



OFFICE OF THE VICE PROVOST --
ACADEMIC PERSONNEL AND PROGRAMS

OFFICE OF THE PRESIDENT
1111 Franklin Street, 11th Floor
Oakland, California 94607-5200

August 1, 2019

**EXECUTIVE VICE CHANCELLORS/PROVOSTS
ANR VICE PRESIDENT GLENDA HUMISTON
LABORATORY DIRECTOR MICHAEL WITHERELL**

**RE: October 2019 Academic Salary Scales
July 2019 Non-Represented Professional Researcher NEX Salary Scales**

Dear Colleagues:

The University's 2019-20 academic salary scales, effective October 1, 2019, are issued below.

Salary Scales for Ladder-Rank Faculty, Health Sciences Compensation Plan Faculty, and Other Academic Titles Tied to the Ladder-Rank Faculty Salary Scales

Under the 2019-20 salary program, the ladder-rank faculty salary scales were adjusted by the 3.0% general range adjustment and 1.0% special, targeted increase, effective October 1, 2019. All scale adjustments were subject to rounding and smoothing between steps, so the exact percent increases may differ. To implement the approximately 4.0% annual increase within a span of nine months, it was necessary to raise ladder-rank salary scales at a proportionately higher rate. Health Sciences Compensation Plan (HSCP) faculty and other academic appointees with salaries tied to these scales will have the same adjustment to the associated ladder-rank scales. Minimum scales were also increased accordingly. No systematic adjustment to off-scale salaries is mandated or expected. Faculty having off-scale salary components will retain them.

- Faculty ladder ranks, equivalent faculty, and other faculty – Tables 1 - 5, 7 - 8
- Faculty – Lecturer with Security of Employment Series – Tables 1L - 5L, 7L – 8L
- Supervisors of Physical Education Series – Table 9
- Minimum Salary Scales – Tables 1M, 2M, 3M, 5M (Scale 5)

Academic Student Employee Salary Scales

In accordance with the contractual agreement between the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (UAW) and the University of California, pursuant to the terms of Article 29, Wages, of the contract, the 2019-20 ASE salary scales have been adjusted by a general range adjustment increase of 3% with an effective date of October 1, 2019 for monthly paid employees and the first pay period commencing after October 1, 2019 for bi-weekly paid employees. These scales are included in this issuance.

- Student Titles, Teaching Assistant and Equivalent, Other – Table 18

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- Student Titles, Associate – Table 19
- Student Titles, Remedial Tutor – Table 20

All ASEs should receive the 3% general range adjustment. For titles in the ASE bargaining unit whose rates are not maintained by the Office of the President (for example, *Associate in _____* and *Acting Instructor-Graduate Student* titles at the Berkeley campus), each campus will need to ensure that the 3% increase prescribed in the agreement is implemented.

The San Francisco campus has indicated that employees in teaching titles that are not in the ASE bargaining unit (for example, Remedial Tutors, Teaching Assistants, and Teaching Fellows at the San Francisco campus) will receive the 3% increase to the salary scale, effective October 1, 2019 for monthly paid employees and the first pay period commencing after October 1, 2019 for bi-weekly paid employees.

Graduate Student Researchers and Graduate Student Assistant Researchers Salary Scale

In accordance with the 2019-20 academic salary program for other non-represented faculty and academic personnel, the GSR and GSAR scales have been adjusted by a general range adjustment increase of 3% with an effective date of October 1, 2019 for monthly paid employees and the first pay period commencing after October 1, 2019 for bi-weekly paid employees.

- Student Titles, Graduate Student Researcher – Table 22

Non-Represented Professional Researcher NEX Salary Scales

Salary scales for non-represented, non-exempt professional researchers, effective July 14, 2019 for biweekly paid appointees, are also included in this issuance.

- Non-represented Professional Research Series NEX – Table 13-A(N) and 14-A(N)

The salary scales will be available online at: <http://www.ucop.edu/academic-personnel-programs/compensation/index.html>.

If you have questions, please email Executive Director Pamela Peterson at Pamela.Peterson@ucop.edu or call the Academic Personnel and Programs main phone line at (510) 987-9479.

Sincerely,



Susan L. Carlson

Vice Provost, Academic Personnel and Programs

cc: President Napolitano
Provost and Executive Vice President Brown
Executive Vice President, Chief Operating Officer and Chief of Staff Nava

Academic Council Chair May
Executive Vice President Stobo
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