



Date: August 20, 2020

To: College/School Deans

From: Vice Provost Daniel R. Jeske

Re: UCR Academic Salary Program 2020-2021

UCOP Academic Personnel and Programs (UCOP APP) communicated the Regents' salary program via the June 22, 2020 letter, which can be [found here](#). The Letter includes former UC President Napolitano's May 18, 2020 statement on the financial impacts of the coronavirus pandemic on UC and key decisions affecting academic salaries and salary scales.

- a systemwide freeze on salary scales for policy-covered, non-student academic appointees; and
- continuation of the regular academic peer-review merit advancement program to ensure a stable faculty pipeline and to maintain our teaching and research enterprise.

UCR Academic Salary Program for 2020-2021 will consist of the following:

Salary Scales for Non-Student Policy-Covered Academic Appointees

- The academic salary scales for all non-student policy-covered (non-represented) academic titles will remain unchanged – there will be no general range adjustment.

Salary Scales for Student Policy-Covered Academic Appointees

- 3% salary scale increase for Graduate Student Researchers and Graduate Student Assistant Researchers effective October 1, 2020 for monthly paid appointees and October 4, 2020 for biweekly paid appointees [Table 22](#).
- 3% salary scale increase for student appointees in teaching titles that are not in a bargaining unit effective October 1, 2020 for monthly paid appointees and effective October 4, 2020 for biweekly paid appointees.

Salary Scales for Represented Academic Appointees will continue to be compensated according to their contracts

- Unit 18 Lecturers (IX-unit titles) are in status-quo while negotiations continue and the salary ranges/rates will remain unchanged [Tables 15-16](#).

- 3% general range adjustment for Professional Librarian Unit (LX- unit titles) effective July, 1, 2020 for monthly paid appointees and July 12, 2020 for biweekly paid appointees. The range adjustment process for LX unit title has been implemented [Table 26](#).
- 3% general range adjustment for Academic Student Employees' (BX-unit titles) effective October 1, 2020 for monthly paid appointees and October 4, 2020 for biweekly paid appointees. The population includes our local UCR tutors (Title code 2861) [Tables 18-20](#).
- 3% general range adjustment for Academic Researchers Unit (RA-unit titles) effective July, 1, 2020 for monthly paid appointees and July 12, 2020 for biweekly paid appointees. The range adjustment process for RA unit titles has been implemented. Represented Professional Research Series [Tables 13-14](#). The scale increase included equity adjustments and smoothing of the represented Specialist Series [Tables 24](#) and represented Project Scientist Series [Tables 37-38](#) salary scales in accordance with the terms of the contract.
- For Postdoctoral Scholars' UC MOU and UAW contract (PX-unit titles) effective 3/1/20 new rates apply when a Postdoctoral is newly appointed, reappointed, or on the anniversary date for multiple year appointments. [Table 23](#)
- 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.

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.

Additional Compensation Adjustments for 2020-2021

- Regular peer-review academic advancement as provided for in academic personnel policy with resulting increases in rank and step or salary rate will continue.
- Adjustments to salary rates may be made to address individual compensation cases, due to equity and retention concerns.
- Annually negotiated salary components may be adjusted and continued, such as HSCP 'Y' and 'Z' and NSTP components. These will continue to be funded by non-state funds, according to policy.
- Faculty administrators at the level of department Chair and above are not eligible for annual salary increases awarded for continuing meritorious performance.
- The Faculty Recruitment Allowance maximum listed with the salary scales, [Table 40](#) will remain unchanged.

Additional Information & Links for 2020-2021

- Salary scales in effect for 2020-21 will be available online at:<https://www.ucop.edu/academic-personnel-programs/compensation/2020-21-academic-salary-scales.html>
- President Napolitano's letter of May 18, 2020 announcing the salary freeze and accompanying Frequently Asked Questions document can be accessed [online at UCnet](#).

For questions, please send an email to academicpersonnel@ucr.edu.