
ACADEMIC MERITS & PROMOTIONS AND OTHER SALARY RELATED ACTIONS

TO: Academic Departments, Business & Financial Services (BFS), Financial Planning and Analysis (FP&A), Academic Senate Office, Academic CFAOs, UCPATH Campus Center Support (CSC) and Shared Services Centers

BUDGET & STAFFING PROCESS

Financial Planning and Analysis (FP&A) plans to exclude any permanent funding salary actions with an effective date of July 1st in the final Staffing snapshot, regardless of the month they are processed. Friday, June 20th is our drop deadline and the day the snapshot will be taken at 4:00 p.m. Please process adjustments in Oracle Budget and or changes in Budget Distribution Page (BDP) accordingly.

Given that the June 20th deadline is firm, any ad-hoc processing of salary actions with a processing date between June 21st through June 30th by Shared Service Centers will not be part of the Staffing snap shot for fiscal close.

ACADEMIC MERITS, PROMOTIONS AND RETENTIONS

Senate Faculty merits, promotions and approved retention actions (announcements through June 13, 2025) with July 1, 2025 effective date will be prepared and entered into UCPATH centrally via the Mass Update of PayPath Actions by the Academic Personnel Office (APO) in coordination with CSC on Monday, June 16, 2025. Your assistance in verifying the accuracy of the updated salaries will be requested by APO on Wednesday, **June 18, 2025**, after the merits, promotions and retentions have been centrally processed.

It's important for shared services centers to consistently use the appropriate reason action codes aligned with the Action Review Type so transaction is processed most accurately. This data is retrieved to assist with costing reports provided to FP&A. If the transactor is unsure of which Action Reason Code to use, please reach out to academicpersonnel@ucr.edu for further guidance.

Retentions with an approved new off-scale pay component are processed in UCPATH with Action-PAY and UCPATH Reason-OFF as these approved Retention approved actions are not centrally funded by FP&A. If the faculty has concurrent approved reviews for 24-25,(e.g. Retention and a Promotion for 24-25), the Retention needs to be recorded separately in UCPATH so the costing reports provided from CSC to FP&A reflect accurately.

As a reminder, APO is not centrally updating in UCPATH approved Promotions with a Retro Payment adjustment. These Retro Payment adjustment transactions need to be coordinated with your respective shared services centers so they may ensure the retro pay adjustments are issued accurately.

When applicable, APO will provide a listing of approved Promotions with a Retro Payment adjustment to the college or school’s Academic Personnel Dean’s staff.

UCPATH ACTION REASON CODES GRID FOR ACADEMIC SENATE FACULTY REVIEW TYPES

Positive Outcome Action Review Type (not all these review types result in a salary increase)					
No.		Page	Action	UCPath Reason Position/Job Data	Note
0	Advancement to Above Scale (no longer with a base or an off-scale) Advancement Within Above Scale (already at above scale and new increase)	Job Data	PAY-Pay Rate Change	PRO-Promotion/Academic Promotion	Pay rate change that occurs due to a promotion
1	Promotion to Tenure 7th Year Promotion to Tenure Promotion to Full Promotion to Lecturer SOE Promotion to Sr. Lecturer SOE	Position Data Job Data	POS-Position Change POS-Position Change	PRO-Promotion PRO- Promotion	New Rank, Step and new off scale (not always)
2	Appraisal Reappointment	Job Data	DTA-Data Change	EXT-Add/Extend Appointment	To add a new Expected Job End Date or extend temporary appointment.
3	Accelerated Merit Advancement to Prof VI Career Review Decelerated Merit Merit Quinquennial	Job Data	PAY-Pay Rate Change	AMR-Academic Merit/Reappointment	New base and or new off scale
4	Preemptive Retention Retention	Job Data	PAY-Pay Rate Change	OFF-Off Scale Increase	New off scale salary component due to retention
5	UCR Equity Salary Program (non-Review Type)	Job Data	PAY-Pay Rate Change	EQU-Equity	New off scale increases due to internal market equity <i>These are always managed centrally by APO</i>

Departments/ORGs are responsible for submitting the transactions for advancement actions for Unit 18 faculty (Lecturer and Supervisor of Teacher Education), Librarians and non-senate academics. Shared

Service Centers can send Mass Update of PayPath Action templates for updates to UCPATH Campus Support Center (CSC) ucpathcsc@ucr.edu.

Exceptional Late Salary Actions for Merits & Promotions: Costing reports for July 1st salary actions will be treated as new year business once central year end business is completed in mid-July. Late salary actions and corrections from departments will be incorporated into mass costing reports in October to capture these changes. Given that this is new year business, units can anticipate an Adjustment to the FY25-26 budget with permanent only action. Any adjustments required after the October 2025 costing reports will need to be approved by FP&A via email (jennifer.douglas@ucr.edu) with a manual salary adjustment request.

ASSISTANT PROFESSORS WITH JUNE 30, 2025 EXPECTED JOB END DATES

Assistant Professors with June 30, 2025 Expected Job End Dates will be extended to June 30, 2027, for approved actions and June 30, 2026, for denied and pending actions, centrally by the Academic Personnel Office during the Mass Update of Merit and Promotion outcomes. Assistant Professors who will separate from the University effective June 30, 2025, will not require extensions.

ADDITIONAL COMPENSATION—SUMMER SALARY

Summer salary compensation may be entered into UCPATH once the Summer Salary Guidelines have been distributed. If the grant requires effort reporting/payroll certification or a specific job code is required for Summer Session teaching per a MOU, a concurrent hire into the appropriate job code will be necessary. All other summer compensation (e.g., administrative ninths and summer sessions teaching) can be paid on the Professorial/Administrative job as recurring additional compensation via PayPath. The total summer salary must not exceed three-ninths (3/9) for an academic year appointee. Summer Session compensation must be included in that total.

Payment of summer salary must be calculated as a percentage of the monthly salary (at the one-ninth rate) with a begin date as the first day of the month and an end date as the last day of the month. For a list of appropriate Job Codes and Earn Codes as well as further instructions on the processing of summer salary, refer to the Summer Salary Guidelines for Compensation located on the Academic Personnel website under [Local Compensation Policy and Guidelines](#).

RETIREMENT CONTRIBUTIONS ON SUMMER SALARY

Effective July 1, 2001, an employer and employee contribution to the Defined Contribution Plan Pretax Account based on eligible summer salary was provided per UC policy ([APM 190, Appendix G](#)). Summer salary is not “Covered Compensation” ** therefore, it is not included in the calculations of an individual's HAPC (Highest Average Plan Compensation) for determining a retirement benefit.

**Administrative ninths paid to part-time faculty administrators is “Covered Compensation.”

NIH SALARY CAP

Effective 10/1/2024, the Department of Health and Human Services (HHS) has updated its salary rate limit (SRL) to apply to both direct and indirect salaries. The policy applies to all HHS awards made on or after October 1, 2024. Please see [NOT-OD-25-025](#): Updated Guidance on Salary Limitation for Grants and [NOT-OD-25-085](#): Updated Guidance on Salary Limitation for Grants and Cooperative Agreements FY 2025 for the salary limitation for Executive Level II is \$225,700 effective January 1, 2025.

COMMITTEE ON ACADEMIC PERSONNEL (CAP) COMPENSATION

CAP member’s compensation election letter for 2024-2025 service was provided to the home department back in September. Academic Senate Office confirms with the CAP member’s home department their service for 2024-2025 has been completed through August 2025. Once service is confirmed, the additional compensation is issued by the home department to the CAP member and later is reimbursed by Academic Senate Office. If you have any questions please contact Sarah Miller, in the Academic Senate office (ext. 2-5538 or sarah.miller@ucr.edu).

LEAVES

Academic leaves for AY 2025-2026, including sabbatical leaves, may be entered or updated in UCPATH. As a reminder, please create a provision for faculty that have fallen off Staffing. Exceptional cases with an effective leave date before July 1, 2025, should be discussed with Financial Planning & Analysis (matthew.mcivor@ucr.edu), as these premature entries may have a negative effect on the staffing process.

SUMMARY OF IMPORTANT DATES

Date	Action
June 13, 2025 (Fri)	<ul style="list-style-type: none"> • Cut-off date for Ladder Rank merits, promotions, and approved retentions effective July 1, 2025; all actions announced through June 13, 2025, will be updated <u>centrally</u> by the Academic Personnel Office (APO) in coordination with CSC on June 16th
June 16, 2025 (Mon)	<ul style="list-style-type: none"> • APO updates merits, promotions, retentions, (announced through June 13) in UCPATH via the Mass Updates of PayPath Actions in coordination with CSC starting June 16th • Assistant Professors with June 30, 2025 Expected Job End dates will be extended to June 30, 2027, for approved actions and June 30, 2026, for denied and pending actions, <u>centrally</u> by the Academic Personnel Office; this extension is not required for faculty separating from the University on June 30, 2025.

	<ul style="list-style-type: none"> • Deadline for entering advancement actions in UCPATH.
June 18, 2025 (Wed)	<ul style="list-style-type: none"> • ORGs/Departments verify the accuracy of the centrally processed merits, promotions and retention retentions via the HR inquiry screen after notification from Central APO.
June 20, 2025 (Fri)	<ul style="list-style-type: none"> • Corrections from ORGs/Departments due to APO
June 20, 2025 (Fri)	<ul style="list-style-type: none"> • Firm deadline for Staffing snapshot; if Staffing is not balanced on June 20th, FP&A will debit the department's budget to cover any variance.
TBD	<ul style="list-style-type: none"> • Position Funding Freeze for Rollover
July 11, 2025 (Fri)	<ul style="list-style-type: none"> • Cut-off date for Ladder Rank merits, promotions, and approved retentions effective July 1, 2025; all actions announced between June 14 and July 11 will be updated centrally by the Academic Personnel Office in coordination with CSC starting July 14th.
July 14, 2025 (Mon)	<ul style="list-style-type: none"> • Advancement actions announced between June 14 and July 11 will be updated centrally by Academic Personnel Office in coordination with CSC. • Please note: Actions announced after July 11 should be updated by the ORGs/Departments via a request through their Shared Services Center. Shared Services Centers please refer to the Action Reason Codes Grid for Academic Senate Faculty Review Types.
July 16, 2025 (Wed)	<ul style="list-style-type: none"> • ORGs/Departments verify the accuracy of the centrally processed merits, promotions and retentions via the HR inquiry screen after notification from Central APO
July 17, 2025 (Thurs)	<ul style="list-style-type: none"> • Corrections from ORGs/Departments due to APO.
July 25, 2025 (Fri)	<ul style="list-style-type: none"> • Costing reports requested once the majority of salary actions have been processed by centrally by APO; costing reports may contain residual updates from SSC but will still be split between merits and ranges, and will exclude any central funding for retentions. Deadline announced from FP&A to follow; anticipate a two- week deadline for corrections.

This communication is also accessible from the Academic Personnel website on the [Compensation](#) page under Local Compensation Policy and Guidelines.

For questions or assistance, please send an email to academicpersonnel@ucr.edu with APO Spring Letter 2025 in the subject line.