



OFFICE OF THE VICE PROVOST --
ACADEMIC PERSONNEL AND PROGRAMS

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

June 22, 2020

**EXECUTIVE VICE CHANCELLORS/PROVOSTS
VICE PRESIDENT HUMISTON
DIRECTOR WITHERELL**

Dear Colleagues:

In her letter of May 18, 2020, President Napolitano informed the UC community of several key decisions she and the Chancellors have put in place to respond to the significant financial impacts of the coronavirus pandemic on UC and the ongoing budgetary uncertainties that UC faces including funding reductions from the State. The key decisions affecting academic salaries and salary scales included in that letter are:

- a systemwide freeze on salary scales for policy-covered, non-student academic appointees; and
- continuation of the regular academic peer-review merit advancement program to ensure a stable faculty pipeline and to maintain our teaching and research enterprise.

A link to the President's letter and accompanying Frequently Asked Questions document, as well as a link to the Academic Salary Scales that are in effect for 2020-21, are listed at the end of this correspondence. The Academic Salary Program for 2020-21 contains the following:

Salary Scales for Non-Student Policy-Covered Academic Appointees

The academic salary scales for all non-student policy-covered (non-represented) academic titles will remain unchanged – there will be no general range adjustment.

Salary Scales for Student Policy-Covered Academic Appointees

Graduate Student Researchers and Graduate Student Assistant Researchers salary scale will increase by 3.0% effective on October 1, 2020 for monthly paid appointees and October 4, 2020 for biweekly paid appointees.

Salary scales for student appointees in teaching titles that are not in a bargaining unit will increase by 3.0% effective October 1, 2020 for monthly paid appointees and effective October 4, 2020 for biweekly paid appointees.

Other Compensation Adjustments for 2020-21

- Regular peer-review academic advancement as provided for in academic personnel policy with resultant increases in rank and step or salary rate may continue.
- Adjustments to salary rates may be made to address individual compensation cases, especially equity and retention concerns.
- Annually negotiated salary components may be adjusted and continued, such as HSCP 'Y' and 'Z' and NSTP components. These will continue to be funded by non-state funds, according to policy.
- Deans and other faculty administrators are not eligible for annual salary increases awarded for continuing meritorious performance.
- The Faculty Recruitment Allowance maximum listed with the salary scales will remain unchanged. Chancellors maintain the authority to approve exceptional allowances up to \$150,000.

Salary Scales for Represented Academic Appointees

Salary scales for represented academic appointees are set by the terms of their Collective Bargaining Agreements (CBA).

Non-Senate Instructional Unit. In accordance with the contractual agreement between the University Council – American Federation of Teachers (UC-AFT) and the University of California, the 2020-21 salary scales for the Non-Senate Faculty (NSF) Unit IX titles are in status-quo while negotiations continue and thus the salary ranges/rates will remain unchanged.

Professional Librarian Unit. In accordance with the contractual agreement between the UC-AFT and the University of California, the 2020-21 salary scales for the Professional Librarian Unit LX titles are adjusted by a general range adjustment of 3.0% with effective dates of July 1, 2020 for monthly paid appointees and July 12, 2020 for biweekly paid appointees.

Academic Student Employee Unit. 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, the Academic Student Employees' BX titles salary scales will be adjusted by a general range adjustment of 3.0% with effective dates of October 1, 2020 for monthly paid appointees and October 4, 2020 for biweekly paid appointees.

Academic Researchers Unit. In accordance with the contractual agreement between the UAW and the University of California, the 2020-21 salary scales for the Academic Researchers Unit RA titles are adjusted by a general range adjustment of 3.0% with effective dates of July 1, 2020 for monthly paid appointees and July 12, 2020 for biweekly paid appointees. In addition, equity adjustments and smoothing of the represented Project Scientist Series and represented Specialist Series salary scales are made in accordance with the terms of the CBA.

Other Considerations for 2020-21

- All salary scale percentage adjustments listed above are approximate as the exact amount may vary due to rounding.
- Salary scales in effect for 2020-21 will be available online at: <http://www.ucop.edu/academic-personnel-programs/compensation/index.html>.
- Salary scales effective in October 2020 will be issued and posted at a later date.
- President Napolitano's letter of May 18, 2020 announcing the salary freeze and accompanying Frequently Asked Questions document can be accessed [online at UCnet](#).

If you have questions, please email Director Gregory Sykes at Gregory.Sykes@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
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