

DATE: JUNE 21, 2018

TO: COLLEGE/SCHOOL DEANS

FR: VICE PROVOST AMEAE WALKER

RE: UCR ACADEMIC SALARY IMPLEMENTATION PLAN 2018-2019

We are pleased to announce the UCR 2018-2019 Academic Salary Program. The Regents' salary program (<https://www.ucop.edu/academic-personnel-programs/files/1819/1819-pres-salary-ltr.pdf>) requires increases to scale rate salaries. This is the first 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). UCR's implementation differs from the Regents' plan by treating Professors of Teaching the same as other faculty and by a post July 1 analysis (i.e. after merit/promotion increases and scale adjustments) to ensure all faculty receive at least a 3% increase on their total salary (base plus off scale). Any adjustments in this regard will be backdated to July 1, 2018:

- **A 4.0% across-the-board scale rate increase (i.e. no increase to O/S portion)**
 - Ladder Rank faculty (Tables 1-5, 7-8)
 - Lecturers and Sr. Lecturers with Security of Employment/Potential Security of Employment (Tables 10-A, 10-B-1 and 10-B-2)
 - Health Sciences Compensation Plan (HSCP) faculty (X and X' only) (Table 5)
 - Academic appointees with salaries tied to these same scales (Tables 1-5, 7-8)
 - Supervisors of Physical Education Series (Table 9)
 - Professional Research Series (Tables 11-14 and 13N-14N)
 - Specialist in Cooperative Extension Series (Table 29/29N)
 - Minimum Salary scales (Tables 1M-3M, 5M, 7M, 14M, 14N-M)
 - Above Scale faculty will have their salary increased based on the step 9 rate. (i.e., a 4% increase to the step 9 portion of their overall salary)

- **A 3.5% across-the-board scale rate increase**
 - Junior Specialists (Table 24/24N)

- **A 3% across-the-board scale rate increase (i.e. no increase to O/S portion)**
 - Specialists Series (Table 24/24N)
 - Non-Represented Librarian Series (Table 26-A/26-A(N))
 - Assistant and Associate University Librarian (Table 27/27N)
 - Cooperative Extension Advisor Series (Table 28/28N)
 - Coordinators of Public Programs (Table 30/30N)
 - Continuing Educators (Table 31/31N)
 - Academic Administrator Series (Table 34 I-VII/34N I-VII)
 - Academic Coordinator Series (Tables 35 I-III and 36 I-III/36N I-III)
 - Project (e.g., Scientist) Series (Tables 37/37N-38/38N)
 - Academic Standard Table of Pay Rates (Table 39/39N)
 - Minimum Salary Scales (Table 37M/37N-M)

- 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
- Represented academic personnel will continue to be compensated according to their contracts

The Academic Personnel Office will work with UCPATH to implement the range adjustment for Academics. This process requires automatic updates to UCPATH to adjust the salary scales for all eligible academic Job Codes that receive an across the board (ATB) increase.

FACULTY & OTHER ACADEMIC PERSONNEL SALARY PROGRAM INCREASE PROCESS SCHEDULE	
DATE	ACTION
06/27/18	Salary scales updated by UCPATH Center
07/02-03/18	Academic Range Adjustment process run by UCPATH Center