



OFFICE OF THE PROVOST AND EXECUTIVE VICE PRESIDENT -
ACADEMIC AND HEALTH AFFAIRS

OFFICE OF THE PRESIDENT
1111 Franklin Street, 12th Floor
Oakland, California 94607-5200

October 23, 2008

COUNCIL OF VICE CHANCELLORS

Dear Colleagues:

Enclosed are the Academic Salary Scales for 2008-09, with rates effective October 1, 2008. State budget allocations to the University of California for 2008-09 did not provide adequate funding for employee salary increases and so the academic salary scales will remain unchanged from 2007-08, with certain exceptions listed below:

- Scales for Non-Senate Instructional Unit 18 titles of Lecturers, Demonstration Teachers, and Supervisors of Teacher Education in Tables 16, 17, 18, 35, 36, and 37: in accordance with the contractual agreement between the UC-AFT and the University of California, a 3 percent salary increase is effective October 1, 2008 for both represented and non-represented employees.
- Scales for Academic Student Employees (ASE) in Tables 19, 20, and 21: in accordance with the contractual agreement between the UAW and the University of California, a 1.5 percent salary increase is effective October 1, 2008. For titles in the bargaining unit whose rates are not maintained by the Office of the President (for example, the *Associate in _____* and the *Acting Instructor—Graduate Student* titles at the Berkeley campus), each campus will need to ensure that the 1.5 percent salary increase prescribed in the contract is implemented. In addition, employees in teaching titles that are not in the ASE bargaining unit (for example, Readers, Remedial Tutors, and Tutors at the Santa Cruz campus, and Readers, Remedial Tutors, Tutors, Teaching Assistants and Teaching Fellows at UC San Francisco, UCDC, and EAP) shall receive the 1.5 percent salary increase effective October 1, 2008.
- The scale for Postdoctoral Scholars in Table 24: the minimum salary is adjusted to \$35,500 effective October 1, 2008, as part of a three-year plan to increase UC's Postdoctoral Scholar minimum salary by October 1, 2009 to the annual level established by the NIH for NRSA Postdoctoral Fellowships and Training Grants, or \$37,000, whichever is higher. There is no change in the maximum salary.
- The scale for non-student Postgraduate Researcher title in Table 25: As of January 1, 2004, this scale applies only to Postdoctoral Scholars. Steps I and II in the scale have been made equivalent because the minimum salary is adjusted to \$35,500 effective October 1, 2008, the same minimum salary established for Postdoctoral Scholars in

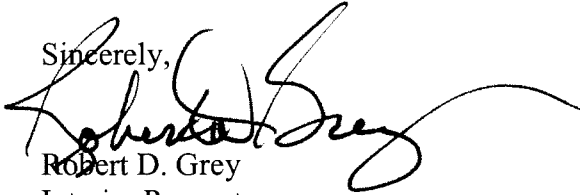
Table 24. The minimum scale increase is part of a three-year plan to increase UC's Postdoctoral Scholar minimum salary by October 1, 2009 to the annual level established by the NIH for NRSA Postdoctoral Fellowships and Training Grants, or \$37,000, whichever is higher. There are no other changes made to this scale. Title Codes 3240 ("Postgraduate Research _____ Non Student - Fiscal Year") and 3370 ("Visiting _____ - Postdoc") and scale will be retired effective January 1, 2010.

The Professional Research salary scales in Tables 12, 13, 14, and 15 continue to show salary ranges for 2008-09. All campuses must adjust salaries for individual researchers to the maximum salary of the range for each step by September 30, 2010. As of October 1, 2010, the range will be collapsed into a single rate for each step.

Last spring, you will recall that the salary scales for pharmacy residents in the PGY 1/Pharmacy Resident and PGY 2/Pharmacy Resident titles in Table 22 were revised from a single rate to a salary range effective July 1, 2008. In addition, the salary scale for dental school residents in the Post D.D.S. title, and represented and non-represented appointees in the Resident Physician title, in Table 22, was increased by 3.3 percent effective July 1, 2008, for market considerations in 2008-09. The affected campuses are responsible for ensuring funding to support the new scales. There are no changes to the scales for other house staff titles in Table 22 for 2008-09.

The Hourly Intermittent Librarian salary scale has been deleted this year because the Hourly Intermittent Librarian title is no longer in use.

The 2008-09 Academic Salary Scales will be online at:
<http://www.ucop.edu/acadadv/acadpers/tab0809/tabcont.html>

Sincerely,

Robert D. Grey
Interim Provost
Academic and Health Affairs

Enclosure

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