

Date: June 01, 2023

To: Faculty/Academic Appointees/College/School Deans

From: Vice Provost Daniel R. Jeske 

Re: UCR Academic Salary Program 2023-2024

The adjustment to the salary scales for ladder rank faculty and related titles including non-faculty and non-represented academic appointees was previously announced by Chancellor Wilcox on April 25, 2023, which relayed the salary scale increases approved by the UC President Drake. For information regarding the [2023-24 Academic Salary Scales](#) please consult the [May 19, 2023 issuance letter](#) from Vice Provost Douglas M. Haynes. Continuation of the regular peer-review merit advancement process for academic appointees will continue per academic personnel policy. The following sections will summarize the 2023-2024 salary program for academic appointees.

UCR ACADEMIC SALARY PROGRAM FOR 2023-2024 WILL CONSIST OF THE FOLLOWING:

Salary Scales for Faculty will be adjusted by 4.6% general scale rate increase effective October 1, 2023, subject to rounding. Off-scale and above-scale salary component will be adjusted so that minimum raise is 3% subject to rounding up to nearest \$100.

- Faculty, equivalent faculty, Tables 1-4.
- Faculty, participants of Health Sciences Compensation Plan Table 5, Scales 0-9
- Faculty, Professors of Teaching series, Tables 1L-4L
- Faculty, Professors of Teaching series, participants of Health Sciences Compensation Plan Tables 5L, Scales 0-9
- Minimum Salary Scales Tables 1M, 3M

Salary Scales for non-faculty academic appointees 4.6% general scale increase effective July 1, 2023, for monthly paid and July 09, 2023, for biweekly paid appointees.

- 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)

Salary Scales for non-represented Professional Researchers, non-represented Specialist, non-represented Project, and non-represented Librarian series 4.6% general scale increase effective July 1, 2023, for monthly paid and July 09, 2023, for biweekly paid appointees.

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

Salary Scales for represented academic appointees will continue to be compensated according to their contracts.

- Unit 18 Faculty, Lecturer and Unit 18 Faculty, Supervisor of Teacher Education (IX-unit titles) will be adjusted by a general range adjustment of 3% increase effective July 1, 2023. 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. Tables 15-16; Tables 32-33
- Professional Librarian Unit (LX- unit titles) will receive 3% increase effective July 1, 2023, for monthly paid appointees and July 09, 2023, for biweekly paid appointees. Table 26-B (exempt); Table 26-B(N) (non-exempt)
- Academic Researchers Unit (RA-unit titles) will receive 4.5% effective July 1, 2023, for monthly paid appointees and July 09, 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 (PX-unit titles) will receive approximately 7.47% effective October 1, 2023, for both monthly and biweekly paid appointees.
 - Postdoctoral Scholar Experience-Based Salary/Stipend Minimum Table 23 (exempt); Table 23N (non-exempt)
- Local Represented Medical Residents (M5-unit titles) will receive 5% increase effective July 1, 2023.
 - Job Title-2709 Resident Phys I/Rep, Job Title- 2723 Resident Phys II-VIII/Rep, Job Title-2738 Chief Resident Phys/Rep and Job Title-2736 Resident Phys Sub IV-VIII/Fellow/Rep Local Table RVM5
- Academic Student Employees (BX-unit titles) will receive approximately 16.5% increase effective October 1, 2023, for monthly paid appointees and July 09, 2023, for biweekly paid appointees.
 - Student Titles, Teaching Assistant and Equivalent Table 18
 - Student Titles, Associate Table 19
 - Student Titles, Remedial Tutor Table 20
- Graduate Student Researchers (BR-Unit Titles) will receive approximately 6.4% increase effective October 1, 2023, for monthly paid appointees and July 09, 2023, for biweekly paid appointees. The new experience-based salary points will also be implemented.
 - Student Titles, Graduate Student Researcher Table 22

Questions on range adjustments for all represented Academic titles should be directed to Esperanza Steward, Director Academic Personnel Policy, and Employee Relations, at esteward@ucr.edu.

ADDITIONAL ADJUSTMENTS FOR 2023-2024:

- 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, based on individual meritorious performance judged at their annual assessment review.

- For faculty participating in the Negotiated Salary Trial Program (NSTP), once the negotiated increment is set for the year (beginning on July 1, 2023), the absolute dollar amount of the negotiated increment will remain the same. In agreements where the negotiated increment is calculated on a percentage of base salary, the base salary in effect on July 1, 2023, will be used to determine the absolute dollar amount.
- Faculty Recruitment Allowance maximum is increased by 4.6% from \$78,900 to \$82,600, effective July 1, 2023. Chancellors maintain the authority to approve exceptional allowances up to \$150,000. Table 40
- 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)).
- Salary scales in effect for 2023-24 will be available online <https://www.ucop.edu/academic-personnel-programs/compensation/index.html>
- For questions, please send an email to academicpersonnel@ucr.edu.

The Academic Personnel Office (APO) will work with UCR UCPATH Campus Support Center (CSC) to implement the range adjustment for Academics. This process requires collaboration with UCPATH Center for automatic updates to UCPATH to adjust the salary scales for eligible academic Job Codes.