

November 7, 2008

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DEPARTMENT and PROGRAM CHAIRS  
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UNIVERSITY LIBRARIAN  
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VICE PROVOST AND DEAN LADUSAW  
VICE PROVOST AND DEAN SLOAN  
ACADEMIC SENATE CHAIR WILLIAMS

Re: 2008-09 Academic Salary Scales

Dear Colleagues:

The [Academic Salary Scales for 2008-09](#) have been issued by UCOP, with pay rates effective retroactive to October 1, 2008. As you are aware, state budget allocations to the University of California for 2008-09 did not provide adequate funding for employee salary increases; therefore, the academic salary scales will remain unchanged from 2007-08, with certain exceptions as listed below:

- Salary scales for Non-Senate Instructional Unit 18 titles received a 3% increase effective October 1, 2008, in accordance with the contractual agreement between the UC-AFT and the University of California.
- Salary scales for Academic Student Employees received a 1.5% salary increase effective October 1, 2008, in accordance with the contractual agreement between the UAW and the University of California. This 1.5% increase also applies to the campus's readers, tutors, and remedial tutors (both students and non-students).
- The minimum salary for Postdoctoral Scholars at UCSC is adjusted to \$35,904 as part of a three-year plan to increase UC's postdoctoral scholar minimum salary. Any postdoctoral scholar currently paid below this amount must be brought up to this new minimum effective October 1, 2008.
- As a result of the 2007-08 salary scale market adjustments, the campus instituted a "salary range" for Professional Researchers to allow time for PIs to budget for the increased salaries. Effective October 1, 2008, all Professional Researchers must be paid at the published salary rates on the 2008-09 scale.

The campus places a high priority on faculty salaries and as such we will continue to fund merits and promotions, including off-scale salaries, as part of the personnel review process for Senate faculty. In addition, I will continue to work with the Academic Senate, CP/EVC Kliger, and campus administrative officers to evaluate the recommendations made in the [Senate-Administration Task Force on Faculty Salaries Report](#).

For non-Senate academic employees funded by extramural funds, merit advancements will continue to be awarded based on performance and availability of funding.

Questions may be directed to Nancy Furber, [furber@ucsc.edu](mailto:furber@ucsc.edu), extension 9-4779.

Sincerely,

/s/

Pamela G. Peterson  
Assistant Vice Chancellor  
Academic Personnel

cc: Chancellor Blumenthal  
Campus Provost and Executive Vice Chancellor Kliger  
Staff Human Resources Assistant Vice Chancellor McQuitta  
Planning and Budget Vice Chancellor Michaels  
Labor Relations Manager Purcell  
Benefits Manager Putnam  
Career Center Acting Director Silverthorne  
Academic Senate Office  
APO Analysts  
Administrative Records  
Department Managers  
Divisional Academic Human Resources Coordinators