

Date: July 22, 2024

To: Faculty/Academic Appointees/College/School Deans

From: Vice Provost Daniel R. Jeske 

Re: UCR Academic Salary Program 2024-2025

A 4.2% 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%, and above-scale faculty salaries will also be increased by 3%. Continuation of the regular peer-review merit advancement process for academic appointees will continue per academic personnel policy. The following sections will summarize the 2024-2025 salary program for academic appointees.

UCR ACADEMIC SALARY PROGRAM FOR 2024-2025 WILL CONSIST OF THE FOLLOWING:

Salary Equity Program for Senate Ladder Rank Faculty

The equity study was based upon a data set consisting of the 2023-2024AY 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 92 faculty members whose 2023-2024AY salaries were more than 5% below their projected median salary. The equity adjustments will bring those 92 faculty members to within 5% of their projected median, and represent a campus investment of \$300,896 which is nearly one-third of what has been invested in annual merit and promotion actions in recent years. Further details about the salary equity study can be found in the [2024-25 Faculty Salary Equity Study](#). Please direct any questions to me.

- Faculty members who were identified through the 2024-25 Faculty Salary Equity Study will receive an equity increase, effective October 1, 2024. A separate salary letter from me will be sent during the summer to all those faculty members who were identified informing them of the amount of that increase.
- APO will work with UCR UCPATH Campus Support Center (CSC) to implement the salary equity amounts in UCPATH as part of the range adjustment process with UCPATH Center.

- Going forward, salary equity at UCR will be reviewed every two years, with the initial analysis provided by the Academic Personnel Office (APO) and adjustments made according to what is feasible given the campus budget.

Salary Scales for Faculty will be adjusted by 4.2% general scale rate increases effective October 1, 2024, subject to rounding. Off-scale and above-scale salary component will be adjusted so that minimum raise is 3% subject to rounding up to nearest \$100.

- Faculty, equivalent faculty, Tables 1-4.
 - Professors of Teaching will be transitioned to Tables 1-5 as part of the general adjustment process
- 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 4.2% general scale increase effective July 1, 2024, for monthly paid and July 07, 2024, 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 4.2% general scale increase effective July 1, 2024, for monthly paid and July 07, 2024, 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 June 1, 2024, SB minimum wage \$71,760 for exempt employees and \$23/hour for non-exempt employees. Effective June 1, 2024, all clinical psychology interns transitioned from exempt to non-exempt job codes with a minimum wage of \$23/hour.

- 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 3% increase effective July 1, 2024. 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) are in status-quo while negotiations continue and the salary rates will remain unchanged. Table 26-B (exempt); Table 26-B(N) (non-exempt)
- Academic Researchers Unit (RA-unit titles) will receive 3.5% effective July 1, 2024, for monthly paid appointees and July 07, 2024, 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, 2024, for both monthly and October 13, 2024 biweekly paid appointees.

- Postdoctoral Scholar Experience-Based Salary/Stipend Minimum Table 23 (exempt); Table 23N (non-exempt)
- Local Represented Medical Residents (M5-unit titles) will receive 5% increase effective July 1, 2024.
 - 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) will receive approximately 16.7% salary scale increase effective October 1, 2024, for monthly paid appointees and the salary scale for hourly have been increased by \$1.00 effective October 01, 2024, 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 6.4% increase effective October 1, 2024, for monthly paid appointees and the first pay period after October 1, 2024 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 2024-2025:

- Deans and other faculty administrators will be eligible for consideration for a salary merit increase of no greater than 4.2%, effective July 1, 2024, 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, 2024), 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, 2024, will be used to determine the absolute dollar amount.
- Faculty Recruitment Allowance maximum is increased by 4.2% from \$82,600 to \$86,100, effective July 1, 2024. Chancellors maintain the authority to approve exceptional allowances up to \$150,000. 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 2024-25, Pay Schedules, and Salary Thresholds are available online <https://www.ucop.edu/academic-personnel-programs/compensation/index.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.