

September 14, 2005

COUNCIL OF VICE CHANCELLORS

Dear Colleagues:

Enclosed are the Academic Salary Scales for 2005-06, with pay rates effective October 1, 2005. With a few exceptions below, the scales have been increased by a 2% range adjustment.

Special salary adjustments have been made for the following scales:

- In accordance with the agreement between the UAW and the University of California, the salary scales for Academic Student Employees (ASE) in Tables 20, 21, and 22 have been adjusted by a 3.5% increase, effective October 1, 2005. For titles in the bargaining unit whose rates are not maintained by the Office of the President, namely, the *Tutor* titles systemwide as well as the *Associate in \_\_\_\_\_* and the *Acting Instructor-Graduate Student* titles at the Berkeley campus, each campus will need to ensure that this 3.5% increase is implemented. In addition, employees in the teaching titles who are not in the ASE bargaining unit, namely Readers and Tutors at the Santa Cruz campus, and Readers, Tutors, Teaching Assistants and Teaching Fellows at UC San Francisco, UC Merced, UCDC and EAP, should receive the same increase as those ASE's in the bargaining unit received, the 3.5% salary increase effective October 1, 2005.
- The salary scale for House Staff (Table 23) is used for both represented and non-represented house staff. Resident Physicians at Levels I, II, and III received a special salary adjustment ranging from 2.1% to 3.3%, effective October 1, 2005. No salary adjustment was made to Resident Physicians at Levels IV-IX. The medical centers are responsible for ensuring funding to support this salary adjustment.
- The salary scales for Graduate Student Researchers (Tables 24 and 25) receive a special salary adjustment of 3.5%, effective October 1, 2005, due to the lack of general range or merit increases over recent years.

The salary scale for the Professional Research Series, Fiscal Year, for Business/Management and Engineering (Table 16) continue to show salary ranges. All campuses must adjust

salaries to the maximum salary of the range for each step by October 1, 2005. After that date, the range will be collapsed into a single rate.

The salary scales for Lecturers and other Non-senate Instructional Unit members (Tables 17, 18, 19, 37, 38A, 38B) have been adjusted by a 2% salary increase for Unit 18 titles, including represented and non-represented employees.

In the Postdoctoral Scholar scale (Table 26A), campuses may provide range adjustments for salaries that fall between the minimum and maximum range of this scale per APM 390-18-b.

The salary scale for Librarians (Table 31A) has been adjusted by a 2% salary increase and is used for non-represented librarians. This scale does not apply to librarians in the bargaining unit as salaries for 2005-06 are the subject of on-going collective bargaining negotiations. Salaries for represented librarians will be published upon resolution of the negotiations.

A new salary scale for the title Continuing Educator (Table 36), following issuance of the new Academic Personnel policy for Continuing Educators earlier this year, is included in the Academic Salary Scales packet.

The Academic Salary Scales for 2005-06 will be online at:  
<http://www.ucop.edu/acadadv/acadpers/tab0506/tabcont.html>

Sincerely,

/s/ Ellen. S. Switkes

Ellen S. Switkes  
Assistant Vice President  
Academic Advancement

Enclosure

cc: Chancellors  
Provost Greenwood  
Senior Vice President Darling  
Senior Vice President Mullinix  
Vice President Gomes  
Vice President Hershman  
Executive Vice Provost and Vice President Hume  
Vice Provost Zelmanowitz  
Associate Vice Provost Marcum  
Associate Vice President Boyette  
Graduate Deans  
Director Cain  
Academic Personnel Directors