

Date: July 01, 2021

To: College/School Deans

From: Vice Provost Daniel R. Jeske 

Re: UCR Academic Salary Program 2021-2022

We are pleased to announce the UCR 2021-22 Academic Salary Program. The effective date of salary rates on the Academic Salary Scales is indicated on each scale. For information regarding the 2021-22 Academic Salary Scales please consult the [June 1, 2021 issuance letter](#) from Vice Provost Susan L. Carlson. The Regent's plan covers faculty ladder rank, professors of teaching, and related titles, scales will increase by an annualized amount of 3% (subject to rounding), effective October 1, 2021. Salary scales for all non-faculty and non-represented academic appointees will be increased by approximately 3% (subject to rounding), effective July 1, 2021. Although the Regents plan for faculty addresses only the scale portion of the faculty salaries, UCR will implement a plan that raises the total salary of all faculty by 3%, effective October 1, 2021.

UCR Academic Salary Program for 2021-2022 will consist of the following:

Salary Scales for Faculty, Professors of Teaching and other related titles 3% scale rate increase effective October 1, 2021 (subject to rounding), with adjustment so that minimum raise is 3% to total salary (i.e. including off-scale or off-scale portion)

- Faculty ladder rank, equivalent faculty and other faculty [Tables 1-4](#).
- Faculty ladder rank, participants of Health Sciences Compensation Plan [Table 5](#), [Scales 0-9](#)
- Faculty Lecturer with Security of Employment Series [Tables 1L-4L](#)
- Faculty Lecturer with Security of Employment Series, participants of Health Sciences Compensation Plan [Tables 5L](#), [Scales 0-9](#)
- Minimum Salary Scales [Tables 1M](#), [3M](#)

Salary Scales for Policy-covered Non-faculty Academic Appointees 3% scale increase effective July 1, 2021 for monthly paid and July 11, 2021 for biweekly paid appointees.

- 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 \(non-exempt\)](#)

- 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 \(non-exempt\)](#)

Parity Adjustment for non-represented Librarians and Academic Researchers 3% increase and additional adjustments that vary by rank and step to bring the non-represented and represented scales to parity effective July 1, 2021 for monthly paid and July 11, 2021 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 Coordinators of Public Programs [Table 30-A](#)
- 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 non-represented Student Titles 3% increase effective October 1, 2021 for monthly paid and October 3, 2021 for biweekly paid appointees.

- Graduate Student Researchers and Graduate Student Assistant Researchers [Table 22](#).
- Student appointees in teaching titles that are not in a bargaining unit

Salary Scales for Training Titles 3% increase effective July 1, 2021

- Trainee, Intern, Resident, Resident Physician, Post D.D.S., Non-Physician Clinical Trainee [Table 21](#)

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

- Unit 18 Lecturers (IX-unit titles) received a 1% increase effective June 1, 2021. The increase will apply to Summer Session 2021 compensation. The reason for the increase is a settlement from a provision in the expired agreement. Please note that this increase is not part of any successor agreement between the University and UC-AFT. The parties are continuing to negotiate a contract that includes additional future salary increases.
- Professional Librarian Unit (LX- unit titles) will receive 3% increase effective July 1, 2021 for monthly paid appointees and July 11, 2021 for biweekly paid appointees. The range adjustment process for LX unit title has been implemented [Table 26-B \(exempt\)](#); [Table 26-B\(N\) \(non-exempt\)](#)

- Academic Student Employees' (BX-unit titles) will receive 3% increase effective October 1, 2021 for monthly paid appointees and October 3, 2021 for biweekly paid appointees. The population includes our local UCR tutors (Title code 2861) [Tables 18-20](#).
- Academic Researchers Unit (RA-unit titles) will receive 3% effective July 1, 2021 for monthly paid appointees and July 11, 2021 for biweekly paid appointees. Equity adjustments and smoothing of the represented Project Scientist Series and represented Specialist Series salary scales will be made in accordance with the terms of the CBA.
 - 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\(N\) \(non-exempt\)](#)
- Questions on range adjustments for all represented Academic titles should be directed to Nick Weston-Dawkes, Director Academic Personnel Policy and Employee Relations, at Nicholas.Weston-Dawkes@ucr.edu.

Additional Compensation Adjustments for 2021-2022

- Deans and other faculty administrators will be eligible for consideration for a salary merit increase of no greater than 3.0%, effective July 1, 2021, based on individual meritorious performance judged at their annual assessment review.
- For faculty participating in the Negotiated Salary Trial Program (NSTP), once the negotiated increment is set for the year (beginning on July 1, 2021), the absolute dollar amount of the negotiated increment will remain the same. In agreements where the negotiated increment is calculated on a percentage of base salary, the base salary in effect on July 1, 2021 will be used to determine the absolute dollar amount.
- Faculty Recruitment Allowance maximum is increased by 3.0% from \$73,600 to \$75,800, effective July 1, 2021. Chancellors maintain the authority to approve exceptional allowances up to \$150,000. [Table 40](#)
- Salary scales in effect for 2021-22 will be available online at <https://www.ucop.edu/academic-personnel-programs/compensation/2020-21-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.