

Date: July 28, 2025

To: Faculty/Academic Appointees/College/School Deans

From: Vice Provost Daniel R. Jeske

A handwritten signature in black ink, appearing to read "Daniel R. Jeske".

Re: UCR Academic Salary Program 2025-2026

A 3.2% increase adjustment to the salary scales for ladder rank faculty and non-represented academic appointees was previously announced to the campus. We are pleased to announce here that a local decision has also been made to increase the off-scale component of faculty salaries by 3.2%, and above-scale faculty salaries will also be increased by 3.2%. Continuation of the regular peer-review merit advancement process for academic appointees will continue per academic personnel policy. The following sections will summarize the 2025-2026 salary program for academic appointees.

UCR ACADEMIC SALARY PROGRAM FOR 2025-2026 WILL CONSIST OF THE FOLLOWING:

Salary Scales for Faculty will be adjusted by 3.2% general scale rate increases effective October 1, 2025, subject to rounding. Off-scale and above-scale salary component will be adjusted so that minimum raise is 3.2% subject to rounding up to nearest \$100.

- Faculty, equivalent faculty (e.g., Agronomist), Tables 1-4.
- Faculty, participants of Health Sciences Compensation Plan Table 5, equivalent faculty, Scales 0-9
- Minimum Salary Scales Tables 1M, 3M

Salary Scales for non-faculty academic appointees 3.2% general scale increase effective July 1, 2025, for monthly paid and July 06, 2025, for biweekly paid appointees, subject to rounding.

- 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 3.2% general scale increase effective July 1, 2025, for monthly paid and July 06, 2025, 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 Trainee Titles

In compliance with Senate Bill 525 (SB 525), the salary rates for Post-D.D.S., Clinical Psychology Interns, and Non-Physician Clinical Trainees were adjusted to meet the July 1, 2025, SB minimum wage \$74,880 for exempt employees and \$24/hour for non-exempt employees. Trainee Titles, Intern, Non-Physician Clinical Trainee, Post D.D.S-Table 21

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 4% increase effective July 1, 2025. 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 be adjusted by a general range adjustment of 3.5% with effective dates of July 1, 2025, for monthly paid and July 6, 2025 for biweekly paid appointees. Table 26-B (exempt); Table 26-B(N) (non-exempt)
- Academic Researchers Unit (RA-unit titles) will receive 3.5% effective July 1, 2025, for monthly paid appointees and July 06, 2025, 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 3.5% effective October 1, 2025, for both monthly and October 12, 2025 biweekly paid appointees.
 - Postdoctoral Scholar Experience-Based Salary/Stipend Minimum Table 23 (exempt); Table 23N (non-exempt)
- Local Represented Medical Residents (M5-unit titles) salary table will be adjusted to be in compliance with Senate Bill 525 (SB 525) minimum wage increase \$74,880 for exempt employees are effective July 1, 2025.
 - 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) salary table will be adjusted by a general range adjustment of 4.0% effective October 1, 2025, for monthly paid appointees and effective October 01, 2025, 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 4.0% increase effective October 1, 2025, for monthly paid appointees and the first pay period after October 1, 2025 for biweekly paid appointees.
 - 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 2025-2026:

- **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, based on individual meritorious performance judged at their annual assessment review.
- For faculty participating in the **Negotiated Salary Program (NSP)**, once the Total UC Salary Rate is set for the year (beginning on July 1, 2025), shall not be changed. An academic appointee may receive an increase to their Base Salary, as defined in [APM-672-4-b](#), as result of a general increase, a merit increase, promotion increase, or an off-scale increase; however no changes to the Total UC Salary Rate may be approved. Total UC Salary Rate will remain the same for range adjustment and/or advancement, the NSC amount will decrease and the Base Salary will increase.
- **Faculty Recruitment Allowance** maximum is increased by 3.2% from \$86,100 to \$88,900, effective July 1, 2025. Chancellors maintain the authority to approve exceptional allowances up to \$193,600. 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 2025-26, Pay Schedules, and Salary Thresholds are available online <https://www.ucop.edu/academic-personnel-programs/compensation/2025-26-academic-salary-scales.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.