



OFFICE OF SYSTEMWIDE ACADEMIC PERSONNEL

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

June 27, 2025

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

Dear Colleagues:

In his letter of June 25, 2025, President Drake announced the 2025-26 salary program for policy-covered academic appointees (see enclosed). A 3.2% general range adjustment (subject to rounding where applicable) will be applied to all policy-covered academic salary scales and ranges. The following sections summarize how the 2025-26 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.

GENERAL RANGE ADJUSTMENT

All salary scale percentage adjustments listed below are approximate as the precise amount may vary due to rounding.

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

Under the 2025-26 salary program, the salary scales for policy-covered faculty and ladder-rank equivalent (astronomer and agronomist) will be adjusted by the 3.2% general range adjustment, effective October 1, 2025. All scale adjustments are subject to rounding; therefore, the exact percent increases may differ. The applicable salary scales are listed below.

- Faculty ladder-ranks, equivalent faculty, and other faculty – Tables 1 - 4
- Faculty ladder-ranks, Health Sciences Compensation Plan – Table 5, Scales 0-9
- Faculty ladder-ranks, Strict Full-time Veterinary Medicine – Table 7
- Faculty ladder-ranks, Law School – Table 8

Above-scale Faculty: Coincident with the October 1, 2025, 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.

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 3.2% (subject to rounding), effective July 1, 2025, for monthly paid and July 6, 2025, 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
- 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 (exempt); T30-A(N) (non-exempt)
- 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 Librarian and AUL Titles

Salary scales for policy-covered librarians will be increased by the general range adjustment of 3.2% and two salary points will be added to the top of each rank. Policy-covered librarians may not advance above the top increment on the scale at each rank. Adjusted scales are effective July 1, 2025, for monthly paid and July 6, 2025, for biweekly paid appointees and are listed below.

- Non-represented Librarian Series – Table 26-A (exempt); Table 26-A(N) (non-exempt)

Salary scales for policy-covered Assistant and Associate University Librarians (AULs) will be increased by the general range adjustment of approximately 3.2% (subject to rounding). Additionally, the salary range maximum for Associate University Librarians will be increased to more closely align with the salary range maximum for staff AULs. Adjusted scales are effective July 1, 2025, for monthly paid and July 6, 2025, for biweekly paid appointees and are listed below.

- Assistant and Associate University Librarian – Table 27 (exempt); Table 27N (non-exempt)

Salary Scales for Policy-covered Trainee Titles

In compliance with Senate Bill 525 (SB 525), the salary rates for policy-covered Post-D.D.S., Clinical Psychology Interns, and Non-Physician Clinical Trainees will be adjusted to meet the July 1, 2025, SB 525 minimum wage of \$24/hour for non-exempt employees and \$74,880 for exempt employees, effective July 1, 2025. During this adjustment, the minimum non-exempt salary rate for policy-covered Non-Physician Clinical Trainees did not require an increase; it will be adjusted by 3.2%, effective July 6, 2025.

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

Policy-covered appointees in the trainee titles above will receive a total salary increase of at least 3.2%. If an individual's increase due to SB 525 compliance is less than 3.2%, the academic salary program will make up the difference. This difference will be applied on July 1, 2025, for monthly paid appointees or on July 6, 2025, for biweekly paid appointees.

Salary rates for policy-covered Veterinary Medicine Residents and Veterinary Medicine Interns will be adjusted by 3.2%. Adjusted salary scales will be effective July 1, 2025, and are listed below.

- Trainee Titles, Veterinary Medicine – Table 21

Other Policy-covered Compensation Adjustments for 2025-26

- **Deans and other faculty administrators** will be eligible for consideration for a salary merit increase of no greater than 3.2%, effective July 1, 2025, 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 3.2%, subject to rounding, as determined at the campus level to be effective July 1, 2025.
- Faculty participating in the **Negotiated Salary Program (NSP)** for 2025-26 should negotiate their salaries assuming the 3.2% general range adjustment and any campus-based adjustment for off-scale increments and above-scale salaries, all effective on October 1, 2025.
- **Local salary scales** are the purview of the campuses and should be adjusted appropriately.

OTHER CONSIDERATIONS FOR 2025-26

- **Faculty Recruitment Allowance** maximum listed in Table 40 is increased by 3.2% from \$86,100 to \$88,900, effective July 1, 2025 (APM - 190 Appendix E). To support competitiveness, reflect cost-of-living trends, and following consultation with and at the request of the Council of Vice Chancellors, Provost Newman approved an increase to the maximum exceptional faculty recruitment allowance delegated to the Chancellors and alignment of future adjustments to the maximum exceptional allowance with the

academic salary program. Effective July 1, 2025, Chancellors may approve exceptional allowances up to \$193,600, an amount that reflects cumulative academic salary program increases since 2018-19.

- **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 2025-26 are available online on the [Systemwide Academic Personnel compensation website](#).

If you have questions, please email Director Jean Chin at Jean.Chin@ucop.edu.

Sincerely,



Amy K. Lee
Deputy Provost
Systemwide Academic Personnel

Enclosures: President Drake's Letter of June 25, 2025, with Academic Program Guidelines

cc: President Drake

Provost and Executive Vice President Newman
Executive Vice President and Chief Operating Officer Nava
Executive Vice President Rubin
Academic Council Chair Cheung
Academic Council Vice Chair Palazoglu
Vice President and Chief of Staff to the President Kao
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Deputy Chief Human Resources Officer and Chief of Staff Henderson

Interim Chief of Staff and Executive Director Strauss
Executive Director Turner
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