

**DATE:** September 13, 2019

**TO:** COLLEGE/SCHOOL DEANS

**FR:** VICE PROVOST AMEAE WALKER *Vice Provost Walker*

**RE:** UCR ACADEMIC SALARY IMPLEMENTATION PLAN 2019-2020

We are pleased to announce the UCR 2019-20 Academic Salary Program. The Regents' salary program (<https://www.ucop.edu/academic-personnel-programs/files/1920/president-acad-salary-plan-ltr.pdf>) requires increases to scale rate salaries. This is the second year of a 3-year system wide plan to re-build competitive scale salaries. The Regents' plan covers **all** non-represented academic employees, but the rate change differs by group (see below). For ladder rank faculty, professors of teaching and related titles, scales will increase by an annualized amount of 4% (plus some rounding and smoothing done by UCOP), effective October 1, 2019. Since the increase is occurring October 1 rather than July 1, the actual increase to scales will be 5.33% ( $4\%/.75$ ). Although this mandated increase is to base only, UCR will examine all faculty salaries to ensure at least a 3% increase to total (i.e. including off scale). Above scale faculty will receive an annualized 3% increase. Again, because this will occur October 1 rather than July 1, the actual increase will be by 4% ( $3\%/.75 = 4\%$ ), so that the 12 month increase is 3%. All other academics will receive a 3% increase effective July 1.

- **A 4.0% scale rate increase, with adjustment so that minimum raise is 3% to total salary (i.e. including O/S portion)**
  - Ladder Rank faculty (Tables 1-4, 7-8) effective October 1, 2019
  - Professors of Teaching (Lecturers and Sr. Lecturers with Security of Employment/Potential Security of Employment) (Tables 1L-5L, 7L-8L) effective October 1, 2019
  - Health Sciences Compensation Plan (HSCP) faculty (X and X' only) (Table 5, 0-9) effective October 1, 2019
  - Academic appointees with salaries tied to these same scales (i.e. Tables 1-4, 7-8) effective October 1, 2019
  - Supervisors of Physical Education Series (Table 9) effective October 1, 2019
  - Minimum Salary scales (Tables 1M-3M, 5M) effective October 1, 2019
  
- **A 3% rate increase for other non-represented academic personnel**
  - Professional Research Series (Tables 13-A, Table 13-A(N), 14A, Table 14-A (N)) effective July 1, 2019
  - Graduate Student Researchers and Graduate Student Assistant Researchers (Table 22) effective October 1, 2019
  - Non-Represented Specialists Series (Table 24-A, Table 24-A (N)) effective July 1, 2019
  - Non-Represented Librarian Series (Table 26-A/26-A(N)) effective July 1, 2019
  - Assistant and Associate University Librarian (Table 27/27N) effective July 1, 2019
  - Cooperative Extension Advisor Series (Table 28/28N) effective July 1, 2019
  - Specialist in Cooperative Extension Series (Table 29/29N) effective July 1, 2019
  - Coordinators of Public Programs (Table 30A) effective July 1, 2019
  - Continuing Educators (Table 31/31N) effective July 1, 2019
  - Academic Administrator Series (Table 34 I-VII/34N I-VII) effective July 1, 2019

- Academic Coordinator Series (Tables 35 I-III and 36 I-III/36N I-III) effective July, 1 ,2019
- Project (e.g., Scientist) Series (Tables 37A/38A) effective July 1, 2019
- Academic Standard Table of Pay Rates (Table 39/39N) effective July 1, 2019
- **Represented academic personnel will continue to be compensated according to their contracts**
  - Unit 18 Lecturers and related titles will see a 3% rate increase, same as non-represented academic employees, effective July 1, 2019.
  - Academic Student Titles (BX) will see a 3% rate increase (Table 18-20) effective October 1, 2019.
  - The Academic Researchers Unit (represented titles for Professional Researchers, Project Scientists, and Specialists) are currently in bargaining for their first contract. No increase has been agreed upon, and any increase will be pending final contract ratification.
  - Questions on range adjustments for all represented Academic titles should be directed to Nick Weston-Dawkes, Academic Employee Relations, at [Nicholas.Weston-Dawkes@ucr.edu](mailto:Nicholas.Weston-Dawkes@ucr.edu).
- Deans and other full-time faculty administrators will be eligible for funds distributed on the basis of meritorious performance up to an amount collectively totaling 3% of administrators' salaries

The Academic Personnel Office will work with UCR UCPATH Campus Support Center 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 all eligible academic Job Codes.

<b>FACULTY &amp; OTHER ACADEMIC PERSONNEL SALARY PROGRAM INCREASE PROCESS SCHEDULE (DATES MAY CHANGE)</b>	
<b>DATE</b>	<b>ACTION</b>
9/20/19	LR preliminary population with rates are approved by departmental units
9/30/19-10/04/19	UCPath Center freeze transactions for affected LR population
10/15/19	LR post range population with rates approved by departmental units
11/1/19 MO	LR Paycheck Date
9/23/19	ASE & GSR preliminary population is approved by departmental units
10/07/19-10/10/19	UCPath Center freeze transactions for affected GSR population
10/15/2019	ASE & GSR post range population rates approved by departmental units
10/28/19 BW 10/30/19 MO	ASE & GSR Paycheck Dates