



OFFICE OF THE VICE PROVOST --
ACADEMIC PERSONNEL AND PROGRAMS

OFFICE OF THE PRESIDENT
1111 Franklin Street, 10th Floor
Oakland, California 94607-5200

May 19, 2023
(Corrected)

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

Dear Colleagues:

In his letter of April 17, 2023, President Drake announced the 2023-24 salary program for policy-covered academic appointees (see enclosed). A 4.6% general range adjustment (subject to rounding and smoothing where applicable) will be applied to all policy-covered academic salary scales and ranges. The following sections summarize how the 2023-24 salary program will be implemented for policy-covered academic appointees.

In addition, the regular peer-review merit advancement process for policy-covered academic appointees will continue per academic personnel policy. Campuses are encouraged to continue their efforts to implement equity adjustments for policy-covered academic appointees where warranted.

GENERAL RANGE ADJUSTMENT

All salary scale percentage adjustments listed below are approximate as the precise amount may vary due to rounding and modest smoothing to maintain consistent increments between steps.

Salary Scales for Policy-covered Faculty, Astronomer, and Agronomist Titles

Under the 2023-24 salary program, the salary scales for policy-covered faculty and ladder-rank equivalent (astronomer and agronomist) will be adjusted by the 4.6% general range adjustment, effective October 1, 2023. All scale adjustments are subject to rounding and modest smoothing; therefore, the exact percent increases may differ. Minimum scales will also be increased accordingly. The applicable salary scales are listed below.

- Faculty ladder-ranks, equivalent faculty, and other faculty – Tables 1 - 4
- Faculty – Lecturer with Security of Employment Series – Tables 1L - 4L
- Faculty ladder-ranks, Health Sciences Compensation Plan – Table 5, Scales 0-9
- Faculty – Lecturer with Security of Employment Series, Health Sciences Compensation Plan – Table 5L, Scales 0-9
- Faculty ladder-ranks, Strict Full-time Veterinary Medicine – Table 7
- Faculty – Lecturer with Security of Employment Series, Strict Full-time Veterinary Medicine – Table 7L
- Faculty ladder-ranks, Law School – Table 8
- Faculty – Lecturer with Security of Employment Series, Law School – Table 8L
- Minimum Salary Scales – Tables 1M, 3M

Above-scale Faculty: Coincident with the October 1, 2023 effective date, above-scale faculty will have their salaries incremented according to standard processes established by each campus for above-scale faculty.

Off-scale Salary Components: There is no mandate for systematic, campuswide adjustments to off-scale salaries. Campus practices may be followed regarding treatment of off-scale salary components.

Campuses are encouraged to engage in discussions with their divisional Senate as to their intended approach to the off-scale and above-scale salary components.

Salary Scales for Policy-covered Non-faculty Academic Appointees

Salary scales for policy-covered academic appointees listed below will be increased by the general range adjustment of approximately 4.6% (subject to rounding), effective July 1, 2023 for monthly paid and July 9, 2023 for biweekly paid appointees. These scales are listed below.

- Non-represented Professional Research Series – Tables 13-A and 14-A (exempt); Tables 13-A(N) and 14-A(N) (non-exempt)
- Non-represented Specialist Series – Table 24-A (exempt); Table 24-A(N) (non-exempt)
- Military or Air Science and Tactics Assistant – Table 25
- Non-represented Librarian Series – Table 26-A (exempt); Table 26-A(N) (non-exempt)
- Assistant and Associate University Librarian – Table 27 (exempt); Table 27N (non-exempt)
- Cooperative Extension Advisor Series – Table 28 (exempt); Table 28N (non-exempt)
- Specialist in Cooperative Extension Series – Table 29 (exempt); Table 29N (non-exempt)
- Non-represented Coordinators of Public Programs – Table 30-A
- Continuing Educators – Table 31 (exempt); Table 31N (non-exempt)
- Academic Administrator Series – Table 34 I-VII (exempt); Table 34N I-VII (non-exempt)
- Academic Coordinator Series – Tables 35 I-III and 36 I-III (exempt); Table 36N I-III (non-exempt)
- Non-represented Project (e.g., Scientist) Series – Tables 37-A and 38-A (exempt); Tables 37-A(N) and Table 38-A(N) (non-exempt)
- Academic Standard Table of Pay Rates – Table 39 (exempt); Table 39N (non-exempt)

Salary Scales for Policy-covered Trainee Titles

Salary rates for policy-covered Post-D.D.S., Veterinary Medicine Residents, and Veterinary Medicine Interns will be adjusted by 4.6%. The salary ranges for Clinical Psychology Interns and Non-Physician Clinical Trainees will be adjusted by 4.6%, with the minimum for Clinical Psychology Interns increased to \$32,400; individual rates within these ranges are set per campus practice. Adjusted salary scales will be effective July 1, 2023 and are listed below. Because Resident Physicians at those UC locations that recently organized were in negotiations for initial contracts on July 1, 2022, salary rates for policy-covered Resident Physicians were not adjusted at that time. Accordingly, salary rates for policy-covered Resident Physicians will be increased on July 1, 2023 to reflect a 4.0% increase for the 2022-23 salary program as well as a 4.6% increase for the 2023-24 salary program.

- Trainee Titles, Intern, Resident, Resident Physician, Post D.D.S., Non-Physician Clinical Trainee – Table 21

Other Policy-covered Compensation Adjustments for 2023-24

- **Deans and other faculty administrators** will be eligible for consideration for a salary merit increase of no greater than 4.6%, effective July 1, 2023, as determined at the campus level based on individual meritorious performance judged at their annual assessment review.
- **Academic titles not tied to salary scales or ranges** and compensation that is negotiated will be eligible for an increase up to an approximate 4.6%, subject to rounding, as determined at the campus level to be effective July 1, 2023.
- Faculty participating in the **Negotiated Salary Trial Program (NSTP)** for 2023-24 should negotiate their salaries assuming the 4.6% general range adjustment and any campus-based adjustment for off-scale increments and above-scale salaries, all effective on October 1, 2023.

- **Local salary scales** are the purview of the campuses and should be adjusted appropriately.

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 2023-24 salary scales for the Non-Senate Instructional Unit IX (Unit 18) titles will be adjusted by a general range adjustment of 3.0% with an effective date of July 1, 2023.

- Unit 18 Faculty, Lecturer – Tables 15 – 16
- Unit 18 Faculty, Supervisor of Teacher Education – Tables 32 – 33

Positions and/or titles paid on a “By Agreement” basis may continue to be paid on a “By Agreement” basis insofar as the amount paid to each “By Agreement” Unit 18 faculty is at or above the minimum of the salary range for that position. Salary increases, if any, for bargaining unit members at the UCLA Lab School, UCLA Geffen Academy, and the UCSD Preuss School are subject to separate local negotiations and agreements.

Professional Librarian Unit. In accordance with the contractual agreement between the UC-AFT and the University of California, the 2023-24 salary scales for the Professional Librarian Unit LX titles will be adjusted by a general range adjustment of 3.0% with effective dates of July 1, 2023 for monthly paid appointees and July 9, 2023 for biweekly paid appointees.

- Represented Librarian Series – Table 26-B (exempt); Table 26-B(N) (non-exempt)

Academic Researchers Unit. In accordance with the contractual agreement between the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America 5810 (UAW), and the University of California, the 2023-24 salary scales for the Academic Researchers Unit RA titles will be adjusted by a general range adjustment of 4.5% with effective dates of July 1, 2023 for monthly paid appointees and July 9, 2023 for biweekly paid appointees.

- Represented Professional Research Series – Tables 13-B and 14-B (exempt); Tables 13-B(N) and 14-B(N) (non-exempt)
- Represented Specialist Series – Table 24-B (exempt); Table 24-B(N) (non-exempt)
- Represented Coordinators of Public Programs – Table 30-B (exempt); Table 30-B(N) (non-exempt)
- Represented Project (e.g., Scientist) Series – Tables 37-B and 38-B (exempt); Tables 37-B(N) and 38-B(N) (non-exempt)

Postdoctoral Scholars Unit. In accordance with the contractual agreement between the UAW 5810 and the University of California, the Postdoctoral Scholar Unit PX titles will be adjusted by a general range adjustment of approximately 7.47% with an effective date of October 1, 2023 for both monthly and biweekly paid appointees.

- Postdoctoral Scholar Experience-Based Salary/Stipend Minimum – Table 23 (exempt); Table 23N (non-exempt)

Academic Student Employee Unit. In accordance with the contractual agreement between the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America 2865 (UAW), and the University of California, the Academic Student Employees Unit BX titles will be adjusted by a general range adjustment of approximately 16.5% for Group 1 Campuses (Davis, Irvine, Merced, Riverside, San Diego, Santa

Cruz, and Santa Barbara) and approximately 25.1% for Group 2 Campuses (Berkeley, Los Angeles, and San Francisco). Additionally, new experience-based salary scales will be implemented for Teaching Assistants and Associate Instructors. The scales have an effective date of October 1, 2023 for both monthly and biweekly paid appointees.

- Student Titles, Teaching Assistant and Equivalent, Other – Table 18
- Student Titles, Associate – Table 19
- Student Titles, Remedial Tutor – Table 20

Graduate Student Researchers Unit. In accordance with the contractual agreement between the UAW 2865, and the University of California, the Graduate Student Researchers Unit BR titles will be adjusted by a general range adjustment of approximately 6.4%. Additionally, new experience-based salary points will be implemented. The scales have an effective date of October 1, 2023 for both monthly and biweekly paid appointees.

- Student Titles, Graduate Student Researcher – Table 22

OTHER CONSIDERATIONS FOR 2023-24

- **Faculty Recruitment Allowance** maximum listed in Table 40 is increased by 4.6% from \$78,900 to \$82,600, effective July 1, 2023 (APM - 190 Appendix E). Chancellors maintain the authority to approve exceptional allowances up to \$150,000.
- **Honoraria** limits for additional compensation for lectures and similar services are available on the [Academic Personnel and Programs salary scale website](#) (APM - 666-18(a)).
- **Academic Salary Scales, Pay Schedules, Deans' Salary Bands, and Salary Thresholds** in effect for 2023-24 are available online on the [Academic Personnel and Programs compensation website](#).

If you have questions, please email Associate Director Kaylin Jue at Kaylin.Jue@ucop.edu.

Sincerely,



Douglas M. Haynes
Vice Provost
Academic Personnel and Programs

Enclosures: President Drake's Letter of April 17, 2023 with Academic Program Guidelines

cc: President Drake
Provost and Executive Vice President Newman
Executive Vice President and Chief Operating Officer Nava
Academic Council Chair Cochran
Academic Council Vice Chair Steintrager
Executive Vice President Byington
Chief of Staff Kao
Vice President and Vice Provost Gullatt
Vice President Lloyd
Vice President Maldonado
Vice Provosts/Vice Chancellors Academic Personnel/Academic Affairs

Associate Vice President Alcocer
Associate Vice President and Systemwide Controller Cevallos
Associate Vice President Matella
Interim Associate Vice President McRae
Associate Vice Provost Lee
Council of Graduate Deans
Council of University Librarians
Assistant Vice Provosts/Assistant Vice Chancellors for Academic Personnel
Deputy Chief Human Resources Officer and Chief of Staff Henderson
Executive Director Fishel
Executive Director Jennings
Executive Director Lin
Executive Director Turner
Deputy Executive Director Maule
Director Anders
Director Roller
Director Saint Martin
Director Sykes
Director Teaford
Director and Operations Manager Mays
Associate Director DiCaprio
Associate Director Jue
Associate Director Nguyen
Associate Director Weston-Dawkes
Associate Director Young
Assistant Director Eagan
GME Program Manager Young
Manager Crosson
Academic Program Manager Doherty
Manager Garza
Manager Griffin
Manager Ruiz
Principal Analyst Espinoza