

September 26, 2003

COUNCIL OF VICE CHANCELLORS

Dear Colleagues:

Enclosed are the Academic Salary Scales for 2003-04, with pay rates effective October 1, 2003. As a result of the California State budget for 2003-04, the University did not receive range adjustment funds so the academic salary scales will remain unchanged from 2002-03.

The scales for the Professional Research Series, Fiscal Year (Tables 15 and 16), continue to show salary ranges. All campuses must adjust salaries to the maximum salary of the range for each step by October 1, 2004 for the Professional Research scale (Table 15), and by October 1, 2005 for the Business/Management/Engineering Professional Research scale (Table 16). By these dates, the range will be collapsed into a single rate.

In accordance with the agreement between the UC-AFT and the University of California that went into effect July 10, 2003, the academic salary scales for exclusively represented Lecturers and other Non-Senate Instructional Unit members are enclosed (Tables 17, 18, 19, 36, 37A, and 37B for the new Supervisor of Teacher Education – Fiscal Year scale). The Tables reflect the salary adjustments on October 1, 2000, and the academic range adjustment on October 1, 2001. There was no academic range adjustment in 2002-03 and in 2003-04. The new salary scale for the title Faculty Fellow Researcher (Table 27) is tied to the Unit 18 Lecturer scale.

The salary scale for House Staff (Table 23) is used for both represented and non-represented house staff.

The salary scale for Librarians (Table 31, Scales 1 and 2) is used both for represented and non-represented librarians. Campuses may continue to transition librarians from Scale 1 to Scale 2 during this year pursuant to the MOU.

New salary scales have been established for the Postdoctoral Scholar titles (Table 26A) and the Project (e.g. Scientist) series (Tables 41 and 42).

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The Academic Salary Scales for 2003-04 will be online at:
<http://www.ucop.edu/acadadv/acadpers/tab0304/tabcont.html>

Sincerely,

Ellen S. Switkes
Assistant Vice President
Academic Advancement

Enclosure

cc: Chancellors
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Senior Vice President Darling
Senior Vice President Mullinix
Vice President Drake
Vice President Gomes
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