

Date: July 1, 2026

To: Faculty/Academic Appointees/College/School Deans

From: Vice Provost Daniel R. Jeske 

Re: UCR Academic Salary Program 2026-2027

A 4% increase adjustment to the salary scales for ladder-rank faculty and non-represented academic appointees was previously announced to the campus. This announcement details a local decision to also increase the off-scale component of faculty salaries by 3%, and above-scale faculty salaries by 3%.

Continuation of the regular peer-review merit advancement process for academic appointees will proceed per academic personnel policy. Salary scales in effect for 2026-27, Pay Schedules, and Salary Thresholds are available on the [UCOP Academic Personnel Programs Website](#).

1. Salary Equity Program for Senate Ladder-Rank Faculty

The equity study was based upon a data set of 2024-2025 AY faculty salaries (base plus off-scale), excluding full-time faculty administrators and above-scale faculty members. The data set was used to construct a statistical regression model that provided the predicted median salaries for UCR faculty members based on their discipline, their type of professor series (professor versus professor of teaching), their rank, and their step. The model identified 87 faculty members whose salaries were more than 5% below their projected median salary. The equity adjustments will bring those 87 faculty members to within 5% of their projected median, and represent a campus investment of \$395,218 salary and benefits. Further details about the salary equity study can be found in the [2026-27 Faculty Salary Equity Study](#). Please direct any questions to me.

2. Salary Scales for Faculty will be adjusted by 4% general scale rate increase effective October 1, 2026, subject to rounding. Off-scale and above-scale salary components will be adjusted so that minimum raise is 3% 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 — Table 5 Scales 0-9

3. Salary Scales for non-faculty and non-represented academic appointees 4% general scale increase effective July 1, 2026, for monthly paid and July 05, 2026, 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; Table 30N (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)

4. Salary Scales for non-represented Professional Researchers, non-represented Specialist, non-represented Project, and non-represented Librarian series 4% general scale increase effective July 1, 2026, for monthly paid and July 05, 2026, 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)

5. Salary Scales for Trainee Titles

In compliance with the Health Care Worker Minimum Wage, 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, 2026, Health Care Worker Minimum Wage minimum wage of \$25/hour for non-exempt employees and \$78,000 for exempt employees, effective July 1, 2026. 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 4%, effective July 5, 2026.

- 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 4%. If an individual's increase due to Health Care Worker Minimum Wage compliance is less than 4%, the academic salary program will make up the difference. This difference will be applied on July 1, 2026, for monthly paid appointees or on July 5, 2026, for biweekly paid appointees.

6. 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)** are in *status-quo* while negotiations continue; salary ranges/rates will remain unchanged.
- **Professional Librarian Unit (LX- unit)** will be adjusted by a general range adjustment of 3.5% with effective dates of July 1, 2026, for monthly paid and July 5, 2026 for biweekly paid appointees. Table 26-B (exempt); Table 26-B(N) (non-exempt)
- **Academic Researchers Unit (RA-unit)** will receive 3.5% effective July 1, 2026, for monthly paid appointees and July 5, 2026, 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)** will receive approximately 3.5% effective October 1, 2026, for both monthly and October 11, 2026 biweekly paid appointees.
 - Postdoctoral Scholar Experience-Based Salary/Stipend Minimum — Table 23 (exempt); Table 23N (non-exempt)
- **Local Represented Medical Residents (M5-unit)** are in *status-quo* while negotiations continue; salary ranges/rates will remain unchanged.
- **Academic Student Employees (BX-unit)** salary table will be adjusted per the 2026 rates listed in the Wages article. The salary scales have an effective date of October 1, 2026, for monthly paid employees, and the first pay period commencing after October 1, 2026, for biweekly paid appointees.
 - Student Titles, Teaching Assistant and Equivalent— Table 18

- Student Titles, Associate Instructor— Table 19
- Student Titles, Tutor — Table 20
- **Graduate Student Researchers (BR-Unit)** will be adjusted per the 2026 rates listed in the Wages article. The salary scales have an effective date of October 1, 2026, for monthly paid employees, and the first pay period commencing after October 1, 2026, for biweekly paid appointees.
 - Student Titles, Graduate Student Researcher — Table 22

Questions on represented academic job titles should be directed to Esperanza Steward, Manager of Academic Policy and Labor Relations Consultant, at esperanza.steward@ucr.edu.

7. Additional Adjustments and Policy Reminders

- **Deans and other faculty administrators** will be eligible for consideration for a salary merit increase of no greater than 4%, effective July 1, 2026, 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, 2026), 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 4% from \$88,900 to \$92,500, effective July 1, 2026. Chancellors maintain the authority to approve exceptional allowances up to \$201,400. 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 2026-27, Pay Schedules, and Salary Thresholds are available online on the [UCOP Academic Personnel Programs Website](#)
- For general Academic Personnel Questions please send an email to academicpersonnel@ucr.edu.