

2019-20 Academic Salary Program Guidelines

Implementation Guidelines:

1. The timing of changes to scales for ladder-rank faculty, lecturers with (potential) security of employment, and LR-equivalent or policy-tied titles will be different, with their increases implemented on October 1, 2019. These scales were modified to achieve the targeted annualized increase over a nine-month period.
 - a. The scale increase will not be applied to summer research (ACR) and summer administration (ACA) salary rates.
 - b. The special targeted 1% increase was calculated off the pre-adjusted scale rate, not on top of the general range adjustment.
2. On-scale nonrepresented nonsenate employees not associated with ladder-rank scales will move to the new scale rates as determined by UCOP effective July 1, 2019.
3. For off-scale employees, the on-scale component of salary will be adjusted to the new scale rate. The existing off-scale component is NOT subject to the increase.
4. For above-scale employees, the portion of the salary up to the campus salary limit will be adjusted to the new campus limit. The remaining portion of the salary is NOT subject to the increase.
5. If an eligible employee has a merit/promotion action effective on the same date as their salary program increase, the merit/promotion is applied before the 2019-20 salary increases.
6. New hires are eligible for the salary program unless alternate terms were specified in writing at the time of hire.
7. The salary increases will be implemented in PPS and DivData by APO and the Payroll Office, except where noted in the chart below.
8. Percentage increases may be approximate due to rounding and smoothing between steps.
9. The effective dates listed here apply to monthly-paid appointees. The effective date for biweekly-paid appointees is the beginning of the first biweekly pay period following the monthly effective date.

TITLE SERIES	Increase	Effective
Academic Coordinator	3% to on-scale	July 1, 2019
Acting Professor	Annualized 3% to on-scale and 1% targeted scale increase	Oct 1, 2019
Adjunct Professor	Annualized 3% to on-scale and 1% targeted scale increase	Oct 1, 2019
Associate In __	3% increase in accordance with ASE contract	Oct 1, 2019
Asst/Assoc University Librarian	3% to on-scale	July 1, 2019
Astronomer	Annualized 3% to on-scale and 1% targeted scale increase	Oct 1, 2019
Clinical Psychology Intern	3% increase to range; appointments beginning on or after this date must be at or above the minimum. Divisions must process any increases.	July 1, 2019
College Provost	3% stipend increase	July 1, 2019
Continuing Educator (UNEX)	3% to on-scale	July 1, 2019
Coordinator of Fieldwork	3% increase in accordance with Unit 18 contract	July 1, 2019
Department Chair	3% stipend increase	July 1, 2019
Deans & Faculty Administrators	With the exception of College Provost and Department Chair stipends (listed separately), administrative salaries and/or stipends are eligible for up to a 3% increase for meritorious performance, as determined by the appointing authority.	July 1, 2019

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TITLE SERIES	Increase	Effective
Graduate Student Researcher	3% increase to scales	Oct 1, 2019
Lecturer & Continuing Lecturer	3% increase in accordance with Unit 18 contract	July 1, 2019
Librarian	3% to on-scale in accordance with UC-AFT LX contract; 3% to on-scale for nonrepresented librarians	July 1, 2019
Non-Student Tutor (Course Assistant)	3% increase to scales in accordance with ASE contract	Oct 1, 2019
Non-Physician Clinical Trainee	3% increase to range; appointments beginning on or after this date must be at or above the minimum. Divisions must process any increases.	July 1, 2019
Postdoctoral Scholar	No— represented title subject to collective bargaining	
Professional Researcher	Represented titles subject to collective bargaining; 3% to on-scale for nonrepresented titles	July 1, 2019
	Represented titles: 4.5% to on-scale in accordance with RA Unit contract	Jan 1, 2020
Professor	Annualized 3% to on-scale and 1% targeted scale increase	Oct 1, 2019
Program Coordinator (UNEX)	No— individually negotiated contracts	
Project Scientist	Represented titles subject to collective bargaining; 3% to on-scale for nonrepresented titles	July 1, 2019
	Represented titles: 4% to on-scale, with variation due to smoothing of scales, in accordance with RA Unit contract	Jan 1, 2020
Reader (student, non-student)	3% increase in accordance with ASE contract	Oct 1, 2019
Recall (all recall titles)	Recall salaries and stipends may be adjusted with the concurrence of the PI and appointing authority. Divisions must process any increases.	
Remedial Tutor	3% increase to scales in accordance with ASE contract	Oct 1, 2019
Salary Supplements (3998)	Salary supplements are individually negotiated, so the increase will be applied based on the supplement agreement. Divisions must process any increases.	
Specialist	Represented titles subject to collective bargaining; 3% to on-scale for nonrepresented titles	July 1, 2019
	Represented titles: 4% to on-scale, with variation due to smoothing of scales, in accordance with RA Unit contract	Jan 1, 2020
Summer Session	No— summer 2019 payments are based on 18-19 rates	
Supervisor of Teacher Education	3% increase in accordance with Unit 18 contract	July 1, 2019
Teacher- UNEX	No— individually negotiated contracts	
Teaching Assistant	3% increase to scales in accordance with ASE contract	Oct 1, 2019
Teaching Fellow	3% increase to scales in accordance with ASE contract	Oct 1, 2019
Teaching Professor (Lecturer with SOE)	Annualized 3% to on-scale and 1% targeted scale increase	Oct 1, 2019
Tutor	3% increase to scales in accordance with ASE contract	Oct 1, 2019
Visiting titles	Salaries are individually negotiated, so they will not be increased unless requested by the appointing authority. Divisions must process any increases.	