875.00
	2	2 yrs.	60,200	5,016.67	61,400	5,116.67
	3	2 yrs.	63,500	5,291.67	64,800	5,400.00
	4	3 yrs.	67,400	5,616.67	68,700	5,725.00
	5	3 yrs.	72,600	6,050.00	74,100	6,175.00
RESEARCH (3203)	1	3 yrs.	67,500	5,625.00	68,800	5,733.33
	2	3 yrs.	72,700	6,058.33	74,200	6,183.33
	3	3 yrs.	78,600	6,550.00	80,200	6,683.33
	4	3 yrs.	85,300	7,108.33	87,000	7,250.00
	5	--	92,600	7,716.67	94,500	7,875.00
	6	--	100,400	8,366.67	102,400	8,533.33
	7	--	109,100	9,091.67	111,300	9,275.00
	8	--	118,100	9,841.67	120,500	10,041.67
	9	--	128,300	10,691.67	130,900	10,908.33

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

Rank	Step	Normal Period at Salary	Scale 7/1/2005		Scale 10/1/2005	
			Annual	Monthly	Annual	Monthly
ASSISTANT RESEARCH (3225)	1	2 yrs.	46,300	5,144.44	47,200	5,244.44
	2	2 yrs.	48,900	5,433.33	49,900	5,544.44
	3	2 yrs.	51,700	5,744.44	52,700	5,855.56
	4	2 yrs.	54,600	6,066.67	55,700	6,188.89
	5	2 yrs.	57,300	6,366.67	58,400	6,488.89
	6	2 yrs.	60,100	6,677.78	61,300	6,811.11
ASSOCIATE RESEARCH (3215)	1	2 yrs.	57,400	6,377.78	58,500	6,500.00
	2	2 yrs.	60,200	6,688.89	61,400	6,822.22
	3	2 yrs.	63,500	7,055.56	64,800	7,200.00
	4	3 yrs.	67,400	7,488.89	68,700	7,633.33
	5	3 yrs.	72,600	8,066.67	74,100	8,233.33
RESEARCH (3205)	1	3 yrs.	67,500	7,500.00	68,800	7,644.44
	2	3 yrs.	72,700	8,077.78	74,200	8,244.44
	3	3 yrs.	78,600	8,733.33	80,200	8,911.11
	4	3 yrs.	85,300	9,477.78	87,000	9,666.67
	5	--	92,600	10,288.89	94,500	10,500.00
	6	--	100,400	11,155.56	102,400	11,377.78
	7	--	109,100	12,122.22	111,300	12,366.67
	8	--	118,100	13,122.22	120,500	13,388.89
	9	--	128,300	14,255.56	130,900	14,544.44

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--BUSINESS/MANAGEMENT/ENGINEERING
FISCAL YEAR**

Rank	Step	Normal Period at Salary	Salary Scale 7/1/2005		Salary Scale 10/1/2005	
			Annual	Monthly	Annual	Monthly
ASSISTANT RESEARCH (1989)	1	2 yrs	71,400.00	5,950.00	72,800	6,066.67
	2	2 yrs	75,100.00	6,258.33	76,600	6,383.33
	3	2 yrs	78,900.00	6,575.00	80,500	6,708.33
	4	2 yrs	82,600.00	6,883.33	84,300	7,025.00
	5	2 yrs	86,400.00	7,200.00	88,100	7,341.67
	6	2 yrs	89,600.00	7,466.67	91,400	7,616.67
ASSOCIATE RESEARCH (1988)	1	2 yrs	86,500.00	7,208.33	88,200	7,350.00
	2	2 yrs	89,700.00	7,475.00	91,500	7,625.00
	3	2 yrs	93,200.00	7,766.67	95,100	7,925.00
	4	3 yrs	96,000.00	8,000.00	97,900	8,158.33
	5	3 yrs	99,200.00	8,266.67	101,200	8,433.33
RESEARCH (1987)	1	3 yrs	96,100.00	8,008.33	98,000	8,166.67
	2	3 yrs	99,300.00	8,275.00	101,300	8,441.67
	3	3 yrs	105,300.00	8,775.00	107,400	8,950.00
	4	3 yrs	113,000.00	9,416.67	115,300	9,608.33
	5	--	121,600.00	10,133.33	124,000	10,333.33
	6	--	130,900.00	10,908.33	133,500	11,125.00
	7	--	140,200.00	11,683.33	143,000	11,916.67
	8	--	150,100.00	12,508.33	153,100	12,758.33
	9	--	163,000.00	13,583.33	166,300	13,858.33

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.

PROFESSIONAL RESEARCH SERIES

Fiscal Year (11 months)

Rank	Step	Normal Period at Salary	Scale 7/1/2005		Scale 10/1/2005	
			Annual	Monthly	Annual	Monthly
ASSISTANT RESEARCH (3220)	1	2 yrs.	53,900	4,491.67	55,000	4,583.33
	2	2 yrs.	56,800	4,733.33	57,900	4,825.00
	3	2 yrs.	59,900	4,991.67	61,100	5,091.67
	4	2 yrs.	63,200	5,266.67	64,500	5,375.00
	5	2 yrs.	66,400	5,533.33	67,700	5,641.67
	6	2 yrs.	69,700	5,808.33	71,100	5,925.00
ASSOCIATE RESEARCH (3210)	1	2 yrs.	66,500	5,541.67	67,800	5,650.00
	2	2 yrs.	69,800	5,816.67	71,200	5,933.33
	3	2 yrs.	73,800	6,150.00	75,300	6,275.00
	4	3 yrs.	78,400	6,533.33	80,000	6,666.67
	5	3 yrs.	84,100	7,008.33	85,800	7,150.00
RESEARCH (3200)	1	3 yrs.	78,500	6,541.67	80,100	6,675.00
	2	3 yrs.	84,200	7,016.67	85,900	7,158.33
	3	3 yrs.	91,300	7,608.33	93,100	7,758.33
	4	3 yrs.	99,000	8,250.00	101,000	8,416.67
	5	--	107,400	8,950.00	109,500	9,125.00
	6	--	116,600	9,716.67	118,900	9,908.33
	7	--	126,500	10,541.67	129,000	10,750.00
	8	--	137,000	11,416.67	139,700	11,641.67
	9	--	148,800	12,400.00	151,800	12,650.00

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.

READER, TEACHING ASSISTANT, TUTOR, OTHER STUDENT TITLES

	Scale 10/1/04			Scale 10/1/05		
	Annual	Monthly	Hourly or Quarterly	Annual	Monthly	Hourly or Quarterly
READER*						
(2854) GSHIP						
(2855) NON-GSHIP						
Holders of Baccalaureate			11.14			11.53
Undergraduate Students			10.58			10.95
TEACHING ASSISTANT***						
(2310) GSHIP	29,145	3,238.33	9,715.00	30,165	3,351.67	10,055.00
(2311) NON-GSHIP						
TEACHING FELLOW***						
(2300) GSHIP	34,171	3,796.78	11,390.33	35,367	3,929.67	11,789.00
(2301) NON-GSHIP						
TUTOR*	Range			Range		
(2862) GSHIP	2,342.04 - 3,238.33			2,423.97 - 3,351.67		
(2863) NON-GSHIP						

Non-Student Titles

READER*						
(2520) Holders of Baccalaureate			11.14			11.53
TUTOR*	Range			Range		
(2521) Course Assistant	2,342.04 - 3,238.33			2,423.97 - 3,351.67		

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.

GRADUATE STUDENT RESEARCH

Student Title

Fiscal Year (11 months)

Rank	Scale 10/1/2004				Scale 10/1/2005			
	Step	Annual	Monthly	Hourly	Step	Annual	Monthly	Hourly
GRADUATE STUDENT	1	29,256	2,438.00	14.01	1	30,276	2,523.00	14.50
RESEARCHER	2	31,524	2,627.00	15.10	2	32,628	2,719.00	15.63
(3266) GRAD STDNT RES - NO REMISSION	3	34,956	2,913.00	16.74	3	36,180	3,015.00	17.33
(3276) GRAD STDNT RES - PARTIAL FEE REM	4	37,764	3,147.00	18.09	4	39,084	3,257.00	18.72
	5	40,284	3,357.00	19.29	5	41,688	3,474.00	19.97
	6	42,144	3,512.00	20.18	6	43,620	3,635.00	20.89
	7	45,516	3,793.00	21.80	7	47,112	3,926.00	22.56
	8	49,152	4,096.00	23.54	8	50,868	4,239.00	24.36
	9	53,088	4,424.00	25.43	9	54,948	4,579.00	26.32
	10	57,336	4,778.00	27.46	10	59,340	4,945.00	28.42

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****

ACADEMIC YEAR	Salary Scale 10/1/04		Salary Scale 10/1/2005	
	<u>Annual Range</u>	<u>1/9 Monthly Range</u>	<u>Annual Range</u>	<u>1/9 Monthly Range</u>
	30,537 - 36,198	3,393.00 - 4,022.00	31,606 - 37,465	3,511.78 - 4,162.78
	Salaries within range		Salaries within range	
	<u>Annual</u>	<u>1/9 Monthly</u>	<u>Annual</u>	<u>1/9 Monthly</u>
	30,537	3,393.00	31,606	3,511.78
	31,129	3,458.78	32,219	3,579.89
	31,838	3,537.56	32,952	3,661.33
	32,531	3,614.56	33,670	3,741.11
	33,200	3,688.89	34,362	3,818.00
	33,946	3,771.78	35,134	3,903.78
	34,731	3,859.00	35,947	3,994.11
	35,398	3,933.11	36,637	4,070.78
	36,198	4,022.00	37,465	4,162.78

FISCAL YEAR	Salary Scale 10/1/04		Salary Scale 10/1/2005	
	<u>Annual Range</u>	<u>1/12 Monthly Range</u>	<u>Annual Range</u>	<u>1/12 Monthly Range</u>
	33,946 - 41,548	2,828.83 - 3,462.33	35,134 - 43,002	2,927.83 - 3,583.50
	Salaries within range		Salaries within range	
	<u>Annual</u>	<u>1/12 Monthly</u>	<u>Annual</u>	<u>1/12 Monthly</u>
	33,946	2,828.83	35,134	2,927.83
	34,731	2,894.25	35,947	2,995.58
	35,398	2,949.83	36,637	3,053.08
	36,198	3,016.50	37,465	3,122.08
	37,020	3,085.00	38,316	3,193.00
	37,856	3,154.67	39,181	3,265.08
	38,756	3,229.67	40,112	3,342.67
	39,644	3,303.67	41,032	3,419.33
	40,558	3,379.83	41,978	3,498.17
	41,548	3,462.33	43,002	3,583.50

(1501) Associate In-9 months-GSHIP

(1511) Associate In-11 months-GSHIP

(1502) Associate In-9 months-NON-GSHIP

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

(1506) Associate In-9 months (1/9th)-GSHIP

(1507) Associate In-9 months (1/9th)-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.

**REMEDIAL TUTOR I AND II
Student Title**

	Salary Scale 10/1/04	Salary Scale 10/1/05
	Hourly	Hourly
REMEDIAL TUTOR I (2271) GSHIP (2270) NON-GSHIP		
Single Student Sessions	11.14	11.53
Group Sessions	14.99	15.51
REMEDIAL TUTOR II (2273) GSHIP (2272) NON-GSHIP		
Single Student Sessions	13.38	13.85
Group Sessions	17.23	17.83

BUC: 99

POSTDOCTORAL SCHOLAR FISCAL YEAR

Salary/Stipend Scale 10/1/2004		Salary/Stipend Scale 7/1/2005		Salary/Stipend Scale 10/1/2005	
<u>Annual Range</u>	<u>Monthly Range</u>	<u>Annual Range</u>	<u>Monthly Range</u>	<u>Annual Range</u>	<u>Monthly Range</u>
30,300 - 75,324	2,500.00 - 6,277.00	31,044 - 75,324	2,587.00 - 6,277.00	31,668 - 76,836	2,639.00 - 6,403.00

Title Codes for Postdoctoral Scholars – Employees:

For appointments beginning prior to 1/1/05:

3240 (Postgraduate Researcher)*

3370 (Visiting Postdoctoral Researcher)**

For appointments beginning on or after 1/1/05:

3252 (Postdoctoral Scholar – Employee)

Title Codes for Postdoctoral Scholars – Non-employees:

3253 (Postdoctoral Scholar – Fellow)

3254 (Postdoctoral Scholar – Paid Direct)

Refer to page 34 for Table of Pay Rates

*Appointees to Title Code 3240 will remain in this title code throughout their postdoctoral appointment at UCSC.

**Appointees to Title Code 3370 will have the choice to switch to Title Code 3252 effective 1/1/05.

BUC: 99

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

Salary Scale 10/1/2004		Salary Scale 10/1/2005		Salary Scale 10/1/2004		Salary Scale 10/1/2005	
<u>Annual</u>	<u>Monthly</u>	<u>Annual</u>	<u>Monthly</u>	<u>Annual</u>	<u>Monthly</u>	<u>Annual</u>	<u>Monthly</u>
30,360	2,530.00	30,972	2,581.00				
31,044	2,587.00	31,668	2,639.00	56,880	4,740.00	58,020	4,835.00
31,716	2,643.00	32,352	2,696.00	58,236	4,853.00	59,400	4,950.00
32,364	2,697.00	33,012	2,751.00	59,436	4,953.00	60,624	5,052.00
33,108	2,759.00	33,768	2,814.00	60,672	5,056.00	61,884	5,157.00
33,864	2,822.00	34,536	2,878.00	62,376	5,198.00	63,624	5,302.00
34,512	2,876.00	35,208	2,934.00	64,020	5,335.00	65,304	5,442.00
35,304	2,942.00	36,012	3,001.00	65,304	5,442.00	66,612	5,551.00
36,096	3,008.00	36,816	3,068.00	66,984	5,582.00	68,328	5,694.00
36,912	3,076.00	37,656	3,138.00	68,700	5,725.00	70,080	5,840.00
37,800	3,150.00	38,556	3,213.00	70,272	5,856.00	71,676	5,973.00
38,652	3,221.00	39,420	3,285.00	71,592	5,966.00	73,020	6,085.00
39,540	3,295.00	40,332	3,361.00	73,260	6,105.00	74,724	6,227.00
40,512	3,376.00	41,328	3,444.00	75,324	6,277.00	76,836	6,403.00
41,352	3,446.00	42,180	3,515.00				
41,940	3,495.00	42,780	3,565.00				
42,960	3,580.00	43,824	3,652.00				
43,908	3,659.00	44,784	3,732.00				
45,048	3,754.00	45,948	3,829.00				
46,056	3,838.00	46,980	3,915.00				
47,148	3,929.00	48,096	4,008.00				
48,168	4,014.00	49,128	4,094.00				
49,308	4,109.00	50,292	4,191.00				
50,472	4,206.00	51,480	4,290.00				
51,660	4,305.00	52,692	4,391.00				
52,956	4,413.00	54,012	4,501.00				
54,240	4,520.00	55,320	4,610.00				
55,668	4,639.00	56,784	4,732.00				

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.

Non-Student POSTGRADUATE RESEARCH

Fiscal Year (11 months)

NO NEW APPOINTMENTS TO THIS TITLE EFFECTIVE 1/1/05
 For Postdoctoral Scholars appointed to this title, also see Page 34 for
 Table of Pav Rates

	Step	Scale 7/1/2005		Scale 10/1/2005	
		Annual	Monthly	Annual	Monthly
POSTGRADUATE RESEARCH (3240)	1	31,044	2,587.00	31,668	2,639.00
	2	32,364	2,697.00	33,012	2,751.00
	3	33,864	2,822.00	34,536	2,878.00
	4	35,304	2,942.00	36,012	3,001.00
	5	36,912	3,076.00	37,656	3,138.00
	6	38,652	3,221.00	39,420	3,285.00
	7*	40,512	3,376.00	41,328	3,444.00
	8*	41,940	3,495.00	42,780	3,565.00
	9*	43,908	3,659.00	44,784	3,732.00
	10*	46,056	3,838.00	46,980	3,915.00
	11*	48,168	4,014.00	49,128	4,094.00
	12*	50,472	4,206.00	51,480	4,290.00
	13*	52,956	4,413.00	54,012	4,501.00
	14*	55,668	4,639.00	56,784	4,732.00
	15*	58,236	4,853.00	59,400	4,950.00
	16*	60,672	5,056.00	61,884	5,157.00
	17*	64,020	5,335.00	65,304	5,442.00

*Appointment to Steps 7 - 17 requires a doctorate or its equivalent

BUC: FX

STUDENT POSTGRADUATE RESEARCHER

Fiscal Year (11 months)

	Step	Scale 7/1/2005		Scale 10/1/2005	
		Annual	Monthly	Annual	Monthly
POSTGRADUATE RESEARCH	1	30,900	2,575.00	31,980	2,665.00
PGR-GRAD STDNT-FY - GSHIP 3241	2	32,208	2,684.00	33,336	2,778.00
PGR-GRAD STDNT-FY - NON-GSHIP 3242	3	33,708	2,809.00	34,884	2,907.00
	4	35,124	2,927.00	36,348	3,029.00
	5	36,732	3,061.00	38,016	3,168.00
	6	38,472	3,206.00	39,816	3,318.00

BUC: 99

SPECIALIST SERIES

Fiscal Year (11 months)

Rank	Step	Normal Period at Salary	Scale 7/1/2005		Scale 10/1/2005	
			Annual	Monthly	Annual	Monthly
JUNIOR SPECIALIST (3330)	1	1 yr.	31,044	2,587.00	31,668	2,639.00
	2	1 yr.	33,108	2,759.00	33,768	2,814.00
ASSISTANT SPECIALIST (3320)	1	2 yrs.	36,096	3,008.00	36,816	3,068.00
	2	2 yrs.	38,652	3,221.00	39,420	3,285.00
	3	2 yrs.	41,352	3,446.00	42,180	3,515.00
ASSOCIATE SPECIALIST (3310)	1	2 yrs.	45,048	3,754.00	45,948	3,829.00
	2	2 yrs.	48,168	4,014.00	49,128	4,094.00
	3	2 yrs.	51,660	4,305.00	52,692	4,391.00
	4	--	54,240	4,520.00	55,320	4,610.00
SPECIALIST (3300)	1	3 yrs.	58,236	4,853.00	59,400	4,950.00
	2	3 yrs.	64,020	5,335.00	65,304	5,442.00
	3	--	71,592	5,966.00	73,020	6,085.00
	4	--	80,388	6,699.00	81,996	6,833.00
	5	--	89,160	7,430.00	90,948	7,579.00

BUC: FX

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

NOTE: This title not currently in use on the Santa Cruz campus.
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Salary Scale 10/1/04			Salary Scale 7/1/05			Salary Scale 10/1/05		
Annual	Monthly	1/9 Monthly	Annual	Monthly	1/9 Monthly	Annual	Monthly	1/9 Monthly
35,868	2,989.00	3,985.33						
36,696	3,058.00	4,077.33						
37,572	3,131.00	4,174.67						
38,376	3,198.00	4,264.00	34,404	2,867	3,822.67			
			35,208	2,934	3,912.00			
39,264	3,272.00	4,362.67	35,868	2,989	3,985.33			
40,200	3,350.00	4,466.67						
41,112	3,426.00	4,568.00	36,696	3,058	4,077.33			
			37,572	3,131	4,174.67	38,328	3,194.00	4,258.67
41,712	3,476.00	4,634.67	38,376	3,198	4,264.00	39,144	3,262.00	4,349.33
42,588	3,549.00	4,732.00						
43,596	3,633.00	4,844.00	39,264	3,272	4,362.67	40,044	3,337.00	4,449.33
			40,200	3,350	4,466.67	41,004	3,417.00	4,556.00
44,676	3,723.00	4,964.00	41,112	3,426	4,568.00	41,940	3,495.00	4,660.00
45,660	3,805.00	5,073.33						
46,812	3,901.00	5,201.33	41,712	3,476	4,624.67	42,552	3,546.00	4,728.00
			42,588	3,549	4,732.00	43,440	3,620.00	4,826.67
47,880	3,990.00	5,320.00	43,596	3,633	4,844.00	44,472	3,706.00	4,941.33
48,996	4,083.00	5,444.00						
50,088	4,174.00	5,565.33	44,676	3,723	4,964.00	45,564	3,797.00	5,062.67
			45,660	3,805	5,073.00	46,572	3,881.00	5,174.67
51,264	4,272.00	5,696.00	46,812	3,901	5,201.33	47,748	3,979.00	5,305.33
52,476	4,373.00	5,830.67						
			47,880	3,990	5,320.00	48,840	4,070.00	5,426.67
			48,996	4,083	5,444.00	49,980	4,165.00	5,553.33
			50,088	4,174	5,565.33	51,084	4,257.00	5,676.00
			51,264	4,272	5,696.00	52,284	4,357.00	5,809.33
			52,476	4,373	5,830.67	53,520	4,460.00	5,946.67

BUC: FX

**LIBRARIAN SERIES
FISCAL YEAR**

<u>Rank</u>	<u>Step</u>	<u>Years at Step</u>	<u>Salary Scale 10/1/04</u>		<u>Salary Scale 10/1/05</u>	
			<u>Annual</u>	<u>Monthly</u>	<u>Annual</u>	<u>Monthly</u>
Assistant Librarian	I	2	37,920	3,160.00	39,000	3,250.00
	II	2	40,560	3,380.00	41,376	3,448.00
	III	2	42,996	3,583.00	43,860	3,655.00
Associate Librarian	I	2	42,996	3,583.00	43,860	3,655.00
	II	2	46,008	3,834.00	46,932	3,911.00
	III	2	49,224	4,102.00	50,208	4,184.00
	IV	2	52,620	4,385.00	53,676	4,473.00
	V	2	56,256	4,688.00	57,384	4,782.00
	VI	2	60,132	5,011.00	61,332	5,111.00
	VII	3	64,164	5,347.00	65,448	5,454.00
		or ---				
Librarian	I	3	64,164	5,347.00	65,448	5,454.00
	II	3	70,500	5,875.00	71,916	5,993.00
	III	3	76,860	6,405.00	78,396	6,533.00
	IV	3	82,416	6,868.00	84,060	7,005.00
	V	---	88,848	7,404.00	90,624	7,552.00
	VI	---	95,508	7,959.00	97,416	8,118.00
	VII	---	102,480	8,540.00	104,532	8,711.00

Comp Group A74

ASSISTANT AND ASSOCIATE UNIVERSITY LIBRARIANS

Fiscal Year (11 months)

	Salary Scale 10/1/2004		Salary Scale 10/1/2005	
	ANNUAL RANGE	MONTHLY RANGE	ANNUAL RANGE	MONTHLY RANGE
ASSISTANT UNIVERSITY LIBRARIAN (3610)	57,600 - 105,800	4,800.00 - 8,816.67	58,800 - 107,900	4,900.00 - 8,991.67
ASSOCIATE UNIVERSITY LIBRARIAN (3600)	60,900 - 116,400	5,075.00 - 9,700.00	62,100 - 118,700	5,175.00 - 9,891.67

BUC: 99

**COORDINATORS OF PUBLIC PROGRAMS
CONTINUING EDUCATION SPECIALISTS--UNIVERSITY EXTENSION**

Fiscal Year (11 months)

Scale 7/1/2005

Scale 10/1/2005

(Title Code)	Rank	Step	Normal Period at Step in Rank	Annual	Monthly	Annual	Monthly
CPP (3515)	I	1	1 yr.	37,100	3,091.67	37,800	3,150.00
CES (3514)		2		38,400	3,200.00	38,720	3,226.67
		3		40,100	3,341.67	40,900	3,408.33
		4		41,500	3,458.33	42,300	3,525.00
CPP (3513)	II	1	1 yr.	42,200	3,516.67	43,000	3,583.33
CES (3512)		2		43,900	3,658.33	44,800	3,733.33
		3		45,100	3,758.33	46,000	3,833.33
		4		46,600	3,883.33	47,500	3,958.33
CPP (3511)	III	1	1 yr.	47,800	3,983.33	48,800	4,066.67
CES (3510)		2		50,300	4,191.67	51,300	4,275.00
		3		51,700	4,308.33	52,700	4,391.67
		4		53,300	4,441.67	54,400	4,533.33
CPP (3509)	IV	1	1 yr.	55,000	4,583.33	56,100	4,675.00
CES (3508)		2		57,000	4,750.00	58,100	4,841.67
		3		58,300	4,858.33	59,500	4,958.33
		4		60,800	5,066.67	62,000	5,166.67
CPP (3507)	V	1	1 yr.	62,900	5,241.67	64,200	5,350.00
CES (3506)		2		65,000	5,416.67	66,300	5,525.00
		3		67,100	5,591.67	68,400	5,700.00
		4		68,900	5,741.67	70,300	5,858.33
CPP (3505)	VI	1	1 yr.	71,500	5,958.33	72,900	6,075.00
CES (3504)		2		73,900	6,158.33	75,400	6,283.33
		3		76,300	6,358.33	77,800	6,483.33
		4		79,100	6,591.67	80,700	6,725.00
CPP (3503)	VII	1	--	81,400	6,783.33	83,000	6,916.67
CES (3502)		2		83,900	6,991.67	85,600	7,133.33
		3		86,800	7,233.33	88,500	7,375.00
		4		89,200	7,433.33	91,000	7,583.33
		5		89,201	7,434.33	91,012	7,584.33
CPP (3501)	VIII	1	--	92,100	7,675.00	93,900	7,825.00
CES (3500)		2		95,500	7,958.33	97,400	8,116.67
		3		98,800	8,233.33	100,800	8,400.00
		4		102,400	8,533.33	104,400	8,700.00

BUC: FX

**CONTINUING EDUCATOR
FISCAL YEAR**

Level Title Code	Salary Scale 5/1/05						Salary Scale 10/1/05					
	1 (3520)		2 (3521)		3 (3522)		1 (3520)		2 (3521)		3 (3522)	
	<u>Salary Range</u>		<u>Salary Range</u>		<u>Salary Range</u>		<u>Salary Range</u>		<u>Salary Range</u>		<u>Salary Range</u>	
	<u>Annual</u>	<u>Monthly</u>	<u>Annual</u>	<u>Monthly</u>	<u>Annual</u>	<u>Monthly</u>	<u>Annual</u>	<u>Monthly</u>	<u>Annual</u>	<u>Monthly</u>	<u>Annual</u>	<u>Monthly</u>
Minimum	40,512	3,376.00	49,308	4,109.00	59,436	4,953.00	41,328	3,444.00	50,292	4,191.00	60,624	5,052.00
Maximum	73,260	6,105.00	87,012	7,251.00	122,112	10,176.00	74,724	6,227.00	88,752	7,396.00	124,560	10,380.00

BUC: FX

For salary levels within range, see Academic Standard Table of Pay Rates.

**TABLE 44 - 1
ACADEMIC STANDARD TABLE OF PAY RATES**

Salary Scale 10/1/04			Salary Scale 10/1/05		
<u>Annual</u>	<u>Monthly</u>	<u>1/9 Monthly</u>	<u>Annual</u>	<u>Monthly</u>	<u>1/9 Monthly</u>
27,324	2,277.00	3,036.00	27,876	2,323.00	3,097.33
27,900	2,325.00	3,100.00	28,464	2,372.00	3,162.67
28,548	2,379.00	3,172.00	29,124	2,427.00	3,236.00
29,148	2,429.00	3,238.67	29,736	2,478.00	3,304.00
29,772	2,481.00	3,308.00	30,372	2,531.00	3,374.67
30,360	2,530.00	3,373.33	30,972	2,581.00	3,441.33
31,044	2,587.00	3,449.33	31,668	2,639.00	3,518.67
31,716	2,643.00	3,524.00	32,352	2,696.00	3,594.67
32,364	2,697.00	3,596.00	33,012	2,751.00	3,668.00
33,108	2,759.00	3,678.67	33,768	2,814.00	3,752.00
33,864	2,822.00	3,762.67	34,536	2,878.00	3,837.33
34,512	2,876.00	3,834.67	35,208	2,934.00	3,912.00
35,304	2,942.00	3,922.67	36,012	3,001.00	4,001.33
36,096	3,008.00	4,010.67	36,816	3,068.00	4,090.67
36,912	3,076.00	4,101.33	37,656	3,138.00	4,184.00
37,800	3,150.00	4,200.00	38,556	3,213.00	4,284.00
38,652	3,221.00	4,294.67	39,420	3,285.00	4,380.00
39,540	3,295.00	4,393.33	40,332	3,361.00	4,481.33
40,512	3,376.00	4,501.33	41,328	3,444.00	4,592.00
41,352	3,446.00	4,594.67	42,180	3,515.00	4,686.67
41,940	3,495.00	4,660.00	42,780	3,565.00	4,753.33
42,960	3,580.00	4,773.33	43,824	3,652.00	4,869.33
43,908	3,659.00	4,878.67	44,784	3,732.00	4,976.00
45,048	3,754.00	5,005.33	45,948	3,829.00	5,105.33
46,056	3,838.00	5,117.33	46,980	3,915.00	5,220.00
47,148	3,929.00	5,238.67	48,096	4,008.00	5,344.00
48,168	4,014.00	5,352.00	49,128	4,094.00	5,458.67
49,308	4,109.00	5,478.67	50,292	4,191.00	5,588.00
50,472	4,206.00	5,608.00	51,480	4,290.00	5,720.00
51,660	4,305.00	5,740.00	52,692	4,391.00	5,854.67
52,956	4,413.00	5,884.00	54,012	4,501.00	6,001.33
54,240	4,520.00	6,026.67	55,320	4,610.00	6,146.67
55,668	4,639.00	6,185.33	56,784	4,732.00	6,309.33

**TABLE 44 - 2
ACADEMIC STANDARD TABLE OF PAY RATES**

Salary Scale 10/1/04			Salary Scale 10/1/05		
<u>Annual</u>	<u>Monthly</u>	<u>1/9 Monthly</u>	<u>Annual</u>	<u>Monthly</u>	<u>1/9 Monthly</u>
56,880	4,740.00	6,320.00	58,020	4,835.00	6,446.67
58,236	4,853.00	6,470.67	59,400	4,950.00	6,600.00
59,436	4,953.00	6,604.00	60,624	5,052.00	6,736.00
60,672	5,056.00	6,741.33	61,884	5,157.00	6,876.00
62,376	5,198.00	6,930.67	63,624	5,302.00	7,069.33
64,020	5,335.00	7,113.33	65,304	5,442.00	7,256.00
65,304	5,442.00	7,256.00	66,612	5,551.00	7,401.33
66,984	5,582.00	7,442.67	68,328	5,694.00	7,592.00
68,700	5,725.00	7,633.33	70,080	5,840.00	7,786.67
70,272	5,856.00	7,808.00	71,676	5,973.00	7,964.00
71,592	5,966.00	7,954.67	73,020	6,085.00	8,113.33
73,260	6,105.00	8,140.00	74,724	6,227.00	8,302.67
75,324	6,277.00	8,369.33	76,836	6,403.00	8,537.33
77,004	6,417.00	8,556.00	78,540	6,545.00	8,726.67
78,732	6,561.00	8,748.00	80,304	6,692.00	8,922.67
80,388	6,699.00	8,932.00	81,996	6,833.00	9,110.67
82,476	6,873.00	9,164.00	84,120	7,010.00	9,346.67
83,256	6,938.00	9,250.67	84,924	7,077.00	9,436.00
84,912	7,076.00	9,434.67	86,616	7,218.00	9,624.00
87,012	7,251.00	9,668.00	88,752	7,396.00	9,861.33
89,160	7,430.00	9,906.67	90,948	7,579.00	10,105.33
91,200	7,600.00	10,133.33	93,024	7,752.00	10,336.00
93,252	7,771.00	10,361.33	95,112	7,926.00	10,568.00
95,700	7,975.00	10,633.33	97,620	8,135.00	10,846.67
98,292	8,191.00	10,921.33	100,260	8,355.00	11,140.00
100,668	8,389.00	11,185.33	102,684	8,557.00	11,409.33
103,056	8,588.00	11,450.67	105,120	8,760.00	11,680.00
105,648	8,804.00	11,738.67	107,760	8,980.00	11,973.33
108,228	9,019.00	12,025.33	110,388	9,199.00	12,265.33
110,892	9,241.00	12,321.33	113,112	9,426.00	12,568.00
113,592	9,466.00	12,621.33	115,860	9,655.00	12,873.33
116,388	9,699.00	12,932.00	118,716	9,893.00	13,190.67
119,244	9,937.00	13,249.33	121,632	10,136.00	13,514.67
122,112	10,176.00	13,568.00	124,560	10,380.00	13,840.00

ACADEMIC ADMINISTRATOR SERIES

Fiscal Year (11 months)

Rank		Salary Scale 7/1/2005		Salary Scale 10/1/2005	
		Annual Range	Monthly Range	Annual Range	Monthly Range
ACADEMIC ADMINISTRATOR (1061)	I	42,960 - 59,436	3,580.00 - 4,953.00	43,824 - 60,624	3,652.00 - 5,052.00
ACADEMIC ADMINISTRATOR (1062)	II	48,168 - 66,984	4,014.00 - 5,582.00	49,128 - 68,328	4,094.00 - 5,694.00
ACADEMIC ADMINISTRATOR (1063)	III	54,240 - 75,324	4,520.00 - 6,277.00	55,320 - 76,836	4,610.00 - 6,403.00
ACADEMIC ADMINISTRATOR (1064)	IV	60,672 - 83,256	5,056.00 - 6,938.00	61,884 - 84,924	5,157.00 - 7,077.00
ACADEMIC ADMINISTRATOR (1065)	V	68,700 - 93,252	5,725.00 - 7,771.00	70,080 - 95,112	5,840.00 - 7,926.00
ACADEMIC ADMINISTRATOR (1066)	VI	77,004 - 105,648	6,417.00 - 8,804.00	78,540 - 107,760	6,545.00 - 8,980.00
ACADEMIC ADMINISTRATOR (1067)	VII	84,912 - 119,244	7,076.00 - 9,937.00	86,616 - 121,632	7,218.00 - 10,136.00

BUC: 99

**ACADEMIC COORDINATOR SERIES
SALARY SCALE
ACADEMIC YEAR (9 month)**

I (0840)						II (0842)						III (0844)					
		Scale 7/1/2005		Scale 10/1/2005				Scale 7/1/2005		Scale 10/1/2005				Scale 7/1/2005		Scale 10/1/2005	
Step	Years at Step	Annual	Monthly	Annual	Monthly	Step	Years at Step	Annual	Monthly	Annual	Monthly	Step	Years at Step	Annual	Monthly	Annual	Monthly
1	2	36,096	3,008	36,816	3,068	1	2	47,148	3,929	48,096	4,008	1	3	59,436	4,953	60,624	5,052
2	2	37,800	3,150	38,556	3,213	2	2	49,308	4,109	50,292	4,191	2	3	64,020	5,335	65,304	5,442
3	2	39,540	3,295	40,332	3,361	3	2	51,660	4,305	52,692	4,391	3	3	68,700	5,725	70,080	5,840
4	2	41,352	3,446	42,180	3,515	4	2	54,240	4,520	55,320	4,610	4	3	73,260	6,105	74,724	6,227
5	2	42,960	3,580	43,824	3,652	5	2	56,880	4,740	58,020	4,835	5	3	78,732	6,561	80,304	6,692
6	2	45,048	3,754	45,948	3,829	6	2	59,436	4,953	60,624	5,052	6	3	84,912	7,076	86,616	7,218
7	2	47,148	3,929	48,096	4,008	7	2	62,376	5,198	63,624	5,302	7	3	91,200	7,600	93,024	7,752
8	2	49,308	4,109	50,292	4,191	8	2	65,304	5,442	66,612	5,551	8	3	98,292	8,191	100,260	8,355
9	2	51,660	4,305	52,692	4,391	9	2	68,700	5,725	70,080	5,840	9	--	105,648	8,804	107,760	8,980
10	2	54,240	4,520	55,320	4,610	10	2	71,592	5,966	73,020	6,085						
11	2	56,880	4,740	58,020	4,835	11	2	75,324	6,277	76,836	6,403						
12	2	59,436	4,953	60,624	5,052	12	2	78,732	6,561	80,304	6,692						
13	2	62,376	5,198	63,624	5,302	13	2	82,476	6,873	84,120	7,010						
14	2	65,304	5,442	66,612	5,551	14	2	87,012	7,251	88,752	7,396						
15	--	68,700	5,725	70,080	5,840	15	--	91,200	7,600	93,024	7,752						

FISCAL YEAR (11 month)

I (0841)						II (0843)						III (0845)					
		Scale 7/1/2005		Scale 10/1/2005				Scale 7/1/2005		Scale 10/1/2005				Scale 7/1/2005		Scale 10/1/2005	
Step	Years at Step	Annual	Monthly	Annual	Monthly	Step	Years at Step	Annual	Monthly	Annual	Monthly	Step	Years at Step	Annual	Monthly	Annual	Monthly
1	2	41,352	3,446	42,180	3,515	1	2	54,240	4,520	55,320	4,610	1	3	68,700	5,725	70,080	5,840
2	2	42,960	3,580	43,824	3,652	2	2	56,880	4,740	58,020	4,835	2	3	73,260	6,105	74,724	6,227
3	2	45,048	3,754	45,948	3,829	3	2	59,436	4,953	60,624	5,052	3	3	78,732	6,561	80,304	6,692
4	2	47,148	3,929	48,096	4,008	4	2	62,376	5,198	63,624	5,302	4	3	84,912	7,076	86,616	7,218
5	2	49,308	4,109	50,292	4,191	5	2	65,304	5,442	66,612	5,551	5	3	91,200	7,600	93,024	7,752
6	2	51,660	4,305	52,692	4,391	6	2	68,700	5,725	70,080	5,840	6	3	98,292	8,191	100,260	8,355
7	2	54,240	4,520	55,320	4,610	7	2	71,592	5,966	73,020	6,085	7	3	105,648	8,804	107,760	8,980
8	2	56,880	4,740	58,020	4,835	8	2	75,324	6,277	76,836	6,403	8	3	113,592	9,466	115,860	9,655
9	2	59,436	4,953	60,624	5,052	9	2	78,732	6,561	80,304	6,692	9	--	122,112	10,176	124,560	10,380
10	2	62,376	5,198	63,624	5,302	10	2	82,476	6,873	84,120	7,010						
11	2	65,304	5,442	66,612	5,551	11	2	87,012	7,251	88,752	7,396						
12	2	68,700	5,725	70,080	5,840	12	2	91,200	7,600	93,024	7,752						
13	2	71,592	5,966	73,020	6,085	13	2	95,700	7,975	97,620	8,135						
14	2	75,324	6,277	76,836	6,403	14	2	100,668	8,389	102,684	8,557						
15	--	78,732	6,561	80,304	6,692	15	--	105,648	8,804	107,760	8,980						

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

<u>Rank</u>	<u>Step</u>	<u>Year at Step</u>	<u>Salary Scale 7/1/2005</u>		<u>Salary Scale 10/1/2005</u>	
			<u>Annual</u>	<u>Monthly</u>	<u>Annual</u>	<u>Monthly</u>
Assistant Project 3394	1	2	45,800	3,816.67	46,700	3,891.67
	2	2	48,300	4,025.00	49,300	4,108.33
	3	2	50,900	4,241.67	51,900	4,325.00
	4	2	53,700	4,475.00	54,800	4,566.67
	5	2	56,400	4,700.00	57,500	4,791.67
	6	2	59,200	4,933.33	60,400	5,033.33
Associate Project 3392	1	2	56,500	4,708.33	57,600	4,800.00
	2	2	59,300	4,941.67	60,500	5,041.67
	3	2	62,700	5,225.00	64,000	5,333.33
	4	3	66,600	5,550.00	67,900	5,658.33
	5	3	71,500	5,958.33	72,900	6,075.00
Project 3390	1	3	66,700	5,558.33	68,000	5,666.67
	2	3	71,600	5,966.67	73,000	6,083.33
	3	3	77,600	6,466.67	79,200	6,600.00
	4	3	84,200	7,016.67	85,900	7,158.33
	5	N/A	91,300	7,608.33	93,100	7,758.33
	6	N/A	99,100	8,258.33	101,100	8,425.00
	7	N/A	107,500	8,958.33	109,700	9,141.67
	8	N/A	116,500	9,708.33	118,800	9,900.00
	9	N/A	126,500	10,541.67	129,000	10,750.00

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 7/1/2004</u>		<u>Salary Scale 10/1/2005</u>	
			<u>Annual</u>	<u>Monthly</u>	<u>Annual</u>	<u>Monthly</u>
Assistant Project 3395	1	2	60,700	5,058.33	61,900	5,158.33
	2	2	63,800	5,316.67	65,100	5,425.00
	3	2	67,100	5,591.67	68,400	5,700.00
	4	2	70,200	5,850.00	71,600	5,966.67
	5	2	73,400	6,116.67	74,900	6,241.67
	6	2	76,200	6,350.00	77,700	6,475.00
Associate Project 3393	1	2	73,500	6,125.00	75,000	6,250.00
	2	2	76,300	6,358.33	77,800	6,483.33
	3	2	79,200	6,600.00	80,800	6,733.33
	4	3	81,600	6,800.00	83,200	6,933.33
	5	3	84,300	7,025.00	86,000	7,166.67
Project 3391	1	3	81,700	6,808.33	83,300	6,941.67
	2	3	84,400	7,033.33	86,100	7,175.00
	3	3	89,500	7,458.33	91,300	7,608.33
	4	3	96,100	8,008.33	98,000	8,166.67
	5	N/A	103,400	8,616.67	105,500	8,791.67
	6	N/A	111,300	9,275.00	113,500	9,458.33
	7	N/A	119,200	9,933.33	121,600	10,133.33
	8	N/A	127,600	10,633.33	130,200	10,850.00
	9	N/A	138,600	11,550.00	141,400	11,783.33

BUC: FX

FACULTY RECRUITMENT ALLOWANCE PROGRAM
(formerly known as Salary Differential Housing Allowance)

	Effective 10/1/04	Effective 10/1/05
Maximum Allowable	53,300 *	54,400 *

***By Exception:** Effective 12/04, Deans have authority to approve housing allowances up to \$100,000. See delegation of authority memo dated 12/21/04.

COORDINATOR OF FIELD WORK

	Scale 7/1/2005	Scale 10/1/2005
Academic Year (9 months) - 2240	37,572 - 99,456	38,328 - 101,448
Academic Year (9 months) Continuing - 2241	41,712 - 99,456	42,552 - 101,448
Fiscal Year (11 months) - 2245	43,596 - 118,092	44,472 - 120,456
Fiscal Year (11 months) Continuing - 2246	47,880 - 118,092	48,840 - 120,456

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

BUC: IX

<u>TITLE CODE</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
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
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
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
3391 Project _____ Business/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
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

<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
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 ₅₃

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
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
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
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 Year
3394	Assistant Project _____ - Fiscal Year
3395	Assistant Project _____ Business/Management/Engineering - Fiscal Year

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

APPENDIX

Thresholds for Approval of Academic Salaries Effective October 1, 2005

Faculty base salaries, which involve a new appointment or a merit increase, that exceed the following levels require Presidential approval.

Regular - Academic Year Faculty Ladder Ranks Scale	\$171,400
Regular - Fiscal Year Faculty Ladder Ranks Scale	\$198,800
Academic-Year Business/Management and Engineering Faculty Ladder Ranks Scale	\$189,000
Fiscal-Year Business/Management and Engineering Faculty Ladder Ranks Scale	\$217,800
Law School Scale	\$231,000

For non-faculty academic base salaries, which involve a new appointment or merit increase, the threshold is \$171,400.