

**UNIVERSITY OF CALIFORNIA**  
**ACADEMIC SALARY SCALES**

**OCTOBER 1, 2006**

## ACADEMIC SALARY SCALES NOTES

### FACULTY-LADDER RANKS--PROFESSOR SERIES

#### I. Rank and Step

- A. The "step" of an appointee is indicated by a Roman numeral after the rank -- e.g., Assistant Professor, Step 2; Associate Professor, Step 2; Professor, Step 2. The step is not part of the title or the rank. Rather, it is an indicator of the stage of advancement of the individual, and is used primarily to keep a record of such advancement.
- B. For statistical purposes, years at rank and step for appointees are recorded in their individual salary history record as follows:
  - 1. An academic-year (9-months) appointee who has served at least two full quarters or one full semester in any fiscal year (July 1 through June 30) will receive one year's credit at rank and step.
  - 2. An academic-year (9-months) appointee who has served just one quarter in any fiscal year (July 1 through June 30) will not receive credit for that year at rank and step.
  - 3. A fiscal-year (11-months) appointee who is appointed during the period July 1 through January 1 will receive one year's credit at rank and step.
  - 4. A fiscal-year (11-months) appointee who is appointed during the period January 2 through June 30 will not receive credit for that year at rank and step.

#### II. Normal Periods of Service

- A. **Assistant Professor:** The total period of University service with the title Assistant Professor, or with this and certain other titles, shall not exceed eight years. (For complete information, see the *Academic Personnel Manual*.) The normal period of service at a given step in this rank is two years. The first four steps in rank and corresponding salary levels are for normal use. Steps 5 and 6 may be used in exceptional situations and with proper justification. Please refer to the campus policy manual, CAPM 407.690.
- B. **Associate Professor:** The normal total period of service in the rank of Associate Professor is six years. The normal period of service at any one of the first three steps of the rank is two years. Steps 4 and 5 may be used in exceptional situations and with proper justification. Please refer to the campus policy manual, CAPM 407.690.

- C. **Professor:** The normal period of service at step is three years in each of the first four steps. Service at Step 5 may be of indefinite duration. Advancement to Step 6 usually will not occur after less than three years of service at Step 5, and will be granted on evidence of highly distinguished scholarship, highly meritorious service, and evidence of excellent University teaching. In interpreting these criteria, reviewers should require evidence of excellence and high merit in original scholarship or creative achievement, teaching, and service; and, in addition, great distinction, recognized nationally or internationally, in scholarly or creative achievement or in teaching. Service at Professor, Step 6, 7, 8, or 9 may be of indefinite duration. Advancement from Professor, Step 6 to Step 7, from Step 7 to Step 8, and from 8 to 9 usually will not occur after less than three years of service at the lower step, and will only be granted on evidence of continuing achievement at the level required for advancement to Step 6. CAPM 400-220.

Advancement to an above-scale salary is reserved for scholars and teachers of the highest distinction whose work has been internationally recognized and acclaimed and whose teaching performance is excellent. Except in rare and compelling cases, advancement will not occur after less than four years at Step 9. Moreover, mere length of service and continued good performance at Step 9 is not justification for further salary advancement. There must be demonstration of additional merit and distinction beyond the performance on which advancement to Step 9 was based. A further merit increase in salary for a person already serving at an above-scale salary level must be justified by new evidence of merit and distinction. Continued good service is not an adequate justification. Intervals between such salary increases may be indefinite, and only in the most superior cases where there is strong and compelling evidence will increase at intervals shorter than four years be approved. CAPM 400-220.

### III. Off-Scale Salaries

For specific guidelines for use of off-scale salaries, refer to the campus policy manual, CAPM 803.620 and the delegation of authority chart, Appendix 1.

## LIBRARIAN SERIES

### Normal Periods of Service

- (1) **Assistant Librarian:** See the Academic Personnel Manual for policy on length of service as Assistant Librarian. The period of service at each step is normally two years. The salary for Assistant Librarian, Step 3, is identical to that of Associate Librarian, Step 1. An Assistant Librarian promoted to Associate Librarian after two years' service at Step 3 will be advanced to Associate Librarian, Step 2.
- (2) **Associate Librarian:** The normal period of service in this rank is twelve years, but the University is under no obligation to promote to the rank of Librarian. Service at Step 7 is normally in lieu of promotion to the rank of Librarian and may be of indefinite duration.
- (3) **Librarian:** The normal period of service at step is three years at Steps 1, 2, 3, and 4, and of indefinite duration at Steps 5, 6 and 7. Advancement to Step 6 will normally not occur with less than three years of service at Step 5, except in unusual cases. Advancement from Step 5 to Step 6 is reserved for Librarians with a distinguished career history who have demonstrated significant achievement since attaining Step 5. Advancement to Step 7 will normally not occur with less than three years of service at Step 6.

## SUPERVISOR OF PHYSICAL EDUCATION SERIES

Refer to APM 300-18 b. for policy on normal periods of service.

**\*FACULTY - LADDER RANKS - PROFESSOR SERIES**

Academic Year (9 months)

Rank	Step	Normal Period at Salary	Scale 10/1/2005		Scale 10/1/2006		Off-scale salary limits
			Annual	Monthly	Annual	Monthly	
ASSISTANT PROFESSOR (1300)	1	2 yrs.	47,200	3,933.33	48,100	4,008.33	59,600
	2	2 yrs.	49,900	4,158.33	50,900	4,241.67	62,500
	3	2 yrs.	52,700	4,391.67	53,800	4,483.33	66,000
	4	2 yrs.	55,700	4,641.67	56,800	4,733.33	70,000
	5	2 yrs.	58,400	4,866.67	59,600	4,966.67	70,000
	6	2 yrs.	61,300	5,108.33	62,500	5,208.33	70,000
ASSOCIATE PROFESSOR (1200)	1	2 yrs.	58,500	4,875.00	59,700	4,975.00	75,600
	2	2 yrs.	61,400	5,116.67	62,600	5,216.67	81,700
	3	2 yrs.	64,800	5,400.00	66,100	5,508.33	88,600
	4	3 yrs.	68,700	5,725.00	70,100	5,841.67	88,600
	5	3 yrs.	74,100	6,175.00	75,600	6,300.00	88,600
PROFESSOR (1100)	1	3 yrs.	68,800	5,733.33	70,200	5,850.00	104,300
	2	3 yrs.	74,200	6,183.33	75,700	6,308.33	104,300
	3	3 yrs.	80,200	6,683.33	81,800	6,816.67	104,300
	4	3 yrs.	87,000	7,250.00	88,700	7,391.67	104,300
	5	--	94,500	7,875.00	96,400	8,033.33	104,300
	6	--	102,400	8,533.33	104,400	8,700.00	144,700
	7	--	111,300	9,275.00	113,500	9,458.33	144,700
	8	--	120,500	10,041.67	122,900	10,241.67	144,700
	9	--	130,900	10,908.33	133,500	11,125.00	144,700

\*The Adjunct Professor Series, Professor In Residence Series, and Astronomer Series are also paid on the Academic Year or Fiscal Year ladder rank salary scale.

Faculty base salaries, which involve a new appointment or a merit increase, that exceed \$174,800 require Presidential approval.

**\*FACULTY - LADDER RANKS - PROFESSOR SERIES**

Fiscal Year (11 months)

Rank	Step	Normal Period at Salary	Scale 10/1/2005		Scale 10/1/2006		Off-scale salary limits
			Annual	Monthly	Annual	Monthly	
ASSISTANT PROFESSOR (1310)	1	2 yrs.	55,000	4,583.33	56,100	4,675.00	69,100
	2	2 yrs.	57,900	4,825.00	59,100	4,925.00	72,500
	3	2 yrs.	61,100	5,091.67	62,300	5,191.67	76,700
	4	2 yrs.	64,500	5,375.00	65,800	5,483.33	81,500
	5	2 yrs.	67,700	5,641.67	69,100	5,758.33	81,500
	6	2 yrs.	71,100	5,925.00	72,500	6,041.67	81,500
ASSOCIATE PROFESSOR (1210)	1	2 yrs.	67,800	5,650.00	69,200	5,766.67	87,500
	2	2 yrs.	71,200	5,933.33	72,600	6,050.00	94,900
	3	2 yrs.	75,300	6,275.00	76,800	6,400.00	102,900
	4	3 yrs.	80,000	6,666.67	81,600	6,800.00	102,900
	5	3 yrs.	85,800	7,150.00	87,500	7,291.67	102,900
PROFESSOR (1110)	1	3 yrs.	80,100	6,675.00	81,700	6,808.33	121,200
	2	3 yrs.	85,900	7,158.33	87,600	7,300.00	121,200
	3	3 yrs.	93,100	7,758.33	95,000	7,916.67	121,200
	4	3 yrs.	101,000	8,416.67	103,000	8,583.33	121,200
	5	--	109,500	9,125.00	111,700	9,308.33	121,200
	6	--	118,900	9,908.33	121,300	10,108.33	167,800
	7	--	129,000	10,750.00	131,600	10,966.67	167,800
	8	--	139,700	11,641.67	142,500	11,875.00	167,800
	9	--	151,800	12,650.00	154,800	12,900.00	167,800

\*The Adjunct Professor Series, Professor In Residence Series, and Astronomer Series are also paid on the Academic Year or Fiscal Year ladder rank salary scale.

Faculty base salaries, which involve a new appointment or a merit increase, that exceed \$202,800 require Presidential approval.

**\*FACULTY - LADDER RANKS - SPECIALIZED SALARY SCALES  
BUSINESS ADMINISTRATION/MANAGEMENT AND ENGINEERING**

Academic Year (9 months)

Rank	Step	Normal Period at Salary	Scale 10/1/2005		Scale 10/1/2006		Off-scale salary limits
			Annual	Monthly	Annual	Monthly	
ASSISTANT PROFESSOR (1343)	1	2 yrs.	62,800	5,233.33	64,100	5,341.67	77,600
	2	2 yrs.	66,000	5,500.00	67,300	5,608.33	80,400
	3	2 yrs.	69,300	5,775.00	70,700	5,891.67	83,600
	4	2 yrs.	72,900	6,075.00	74,400	6,200.00	86,100
	5	2 yrs.	76,100	6,341.67	77,600	6,466.67	86,100
	6	2 yrs.	78,800	6,566.67	80,400	6,700.00	86,100
ASSOCIATE PROFESSOR (1243)	1	2 yrs.	76,200	6,350.00	77,700	6,475.00	88,800
	2	2 yrs.	78,900	6,575.00	80,500	6,708.33	94,500
	3	2 yrs.	82,100	6,841.67	83,700	6,975.00	101,200
	4	3 yrs.	84,500	7,041.67	86,200	7,183.33	101,200
	5	3 yrs.	87,100	7,258.33	88,800	7,400.00	101,200
PROFESSOR (1143)	1	3 yrs.	84,600	7,050.00	86,300	7,191.67	117,500
	2	3 yrs.	87,200	7,266.67	88,900	7,408.33	117,500
	3	3 yrs.	92,700	7,725.00	94,600	7,883.33	117,500
	4	3 yrs.	99,300	8,275.00	101,300	8,441.67	117,500
	5	--	106,900	8,908.33	109,000	9,083.33	117,500
	6	--	115,300	9,608.33	117,600	9,800.00	159,600
	7	--	123,400	10,283.33	125,900	10,491.67	159,600
	8	--	132,800	11,066.67	135,500	11,291.67	159,600
	9	--	144,300	12,025.00	147,200	12,266.67	159,600

\*The Adjunct Professor Series, Professor in Residence Series, and the Professional Research Series (limited to faculty on research status) in the appropriate disciplines are also paid on the Academic Year or Fiscal Year Business Administration/Management and Engineering Salary Scale. On the Santa Cruz campus, faculty in the Departments and Programs in the Jack Baskin School of Engineering are paid from this scale.

Faculty base salaries, which involve a new appointment or a merit increase, that exceed \$192,800 require

**\*FACULTY - LADDER RANKS - SPECIALIZED SALARY SCALES  
BUSINESS ADMINISTRATION/MANAGEMENT AND ENGINEERING**

Fiscal Year (11 months)

Rank	Step	Normal Period at Salary	Scale 10/1/2005		Scale 10/1/2006		Off-scale salary limits
			Annual	Monthly	Annual	Monthly	
ASSISTANT PROFESSOR (1344)	1	2 yrs.	72,800	6,066.67	74,300	6,191.67	89,900
	2	2 yrs.	76,600	6,383.33	78,100	6,508.33	93,200
	3	2 yrs.	80,500	6,708.33	82,100	6,841.67	96,900
	4	2 yrs.	84,300	7,025.00	86,000	7,166.67	99,800
	5	2 yrs.	88,100	7,341.67	89,900	7,491.67	99,800
	6	2 yrs.	91,400	7,616.67	93,200	7,766.67	99,800
ASSOCIATE PROFESSOR (1244)	1	2 yrs.	88,200	7,350.00	90,000	7,500.00	103,200
	2	2 yrs.	91,500	7,625.00	93,300	7,775.00	109,400
	3	2 yrs.	95,100	7,925.00	97,000	8,083.33	117,500
	4	3 yrs.	97,900	8,158.33	99,900	8,325.00	117,500
PROFESSOR (1144)	5	3 yrs.	101,200	8,433.33	103,200	8,600.00	117,500
	1	3 yrs.	98,000	8,166.67	100,000	8,333.33	136,100
	2	3 yrs.	101,300	8,441.67	103,300	8,608.33	136,100
	3	3 yrs.	107,400	8,950.00	109,500	9,125.00	136,100
	4	3 yrs.	115,300	9,608.33	117,600	9,800.00	136,100
	5	--	124,000	10,333.33	126,500	10,541.67	136,100
	6	--	133,500	11,125.00	136,200	11,350.00	183,900
	7	--	143,000	11,916.67	145,900	12,158.33	183,900
	8	--	153,100	12,758.33	156,200	13,016.67	183,900
9	--	166,300	13,858.33	169,600	14,133.33	183,900	

\*The Adjunct Professor Series, Professor in Residence Series, and the Professional Research Series (limited to faculty on research status) in the appropriate disciplines are also paid on the Academic Year or Fiscal Year Business Administration/Management and Engineering salary scale. On the Santa Cruz campus, faculty in the Departments and Programs of the Jack Baskin School of Engineering are paid from this scale.

Faculty base salaries, which involve a new appointment or a merit increase, that exceed \$222,200 require Presidential approval.

**\*FACULTY - ACTING RANKS - PROFESSOR SERIES**

Rank	Step	Scale 10/1/2005		Scale 10/1/2006	
		Annual	Monthly	Annual	Monthly
Academic Year (9 months)					
ACTING ASSISTANT	1	44,800	3733.33	45,700	3808.33
PROFESSOR	2	47,400	3950.00	48,400	4033.33
(1307)	3	50,100	4175.00	51,100	4258.33
	4	52,900	4408.33	54,000	4500.00
Fiscal Year (11 months)					
ACTING ASSISTANT	1	52,300	4358.33	53,300	4441.67
PROFESSOR	2	55,000	4583.33	56,100	4675.00
(1317)	3	58,000	4833.33	59,200	4933.33
	4	61,300	5108.33	62,500	5208.33

\*For Acting ranks, see the Academic Personnel Manual for maximum years of service with an Acting title.  
(One year limit at Santa Cruz campus.)

Note: See the regular professorial scales for salaries for the Acting Associate Professor and Acting Professor titles.

**\*FACULTY - ACTING RANKS - SPECIALIZED SALARY SCALES  
BUSINESS ADMINISTRATION/MANAGEMENT AND ENGINEERING**

Academic Year (9 months)

Rank	Step	Scale 10/1/2005		Scale 10/1/2006	
		Annual	Monthly	Annual	Monthly
Acting Assistant	1	59,700	4975.00	60,900	5075.00
Professor	2	62,700	5225.00	63,900	5325.00
(1977)	3	65,800	5483.33	67,200	5600.00

Fiscal Year (11 months)

Acting Assistant	1	69,200	5766.67	70,600	5883.33
Professor	2	72,800	6066.67	74,200	6183.33
(1978)	3	76,500	6375.00	78,000	6500.00

\*For Acting ranks, see the Academic Personnel Manual for maximum years of service with an Acting title.  
(One year limit at Santa Cruz campus.)

Note: See the regular professorial scales for salaries for the Acting Associate Professor and Acting Professor titles.

## **FACULTY - RECALL TEACHING STIPENDS\***

Academic Year - Estimated Scale  
Stipend per Regular Quarter Course

<b>Base Salary at Retirement**</b>	<b>Scale 10/1/2005</b>	<b>Scale 10/1/2006</b>
less than 60,000	6,800	6,900
60,000 - 65,000	7,000	7,100
65,000 - 70,000	7,400	7,500
70,000 - 75,000	7,900	8,100
75,000 - 80,000	8,500	8,700
80,000 - 85,000	9,200	9,400
85,000 - 90,000	9,700	9,900
more than 90,000	9,900	10,100

\*See APM - 200, Appendix A, Guidelines for Faculty Recalled for Post-Retirement Teaching, for salary guidelines for faculty members age 60 or older who have entered a pre-retirement agreement for a recall to service after retirement.

\*\*Fiscal year salaries should be converted to academic-year equivalent salaries.

## SUPERVISOR OF PHYSICAL EDUCATION SERIES

Academic Year (9 months)

Rank	Step	Normal Period at Salary	Scale 10/1/2005		Scale 10/1/2006		Scale 4/1/2007	
			Annual	Monthly	Annual	Monthly	Annual	Monthly
JUNIOR SUPERVISOR (2160)		1 yr.	35,700	2,975.00	36,400	3,033.33	36,600	3,050.00
ASSISTANT SUPERVISOR (2140)	1	2 yrs.	40,500	3,375.00	41,300	3,441.67	41,300	3,441.67
	2	2 yrs.	42,400	3,533.33	43,200	3,600.00	43,200	3,600.00
	3	2 yrs.	44,700	3,725.00	45,600	3,800.00	45,600	3,800.00
	4	2 yrs.	47,100	3,925.00	48,000	4,000.00	48,000	4,000.00
	5	2 yrs.	49,500	4,125.00	50,500	4,208.33	50,500	4,208.33
ASSOCIATE SUPERVISOR (2120)	1	2 yrs.	49,600	4,133.33	50,600	4,216.67	50,600	4,216.67
	2	2 yrs.	52,400	4,366.67	53,400	4,450.00	53,400	4,450.00
	3	--	55,400	4,616.67	56,500	4,708.33	56,500	4,708.33
SUPERVISOR (2100)	1	3 yrs.	59,000	4,916.67	60,200	5,016.67	60,200	5,016.67
	2	3 yrs.	62,900	5,241.67	64,200	5,350.00	64,200	5,350.00
	3	3 yrs.	68,700	5,725.00	70,100	5,841.67	70,100	5,841.67
	4	--	75,200	6,266.67	76,700	6,391.67	76,700	6,391.67
	5	--	81,900	6,825.00	83,500	6,958.33	83,500	6,958.33
	6	--	87,400	7,283.33	89,100	7,425.00	89,100	7,425.00
	7	--	93,600	7,800.00	95,500	7,958.33	95,500	7,958.33

**LECTURERS AND SENIOR LECTURERS WITH SECURITY OF EMPLOYMENT  
and WITH POTENTIAL SECURITY OF EMPLOYMENT  
(Use SOE Table of Pay Rates)**

Academic Year (9 months)	Salary Scale 10/1/2005		Salary Scale 10/1/2006	
	Annual Range	Monthly Range	Annual Range	Monthly Range
Senior Lecturer with Security of Employment (1603) Potential Security of Employment - 100% (1683)	69,252 - 112,668	5,771.00 - 9,389.00	70,632 - 114,924	5,886.00 - 9,577.00
Lecturer with Security of Employment (1607) Potential Security of Employment- 100% (1680)	41,712 - 112,668	3,476.00 - 9,389.00	42,552 - 114,924	3,546.00 - 9,577.00
Fiscal Year (11 months)				
Senior Lecturer with Security of Employment (1613) Potential Security of Employment - 100% (1685)	80,100 - 133,680	6,675.00 - 11,140.00	81,708 - 136,356	6,809.00 - 11,363.00
Lecturer with Security of Employment (1617) Potential Security of Employment - 100% (1682)	47,772 - 133,680	3,981.00 - 11,140.00	48,732 - 136,356	4,061.00 - 11,363.00

For salary levels within range, see Lecturers and Senior Lecturers with SOE Table of Pay Rates.

**LECTURERS AND SENIOR LECTURERS WITH SECURITY OF EMPLOYMENT  
TABLE OF PAY RATES**

<b>Salary Scale 10/1/2005</b>		<b>Salary Scale 10/1/2006</b>	
<b><u>Annual</u></b>	<b><u>Monthly</u></b>	<b><u>Annual</u></b>	<b><u>Monthly</u></b>
41,712	3,476.00	42,552	3,546.00
42,648	3,554.00	43,500	3,625.00
43,596	3,633.00	44,472	3,706.00
44,640	3,720.00	45,528	3,794.00
45,672	3,806.00	46,584	3,882.00
46,752	3,896.00	47,688	3,974.00
47,772	3,981.00	48,732	4,061.00
48,888	4,074.00	49,860	4,155.00
50,064	4,172.00	51,060	4,255.00
51,192	4,266.00	52,212	4,351.00
52,452	4,371.00	53,496	4,458.00
53,676	4,473.00	54,744	4,562.00
54,912	4,576.00	56,016	4,668.00
56,148	4,679.00	57,276	4,773.00
57,528	4,794.00	58,680	4,890.00
58,836	4,903.00	60,012	5,001.00
60,204	5,017.00	61,404	5,117.00
61,704	5,142.00	62,940	5,245.00
63,228	5,269.00	64,488	5,374.00
64,896	5,408.00	66,192	5,516.00
66,300	5,525.00	67,632	5,636.00
67,872	5,656.00	69,228	5,769.00
69,252	5,771.00	70,632	5,886.00
70,716	5,893.00	72,132	6,011.00
72,696	6,058.00	74,148	6,179.00
74,592	6,216.00	76,080	6,340.00
76,104	6,342.00	77,628	6,469.00

**LECTURERS AND SENIOR LECTURERS WITH SECURITY OF EMPLOYMENT  
TABLE OF PAY RATES**

<b>Salary Scale 10/1/2005</b>		<b>Salary Scale 10/1/2006</b>	
<b><u>Annual</u></b>	<b><u>Monthly</u></b>	<b><u>Annual</u></b>	<b><u>Monthly</u></b>
78,072	6,506.00	79,632	6,636.00
80,100	6,675.00	81,708	6,809.00
81,888	6,824.00	83,520	6,960.00
83,472	6,956.00	85,140	7,095.00
85,428	7,119.00	87,132	7,261.00
87,780	7,315.00	89,532	7,461.00
89,808	7,484.00	91,608	7,634.00
91,776	7,648.00	93,612	7,801.00
93,660	7,805.00	95,532	7,961.00
96,108	8,009.00	98,028	8,169.00
98,004	8,167.00	99,960	8,330.00
99,972	8,331.00	101,976	8,498.00
102,408	8,534.00	104,460	8,705.00
104,976	8,748.00	107,076	8,923.00
107,292	8,941.00	109,440	9,120.00
109,740	9,145.00	111,936	9,328.00
112,668	9,389.00	114,924	9,577.00
115,656	9,638.00	117,972	9,831.00
118,524	9,877.00	120,900	10,075.00
121,308	10,109.00	123,732	10,311.00
124,332	10,361.00	126,816	10,568.00
127,368	10,614.00	129,912	10,826.00
130,488	10,874.00	133,092	11,091.00
133,680	11,140.00	136,356	11,363.00

**UNIT 18 LECTURER TITLES - NON-SENATE INSTRUCTIONAL (NSI) UNIT 18**

**ACADEMIC YEAR**

**Salary Scale 7/1/2005**

**Salary Scale 10/1/2005**

**Salary Scale 10/1/2006**

	Annual		Monthly		Annual		Monthly		Annual		Monthly	
Lecturer 9/9 (1632)	37,572	99,456	4,174.67	11,050.67	38,328	101,448	4,258.67	11,272.00	39,096	103,476	4,344.00	11,497.33
Lecturer 9/12 (1630)	37,572	99,456	3,131.00	8,288.00	38,328	101,448	4,258.67	8,454.00	39,096	103,476	3,258.00	8,623.00
Lecturer-Continuing 9/9 (1633)	41,712	99,456	4,634.67	11,050.67	42,552	101,448	4,728.00	11,272.00	43,404	103,476	4,822.67	11,497.33
Lecturer-Continuing 9/12 (1631)	41,712	99,456	3,476.00	8,288.00	42,552	101,448	4,728.00	8,454.00	43,404	103,476	3,617.00	8,623.00
Senior Lecturer 9/9 (1642)*	67,500	99,456	7,500.00	11,050.67	68,800	101,448	7,644.44	11,272.00	70200	103,476	7,800.00	11,497.33
Senior Lecturer 9/12 (1640)*	67,500	99,456	5,625.00	8,288.00	68,800	101,448	7,644.44	8,454.00	70200	103,476	5,850.00	8,623.00
Sr. Lecturer-Continuing 9/9 (1643)*	67,500	99,456	7,500.00	11,050.67	68,800	101,448	7,644.44	11,272.00	70200	103,476	7,800.00	11,497.33
Sr. Lecturer-Continuing 9/12 (1641)*	67,500	99,456	5,625.00	8,288.00	68,800	101,448	7,644.44	8,454.00	70200	103,476	5,850.00	8,623.00
<b><u>FISCAL YEAR</u></b>												
Lecturer (1634)	43,596	118,092	3,633.00	9,841.00	44,472	120,456	4,941.33	10,038.00	45,360	122,868	3,780.00	10,239.00
Lecturer-Continuing (1635)	47,880	118,092	3,990.00	9,841.00	48,840	120,456	5,426.67	10,038.00	49,812	122,868	4,151.00	10,239.00
Senior Lecturer (1644)*	78,500	118,092	6,541.67	9,841.00	80,100	120,456	8,900.00	10,038.00	81700	122,868	6,808.33	10,239.00
Sr. Lecturer-Continuing (1645)*	78,500	118,092	6,541.67	9,841.00	71,004	120,456	7,889.33	10,038.00	72,420	122,868	6,035.00	10,239.00

For salary levels within range, see Unit 18 Lecturer Table of Pay Rates.

Salaries for exclusively represented appointees are set through the collective bargaining process.

\*At UCSC Senior Lecturers may not receive less than the rate for Professor, Step 1 (CAPM 516.000 V111.A). Minimum rates shown above reflect Professor, Step 1

**LECTURER and OTHER UNIT 18 TITLES  
TABLE OF PAY RATES**

Salary Scale 7/1/2005			Salary Scale 10/1/2005			Salary Scale 10/1/2006		
<u>Annual</u>	<u>Monthly</u>	<u>1/9 Month</u>	<u>Annual</u>	<u>Monthly</u>	<u>1/9 Month</u>	<u>Annual</u>	<u>Monthly</u>	<u>1/9 Month</u>
37,572	3,131.00	4,174.67	38,328	3,194.00	4,258.67	39,096	3,258.00	4,344.00
38,376	3,198.00	4,264.00	39,144	3,262.00	4,349.33	39,924	3,327.00	4,436.00
39,264	3,272.00	4,362.67	40,044	3,337.00	4,449.33	40,848	3,404.00	4,538.67
40,200	3,350.00	4,466.67	41,004	3,417.00	4,556.00	41,820	3,485.00	4,646.67
41,112	3,426.00	4,568.00	41,940	3,495.00	4,660.00	42,780	3,565.00	4,753.33
41,712	3,476.00	4,634.67	42,552	3,546.00	4,728.00	43,404	3,617.00	4,822.67
42,588	3,549.00	4,732.00	43,440	3,620.00	4,826.67	44,304	3,692.00	4,922.67
43,596	3,633.00	4,844.00	44,472	3,706.00	4,941.33	45,360	3,780.00	5,040.00
44,676	3,723.00	4,964.00	45,564	3,797.00	5,062.67	46,476	3,873.00	5,164.00
45,660	3,805.00	5,073.33	46,572	3,881.00	5,174.67	47,508	3,959.00	5,278.67
46,812	3,901.00	5,201.33	47,748	3,979.00	5,305.33	48,708	4,059.00	5,412.00
47,880	3,990.00	5,320.00	48,840	4,070.00	5,426.67	49,812	4,151.00	5,534.67
48,996	4,083.00	5,444.00	49,980	4,165.00	5,553.33	50,976	4,248.00	5,664.00
50,088	4,174.00	5,565.33	51,084	4,257.00	5,676.00	52,104	4,342.00	5,789.33
51,264	4,272.00	5,696.00	52,284	4,357.00	5,809.33	53,328	4,444.00	5,925.33
52,476	4,373.00	5,830.67	53,520	4,460.00	5,946.67	54,588	4,549.00	6,065.33
53,700	4,475.00	5,966.67	54,780	4,565.00	6,086.67	55,872	4,656.00	6,208.00
55,056	4,588.00	6,117.33	56,160	4,680.00	6,240.00	57,288	4,774.00	6,365.33
56,376	4,698.00	6,264.00	57,504	4,792.00	6,389.33	58,656	4,888.00	6,517.33
57,888	4,824.00	6,432.00	59,040	4,920.00	6,560.00	60,216	5,018.00	6,690.67
59,136	4,928.00	6,570.67	60,324	5,027.00	6,702.67	61,536	5,128.00	6,837.33
60,552	5,046.00	6,728.00	61,764	5,147.00	6,862.67	63,000	5,250.00	7,000.00
61,812	5,151.00	6,868.00	63,048	5,254.00	7,005.33	64,308	5,359.00	7,145.33
63,072	5,256.00	7,008.00	64,332	5,361.00	7,148.00	65,616	5,468.00	7,290.67
64,824	5,402.00	7,202.67	66,120	5,510.00	7,346.67	67,440	5,620.00	7,493.33
66,564	5,547.00	7,396.00	67,896	5,658.00	7,544.00	69,252	5,771.00	7,694.67
67,896	5,658.00	7,544.00	69,252	5,771.00	7,694.67	70,632	5,886.00	7,848.00
69,612	5,801.00	7,734.67	71,004	5,917.00	7,889.33	72,420	6,035.00	8,046.67
71,448	5,954.00	7,938.67	72,876	6,073.00	8,097.33	74,328	6,194.00	8,258.67
73,032	6,086.00	8,114.67	74,496	6,208.00	8,277.33	75,984	6,332.00	8,442.67
74,412	6,201.00	8,268.00	75,900	6,325.00	8,433.33	77,424	6,452.00	8,602.67
76,176	6,348.00	8,464.00	77,700	6,475.00	8,633.33	79,260	6,605.00	8,806.67

**LECTURER and OTHER UNIT 18 TITLES  
TABLE OF PAY RATES**

<b>Salary Scale 7/1/2005</b>			<b>Salary Scale 10/1/2005</b>			<b>Salary Scale 10/1/2006</b>		
<b><u>Annual</u></b>	<b><u>Monthly</u></b>	<b><u>1/9 Month</u></b>	<b><u>Annual</u></b>	<b><u>Monthly</u></b>	<b><u>1/9 Month</u></b>	<b><u>Annual</u></b>	<b><u>Monthly</u></b>	<b><u>1/9 Month</u></b>
78,312	6,526.00	8,701.33	79,884	6,657.00	8,876.00	81,480	6,790.00	9,053.33
80,016	6,668.00	8,890.67	81,612	6,801.00	9,068.00	83,244	6,937.00	9,249.33
81,852	6,821.00	9,094.67	83,484	6,957.00	9,276.00	85,152	7,096.00	9,461.33
82,776	6,898.00	9,197.33	84,432	7,036.00	9,381.33	86,124	7,177.00	9,569.33
84,900	7,075.00	9,433.33	86,604	7,217.00	9,622.67	88,332	7,361.00	9,814.67
86,568	7,214.00	9,618.67	88,296	7,358.00	9,810.67	90,060	7,505.00	10,006.67
88,284	7,357.00	9,809.33	90,048	7,504.00	10,005.33	91,848	7,654.00	10,205.33
90,456	7,538.00	10,050.67	92,268	7,689.00	10,252.00	94,116	7,843.00	10,457.33
92,700	7,725.00	10,300.00	94,560	7,880.00	10,506.67	96,456	8,038.00	10,717.33
94,800	7,900.00	10,533.33	96,696	8,058.00	10,744.00	98,628	8,219.00	10,958.67
96,960	8,080.00	10,773.33	98,904	8,242.00	10,989.33	100,884	8,407.00	11,209.33
99,456	8,288.00	11,050.67	101,448	8,454.00	11,272.00	103,476	8,623.00	11,497.33
102,168	8,514.00	11,352.00	104,208	8,684.00	11,578.67	106,296	8,858.00	11,810.67
104,652	8,721.00	11,628.00	106,740	8,895.00	11,860.00	108,876	9,073.00	12,097.33
107,124	8,927.00	11,902.67	109,272	9,106.00	12,141.33	111,456	9,288.00	12,384.00
109,848	9,154.00	12,205.33	112,044	9,337.00	12,449.33	114,288	9,524.00	12,698.67
112,500	9,375.00	12,500.00	114,756	9,563.00	12,750.67	117,048	9,754.00	13,005.33
115,284	9,607.00	12,809.33	117,588	9,799.00	13,065.33	119,940	9,995.00	13,326.67
118,092	9,841.00	13,121.33	120,456	10,038.00	13,384.00	122,868	10,239.00	13,652.00
120,996	10,083.00	13,444.00	123,420	10,285.00	13,713.33	125,892	10,491.00	13,988.00
123,996	10,333.00	13,777.33	126,480	10,540.00	14,053.33	129,012	10,751.00	14,334.67

**SUPERVISOR OF TEACHER EDUCATION**

2220 - Supervisor of Teacher Education - Academic Year

2221 - Supervisor of Teacher Education - Academic Year - Continuing Appointment

		Salary Scale 10/1/2005						Salary Scale 10/1/2006					
		BA	BA+12	MA	MA+12	MA+24	MA+36	BA	BA+12	MA	MA+12	MA+24	MA+36
		I	II	III	IV	V	VI	I	II	III	IV	V	VI
<b>Level 1</b>	Annual	37,332	39,144	41,004	41,928	42,552	43,440	38,076	39,924	41,820	42,768	43,404	44,304
	Monthly	3,111	3,262	3,417	3,494	3,546	3,620	3,173	3,327	3,485	3,564	3,617	3,692
<b>Level 2</b>	Annual	38,592	40,404	42,300	42,768	43,716	44,808	39,360	41,208	43,152	43,620	44,592	45,708
	Monthly	3,216	3,367	3,525	3,564	3,643	3,734	3,280	3,434	3,596	3,635	3,716	3,809
<b>Level 3</b>	Annual	40,056	41,868	43,236	44,112	45,132	46,116	40,860	42,708	44,100	45,000	46,032	47,040
	Monthly	3,338	3,489	3,603	3,676	3,761	3,843	3,405	3,559	3,675	3,750	3,836	3,920
<b>Level 4</b>	Annual	41,328	42,612	44,580	45,480	46,488	47,412	42,156	43,464	45,468	46,392	47,412	48,360
	Monthly	3,444	3,551	3,715	3,790	3,874	3,951	3,513	3,622	3,789	3,866	3,951	4,030
<b>Level 5</b>	Annual	42,360	44,064	45,996	46,836	47,844	48,840	43,212	44,940	46,920	47,772	48,804	49,812
	Monthly	3,530	3,672	3,833	3,903	3,987	4,070	3,601	3,745	3,910	3,981	4,067	4,151
<b>Level 6</b>	Annual	43,644	45,300	47,352	48,168	49,068	50,160	44,520	46,212	48,300	49,128	50,052	51,168
	Monthly	3,637	3,775	3,946	4,014	4,089	4,180	3,710	3,851	4,025	4,094	4,171	4,264
<b>Level 7</b>	Annual	45,108	46,764	48,636	49,536	50,448	51,504	46,008	47,700	49,608	50,532	51,456	52,536
	Monthly	3,759	3,897	4,053	4,128	4,204	4,292	3,834	3,975	4,134	4,211	4,288	4,378
<b>Level 8</b>	Annual	46,320	48,120	49,980	50,964	51,840	52,824	47,244	49,080	50,976	51,984	52,872	53,880
	Monthly	3,860	4,010	4,165	4,247	4,320	4,402	3,937	4,090	4,248	4,332	4,406	4,490

**SUPERVISOR OF TEACHER EDUCATION**

2220 - Supervisor of Teacher Education - Academic Year

2221 - Supervisor of Teacher Education - Academic Year - Continuing Appointment

		Salary Scale 10/1/2005						Salary Scale 10/1/2006					
		BA	BA+12	MA	MA+12	MA+24	MA+36	BA	BA+12	MA	MA+12	MA+24	MA+36
		I	II	III	IV	V	VI	I	II	III	IV	V	VI
<b>Level 9</b>	Annual	47,808	49,512	51,264	52,188	53,196	54,252	48,768	50,508	52,284	53,232	54,264	55,332
	Monthly	3,984	4,126	4,272	4,349	4,433	4,521	4,064	4,209	4,357	4,436	4,522	4,611
<b>Level 10</b>	Annual	49,044	50,868	52,560	53,520	54,504	55,488	50,028	51,888	53,616	54,588	55,596	56,592
	Monthly	4,087	4,239	4,380	4,460	4,542	4,624	4,169	4,324	4,468	4,549	4,633	4,716
<b>Level 11</b>	Annual	50,376	52,140	54,012	54,912	55,704	56,844	51,384	53,184	55,092	56,016	56,820	57,984
	Monthly	4,198	4,345	4,501	4,576	4,642	4,737	4,282	4,432	4,591	4,668	4,735	4,832
<b>Level 12</b>	Annual	51,780	53,472	55,332	56,256	57,276	58,200	52,812	54,540	56,436	57,384	58,416	59,364
	Monthly	4,315	4,456	4,611	4,688	4,773	4,850	4,401	4,545	4,703	4,782	4,868	4,947
<b>Level 13</b>	Annual						59,556						60,744
	Monthly						4,963						5,062
<b>Level 14</b>	Annual						60,852						62,064
	Monthly						5,071						5,172
<b>Level 15</b>	Annual						62,244						63,492
	Monthly						5,187						5,291

Levels 13 - 15 allowable only to individuals with doctoral degrees.

## FACULTY RESEARCH SERIES

Academic Year (9 months)

Rank	Step	Normal Period at Salary	Scale 10/1/2005		Scale 10/1/2006	
			Annual	Monthly	Annual	Monthly
ASSISTANT RESEARCH (3223)	1	2 yrs.	47,200	3,933.33	48,100	4,008.33
	2	2 yrs.	49,900	4,158.33	50,900	4,241.67
	3	2 yrs.	52,700	4,391.67	53,800	4,483.33
	4	2 yrs.	55,700	4,641.67	56,800	4,733.33
	5	2 yrs.	58,400	4,866.67	59,600	4,966.67
	6	2 yrs.	61,300	5,108.33	62,500	5,208.33
ASSOCIATE RESEARCH (3213)	1	2 yrs.	58,500	4,875.00	59,700	4,975.00
	2	2 yrs.	61,400	5,116.67	62,600	5,216.67
	3	2 yrs.	64,800	5,400.00	66,100	5,508.33
	4	3 yrs.	68,700	5,725.00	70,100	5,841.67
	5	3 yrs.	74,100	6,175.00	75,600	6,300.00
RESEARCH (3203)	1	3 yrs.	68,800	5,733.33	70,200	5,850.00
	2	3 yrs.	74,200	6,183.33	75,700	6,308.33
	3	3 yrs.	80,200	6,683.33	81,800	6,816.67
	4	3 yrs.	87,000	7,250.00	88,700	7,391.67
	5	--	94,500	7,875.00	96,400	8,033.33
	6	--	102,400	8,533.33	104,400	8,700.00
	7	--	111,300	9,275.00	113,500	9,458.33
	8	--	120,500	10,041.67	122,900	10,241.67
	9		130,900	10,908.33	133,500	11,125.00

Notes: These rates are applicable only to faculty who also hold an academic year (9-month) appointment in one of the following titles: Acting Professor, Adjunct Professor, Professor in Residence, Visiting Professor, Assistant Professor, Associate Professor, or Professor.

If a 9-month faculty member is normally paid on one of the Business/Management and Engineering Professorial salary scales, the temporary Faculty Research appointment shall be compensated according to that same scale.

## FACULTY RESEARCH SERIES

Academic Year (9 months) one-ninth

Rank	Step	Normal Period at Salary	Scale 10/1/2005		Scale 10/1/2006	
			Annual	Monthly	Annual	Monthly
ASSISTANT RESEARCH (3225)	1	2 yrs.	47,200	5,244.44	48,100	5,344.44
	2	2 yrs.	49,900	5,544.44	50,900	5,655.56
	3	2 yrs.	52,700	5,855.56	53,800	5,977.78
	4	2 yrs.	55,700	6,188.89	56,800	6,311.11
	5	2 yrs.	58,400	6,488.89	59,600	6,622.22
	6	2 yrs.	61,300	6,811.11	62,500	6,944.44
ASSOCIATE RESEARCH (3215)	1	2 yrs.	58,500	6,500.00	59,700	6,633.33
	2	2 yrs.	61,400	6,822.22	62,600	6,955.56
	3	2 yrs.	64,800	7,200.00	66,100	7,344.44
	4	3 yrs.	68,700	7,633.33	70,100	7,788.89
	5	3 yrs.	74,100	8,233.33	75,600	8,400.00
RESEARCH (3205)	1	3 yrs.	68,800	7,644.44	70,200	7,800.00
	2	3 yrs.	74,200	8,244.44	75,700	8,411.11
	3	3 yrs.	80,200	8,911.11	81,800	9,088.89
	4	3 yrs.	87,000	9,666.67	88,700	9,855.56
	5	--	94,500	10,500.00	96,400	10,711.11
	6	--	102,400	11,377.78	104,400	11,600.00
	7	--	111,300	12,366.67	113,500	12,611.11
	8	--	120,500	13,388.89	122,900	13,655.56
	9	--	130,900	14,544.44	133,500	14,833.33

Notes: These rates are applicable only to faculty who also hold an academic year (9-month) appointment in one of the following titles: Acting Professor, Adjunct Professor, Professor in Residence, Visiting Professor, Assistant Professor, Associate Professor, or Professor.

If a 9-month faculty member is normally paid on one of the Business/Management and Engineering Professorial salary scales, the temporary Faculty Research appointment shall be compensated according to that same scale.

## PROFESSIONAL RESEARCH SERIES

Fiscal Year (11 months)

Rank	Step	Normal Period at Salary	Scale 10/1/2005		Scale 10/1/2006	
			Annual	Monthly	Annual	Monthly
ASSISTANT RESEARCH (3220)	1	2 yrs.	55,000	4,583.33	56,100	4,675.00
	2	2 yrs.	57,900	4,825.00	59,100	4,925.00
	3	2 yrs.	61,100	5,091.67	62,300	5,191.67
	4	2 yrs.	64,500	5,375.00	65,800	5,483.33
	5	2 yrs.	67,700	5,641.67	69,100	5,758.33
	6	2 yrs.	71,100	5,925.00	72,500	6,041.67
ASSOCIATE RESEARCH (3210)	1	2 yrs.	67,800	5,650.00	69,200	5,766.67
	2	2 yrs.	71,200	5,933.33	72,600	6,050.00
	3	2 yrs.	75,300	6,275.00	76,800	6,400.00
	4	3 yrs.	80,000	6,666.67	81,600	6,800.00
	5	3 yrs.	85,800	7,150.00	87,500	7,291.67
RESEARCH (3200)	1	3 yrs.	80,100	6,675.00	81,700	6,808.33
	2	3 yrs.	85,900	7,158.33	87,600	7,300.00
	3	3 yrs.	93,100	7,758.33	95,000	7,916.67
	4	3 yrs.	101,000	8,416.67	103,000	8,583.33
	5	--	109,500	9,125.00	111,700	9,308.33
	6	--	118,900	9,908.33	121,300	10,108.33
	7	--	129,000	10,750.00	131,600	10,966.67
	8	--	139,700	11,641.67	142,500	11,875.00
	9	--	151,800	12,650.00	154,800	12,900.00

\*If an individual has a dual 11-month ladder rank/research appointment, such as Professor/Astronomer, use A7 as the bargaining unit code.

**PROFESSIONAL RESEARCH SERIES--BUSINESS/MANAGEMENT/ENGINEERING - FISCAL YEAR**

Rank	Step	Normal Period at Salary	Salary Scale 10/1/2005		Salary Scale 10/1/2006	
			Annual	Monthly	Annual	Monthly
ASSISTANT RESEARCH (1989)	1	2 yrs.	72,800	6,066.67	74,300	6,191.67
	2	2 yrs.	76,600	6,383.33	78,100	6,508.33
	3	2 yrs.	80,500	6,708.33	82,100	6,841.67
	4	2 yrs.	84,300	7,025.00	86,000	7,166.67
	5	2 yrs.	88,100	7,341.67	89,900	7,491.67
	6	2 yrs.	91,400	7,616.67	93,200	7,766.67
ASSOCIATE RESEARCH (1988)	1	2 yrs.	88,200	7,350.00	90,000	7,500.00
	2	2 yrs.	91,500	7,625.00	93,300	7,775.00
	3	2 yrs.	95,100	7,925.00	97,000	8,083.33
	4	3 yrs.	97,900	8,158.33	99,900	8,325.00
	5	3 yrs.	101,200	8,433.33	103,200	8,600.00
RESEARCH (1987)	1	3 yrs.	98,000	8,166.67	100,000	8,333.33
	2	3 yrs.	101,300	8,441.67	103,300	8,608.33
	3	3 yrs.	107,400	8,950.00	109,500	9,125.00
	4	3 yrs.	115,300	9,608.33	117,600	9,800.00
	5	--	124,000	10,333.33	126,500	10,541.67
	6	--	133,500	11,125.00	136,200	11,350.00
	7	--	143,000	11,916.67	145,900	12,158.33
	8	--	153,100	12,758.33	156,200	13,016.67
	9	--	166,300	13,858.33	169,600	14,133.33

\*If an individual has a dual 11 month-ladder rank/research appointment, such as Professor/Astronomer, use A7 as the bargaining unit code.

BUC: FX\*

## READER, TEACHING ASSISTANT, TUTOR, OTHER STUDENT TITLES

	Scale 10/1/2005			Scale 10/1/2006		
	Annual	Monthly	Hourly or Quarterly	Annual	Monthly	Hourly or Quarterly
READER*						
(2854) GSHIP						
(2855) NON-GSHIP						
Holders of Baccalaureate			11.53			11.93
Undergraduate Students			10.95			11.33
TEACHING ASSISTANT***						
(2310) GSHIP	30,165	3,351.67	10,055.00	31,221	3,469.00	10,407.00
(2311) NON-GSHIP						
TEACHING FELLOW***						
(2300) GSHIP	35,367	3,929.67	11,789.00	36,605	4,067.22	12,202.00
(2301) NON-GSHIP						
	<b>Range</b>		<b>Hourly</b>	<b>Range</b>		<b>Hourly</b>
TUTOR*						
(2862) GSHIP	2,423.97 - 3,351.67			2,508.84 - 3469.00		
(2863) NON-GSHIP						

### NON-STUDENT TITLES

READER*						
(2520) Holders of Baccalaureate			11.53			11.93
TUTOR*	<b>Range</b>			<b>Range</b>		
(2521) Course Assistant	2,423.97 - 3,351.67			2,508.84 - 3469.00		

Monthly rate is 1/9 annual rate.

Contact the Graduate Division office for help in determining the appropriate title code.

For employees in any of the above-referenced titles who are exclusively represented, the application of the Salary Scale is subject to the requirements of the Higher Education employer-Employee Relations Act (HEERA).

For any of the titles in this list that are covered by a Memorandum of Understanding (MOU), the Salary Scale applies only to the extent provided for in the MOU.

BUC: \* = 99, \*\*\* = BX

## GRADUATE STUDENT RESEARCH - Student Title

Fiscal Year (11 months)

Rank	Step	Scale 10/1/2005			Scale 10/1/2006			
		Annual	Monthly	Hourly	Step	Annual	Monthly	Hourly
GRADUATE STUDENT	1	30,276	2,523.00	14.50	1	30,876	2,573.00	14.79
RESEARCHER	2	32,628	2,719.00	15.63	2	33,276	2,773.00	15.94
(3266) GRAD STDNT RES - NO REMISSION	3	36,180	3,015.00	17.33	3	36,900	3,075.00	17.67
(3276) GRAD STDNT RES - PARTIAL FEE REM	4	39,084	3,257.00	18.72	4	39,864	3,322.00	19.09
	5	41,688	3,474.00	19.97	5	42,516	3,543.00	20.36
	6	43,620	3,635.00	20.89	6	44,496	3,708.00	21.31
	7	47,112	3,926.00	22.56	7	48,060	4,005.00	23.02
	8	50,868	4,239.00	24.36	8	51,888	4,324.00	24.85
	9	54,948	4,579.00	26.32	9	56,052	4,671.00	26.84
	10	59,340	4,945.00	28.42	10	60,528	5,044.00	28.99

Note: The title Research Assistant (title code 3265 & 3299) is no longer available on the Santa Cruz campus. It has been replaced by the title listed above.

**STUDENT TITLES\*  
ASSOCIATE IN\*\***

**Salary Scale 10/1/2005**

**Salary Scale 10/1/2006**

<b>ACADEMIC YEAR</b>	<b><u>Annual Range</u></b>	<b><u>1/9 Monthly Range</u></b>
	31,606 - 37,465	3,511.78 - 4,162.78
	<b>Salaries within range</b>	
	<b><u>Annual</u></b>	<b><u>1/9 Monthly</u></b>
	31,606	3,511.78
	32,219	3,579.89
	32,952	3,661.33
	33,670	3,741.11
	34,362	3,818.00
	35,134	3,903.78
	35,947	3,994.11
	36,637	4,070.78
	37,465	4,162.78

<b>ACADEMIC YEAR</b>	<b><u>Annual Range</u></b>	<b><u>1/9 Monthly Range</u></b>
	32,712 - 38,776	3,634.67 - 4,308.44
	<b>Salaries within range</b>	
	<b><u>Annual</u></b>	<b><u>1/9 Monthly</u></b>
	32,712	3,634.67
	33,347	3,705.22
	34,105	3,789.44
	34,848	3,872.00
	35,565	3,951.67
	36,364	4,040.44
	37,205	4,133.89
	37,919	4,213.22
	38,776	4,308.44

<b>FISCAL YEAR</b>	<b><u>Annual Range</u></b>	<b><u>1/12 Monthly Range</u></b>
	35,134 - 43,002	2,927.83 - 3,583.50
	<b>Salaries within range</b>	
	<b><u>Annual</u></b>	<b><u>1/12 Monthly</u></b>
	35,134	2,927.83
	35,947	2,995.58
	36,637	3,053.08
	37,465	3,122.08
	38,316	3,193.00
	39,181	3,265.08
	40,112	3,342.67
	41,032	3,419.33
	41,978	3,498.17
	43,002	3,583.50

<b>FISCAL YEAR</b>	<b><u>Annual Range</u></b>	<b><u>1/12 Monthly Range</u></b>
	36,364 - 44,507	3,030.33 - 3,708.92
	<b>Salaries within range</b>	
	<b><u>Annual</u></b>	<b><u>1/12 Monthly</u></b>
	36,364	3,030.33
	37,205	3,100.42
	37,919	3,159.92
	38,776	3,231.33
	39,657	3,304.75
	40,552	3,379.33
	41,516	3,459.67
	42,468	3,539.00
	43,447	3,620.58
	44,507	3,708.92

- (1501) Associate In-9 months-GSHIP
- (1502) Associate In-9 months-NON-GSHIP
- (1506) Associate In-9 months (1/9th)-GSHIP
- (1507) Associate In-9 months (1/9th)-NON-GSHIP
- (1511) Associate In-11 months-GSHIP
- (1512) Associate In-11 months-NON-GSHIP

\*For employees in any of the above-referenced titles who are exclusively represented, the application of the Salary Scale is subject to the requirements of the Higher Education Employer-Employee Relations Act (HEERA). For any of the titles in this list that are covered by a Memorandum of Understanding (MOU), the Salary Scale applies only to the extent provided for in the MOU.

\*\*This title is available only to registered graduate students. Rates for Associate apply to titles covered by a Memorandum of Understanding and to non-represented titles.

**REMEDIAL TUTOR I AND II**

Student Title

	<b>Salary Scale 10/1/2005</b>	<b>Salary Scale 10/1/2006</b>
	<b>Hourly</b>	<b>Hourly</b>
REMEDIAL TUTOR I (2271) GSHIP (2270) NON-GSHIP		
Single Student Sessions	11.53	11.93
Group Sessions	15.51	16.05
REMEDIAL TUTOR II (2273) GSHIP (2272) NON-GSHIP		
Single Student Sessions	13.85	14.33
Group Sessions	17.83	18.45

## POSTDOCTORAL SCHOLAR FISCAL YEAR

Salary/Stipend Scale 10/1/2005		Salary/Stipend Scale 10/1/2006	
<u>Annual Range</u>	<u>Monthly Range</u>	<u>Annual Range</u>	<u>Monthly Range</u>
31,668 - 76,836	2,639.00 - 6,403.00	32,304 - 78,372	2,692.00 - 6,531.00

### Title Codes for Postdoctoral Scholars – Employees:

For appointments beginning prior to 1/1/05:

3240 (Postgraduate Researcher)\*

3370 (Visiting Postdoctoral Researcher)\*\*

For appointments beginning on or after 1/1/05:

3252 (Postdoctoral Scholar – Employee)

### Title Codes for Postdoctoral Scholars – Non-employees:

3253 (Postdoctoral Scholar – Fellow)

3254 (Postdoctoral Scholar – Paid Direct)

For rates within range, please refer to the Postdoctoral Scholar Table of Pay Rates

\*Appointees to Title Code 3240 will remain in this title code throughout their postdoctoral appointment at UCSC.

\*\*Appointees to Title Code 3370 will have the choice to switch to Title Code 3252 effective 1/1/05.

## POSTDOCTORAL SCHOLAR TABLE OF PAYRATES

Fiscal year (11 months)

Salary Scale 10/1/2005		Salary Scale 10/1/2006		Salary Scale 10/1/2005		Salary Scale 10/1/2006	
Annual	Monthly	Annual	Monthly	Annual	Monthly	Annual	Monthly
31,668	2,639.00	32,304	2,692.00	58,020	4,835.00	59,184	4,932.00
32,352	2,696.00	33,000	2,750.00	59,400	4,950.00	60,588	5,049.00
33,012	2,751.00	33,672	2,806.00	60,624	5,052.00	61,836	5,153.00
33,768	2,814.00	34,440	2,870.00	61,884	5,157.00	63,120	5,260.00
34,536	2,878.00	35,232	2,936.00	63,624	5,302.00	64,896	5,408.00
35,208	2,934.00	35,916	2,993.00	65,304	5,442.00	66,612	5,551.00
36,012	3,001.00	36,732	3,061.00	66,612	5,551.00	67,944	5,662.00
36,816	3,068.00	37,548	3,129.00	68,328	5,694.00	69,696	5,808.00
37,656	3,138.00	38,412	3,201.00	70,080	5,840.00	71,484	5,957.00
38,556	3,213.00	39,324	3,277.00	71,676	5,973.00	73,104	6,092.00
39,420	3,285.00	40,212	3,351.00	73,020	6,085.00	74,484	6,207.00
40,332	3,361.00	41,136	3,428.00	74,724	6,227.00	76,224	6,352.00
41,328	3,444.00	42,156	3,513.00	76,836	6,403.00	78,372	6,531.00
42,180	3,515.00	43,020	3,585.00				
42,780	3,565.00	43,632	3,636.00				
43,824	3,652.00	44,700	3,725.00				
44,784	3,732.00	45,684	3,807.00				
45,948	3,829.00	46,872	3,906.00				
46,980	3,915.00	47,916	3,993.00				
48,096	4,008.00	49,056	4,088.00				
49,128	4,094.00	50,112	4,176.00				
50,292	4,191.00	51,300	4,275.00				
51,480	4,290.00	52,512	4,376.00				
52,692	4,391.00	53,748	4,479.00				
54,012	4,501.00	55,092	4,591.00				
55,320	4,610.00	56,424	4,702.00				
56,784	4,732.00	57,924	4,827.00				

APM 390 establishes a minimum salary for Postdoctoral Scholars appointed on or after 7/1/03.

This minimum will be raised annually until 7/1/05, when the minimum will be set at the same level as currently exists for Step 1 of the Postgraduate Researcher Salary Scale. Salaries are subject to annual range adjustments.

All Postdoctoral Scholars hired on or after 7/1/03, who are not subject to the "prior commitment" clause, must have their salaries increased to the minimum level in place at time of subsequent reappointment.

Postdoctoral Scholars are paid off the Standard Table of Pay Rates.

## NON-STUDENT POSTGRADUATE RESEARCH

Fiscal Year (11 months)

### NO NEW APPOINTMENTS TO THIS TITLE EFFECTIVE 1/1/05

For Postdoctoral Scholars appointed to this title, also see Page 34 for Table of Pay Rates

	Step	Scale 10/1/2005		Scale 10/1/2006	
		Annual	Monthly	Annual	Monthly
POSTGRADUATE RESEARCH (3240)	1	31,668	2,639.00	32,304	2,692.00
	2	33,012	2,751.00	33,672	2,806.00
	3	34,536	2,878.00	35,232	2,936.00
	4	36,012	3,001.00	36,732	3,061.00
	5	37,656	3,138.00	38,412	3,201.00
	6	39,420	3,285.00	40,212	3,351.00
	7*	41,328	3,444.00	42,156	3,513.00
	8*	42,780	3,565.00	43,632	3,636.00
	9*	44,784	3,732.00	45,684	3,807.00
	10*	46,980	3,915.00	47,916	3,993.00
	11*	49,128	4,094.00	50,112	4,176.00
	12*	51,480	4,290.00	52,512	4,376.00
	13*	54,012	4,501.00	55,092	4,591.00
	14*	56,784	4,732.00	57,924	4,827.00
	15*	59,400	4,950.00	60,588	5,049.00
	16*	61,884	5,157.00	63,120	5,260.00
	17*	65,304	5,442.00	66,612	5,551.00

\*Appointment to Steps 7 - 17 requires a doctorate or its equivalent  
Rates are paid on the Standard Table of Pay Rates

## SPECIALIST SERIES

Fiscal Year (11 months)

Rank	Step	Normal Period at Salary	Scale 10/1/2005		Scale 10/1/2006		Scale 4/1/2007	
			Annual	Monthly	Annual	Monthly	Annual	Monthly
JUNIOR SPECIALIST (3330)	1	1 yr.	31,668	2,639.00	32,304	2,692.00	32,628	2,719.00
	2	1 yr.	33,768	2,814.00	34,440	2,870.00	34,788	2,899.00
ASSISTANT SPECIALIST 3320	1	2 yrs.	36,816	3,068.00	37,548	3,129.00	37,740	3,145.00
	2	2 yrs.	39,420	3,285.00	40,212	3,351.00	40,212	3,351.00
	3	2 yrs.	42,180	3,515.00	43,020	3,585.00	43,020	3,585.00
ASSOCIATE SPECIALIST 3310	1	2 yrs.	45,948	3,829.00	46,872	3,906.00	46,872	3,906.00
	2	2 yrs.	49,128	4,094.00	50,112	4,176.00	50,112	4,176.00
	3	2 yrs.	52,692	4,391.00	53,748	4,479.00	53,748	4,479.00
	4	--	55,320	4,610.00	56,424	4,702.00	56,424	4,702.00
SPECIALIST 3300	1	3 yrs.	59,400	4,950.00	60,588	5,049.00	60,588	5,049.00
	2	3 yrs.	65,304	5,442.00	66,612	5,551.00	66,612	5,551.00
	3	--	73,020	6,085.00	74,484	6,207.00	74,484	6,207.00
	4	--	81,996	6,833.00	83,640	6,970.00	83,640	6,970.00
	5	--	90,948	7,579.00	92,772	7,731.00	92,772	7,731.00

**LIBRARIAN SERIES - FISCAL YEAR  
REPRESENTED AND NON-REPRESENTED LIBRARIANS**

<u>Rank</u>	Step	Years at Step	Scale 10/1/2005		Scale 10/1/2006	
			Annual	Monthly	Annual	Monthly
<b>Assistant Librarian</b>	1	2	39,000	3,250.00	40,008	3,334.00
3620-Career	2	2	41,376	3,448.00	42,204	3,517.00
3621-Potential Career	3	2	43,860	3,655.00	44,736	3,728.00
3622-Temporary						
<b>Associate Librarian</b>	1	2	43,860	3,655.00	44,736	3,728.00
3616-Career	2	2	46,932	3,911.00	47,868	3,989.00
3617-Potential Career	3	2	50,208	4,184.00	51,216	4,268.00
3618-Temporary	4	2	53,676	4,473.00	54,744	4,562.00
	5	2	57,384	4,782.00	58,536	4,878.00
	6	2	61,332	5,111.00	62,556	5,213.00
	7	3	65,448	5,454.00	66,756	5,563.00
<b>Librarian</b>	1	3	65,448	5,454.00	66,756	5,563.00
3612-Career	2	3	71,916	5,993.00	73,356	6,113.00
3613-Potential Career	3	3	78,396	6,533.00	79,968	6,664.00
3614-Temporary	4	3	84,060	7,005.00	85,740	7,145.00
	5	---	90,624	7,552.00	92,436	7,703.00
	6	---	97,416	8,118.00	99,360	8,280.00
	7	---	104,532	8,711.00	106,620	8,885.00

This salary scale applies to both represented and non-represented employees in these titles. For employees in any of the above-referenced titles who are exclusively represented, the application of the Salary Scale is subject to the requirements of the Higher Education Employer-Employee Relations Act (HEERA). For librarians who are exclusively represented, the Salary Scale applies only to the extent provided for in the MOU.

## ASSISTANT AND ASSOCIATE UNIVERSITY LIBRARIANS

Fiscal Year (11 months)

	Salary Scale 10/1/2005		Salary Scale 10/1/2006	
	ANNUAL RANGE	MONTHLY RANGE	ANNUAL RANGE	MONTHLY RANGE
ASSISTANT UNIVERSITY LIBRARIAN (3610)	58,800 - 107,900	4,900.00 - 8,991.67	60,000 - 110,100	5,000.00 - 9,175.00
ASSOCIATE UNIVERSITY LIBRARIAN (3600)	62,100 - 118,700	5,175.00 - 9,891.67	63,300 - 121,100	5,275.00 - 10,091.67

**CONTINUING EDUCATOR**

FISCAL YEAR

Level Title Code	Salary Scale 10/1/05						Salary Scale 10/1/06					
	1 (3520)		2 (3521)		3 (3522)		1 (3520)		2 (3521)		3 (3522)	
	Salary Range		Salary Range		Salary Range		Salary Range		Salary Range		Salary Range	
	<u>Annual</u>	<u>Monthly</u>	<u>Annual</u>	<u>Monthly</u>	<u>Annual</u>	<u>Monthly</u>	<u>Annual</u>	<u>Monthly</u>	<u>Annual</u>	<u>Monthly</u>	<u>Annual</u>	<u>Monthly</u>
<b>Minimum</b>	41,328	3,444.00	50,292	4,191.00	60,624	5,052.00	42,156	3,513.00	51,300	4,275.00	61,836	5,153.00
<b>Maximum</b>	74,724	6,227.00	88,752	7,396.00	124,560	10,380.00	76,224	6,352.00	90,528	7,544.00	127,056	10,588.00

For salary levels within range, see Academic Standard Table of Pay Rates.

**ACADEMIC ADMINISTRATOR SERIES**

Fiscal Year (11 months)

**Salary Scale 10/1/2006**

<b>1</b> (1061)		<b>2</b> (1062)		<b>3</b> (1063)		<b>4</b> (1064)		<b>5</b> (1065)		<b>6</b> (1066)		<b>7</b> (1067)	
<u>Annual</u>	<u>Monthly</u>												
44,700	3,725	50,112	4,176	56,424	4,702	63,120	5,260	71,484	5,957	80,112	6,676	88,344	7,362
45,684	3,807	51,300	4,275	57,924	4,827	64,896	5,408	73,104	6,092	81,912	6,826	90,528	7,544
46,872	3,906	52,512	4,376	59,184	4,932	66,612	5,551	74,484	6,207	83,640	6,970	92,772	7,731
47,916	3,993	53,748	4,479	60,588	5,049	67,944	5,662	76,224	6,352	85,800	7,150	94,884	7,907
49,056	4,088	55,092	4,591	61,836	5,153	69,696	5,808	78,372	6,531	86,628	7,219	97,020	8,085
50,112	4,176	56,424	4,702	63,120	5,260	71,484	5,957	80,112	6,676	88,344	7,362	99,576	8,298
51,300	4,275	57,924	4,827	64,896	5,408	73,104	6,092	81,912	6,826	90,528	7,544	102,264	8,522
52,512	4,376	59,184	4,932	66,612	5,551	74,484	6,207	83,640	6,970	92,772	7,731	104,736	8,728
53,748	4,479	60,588	5,049	67,944	5,662	76,224	6,352	85,800	7,150	94,884	7,907	107,220	8,935
55,092	4,591	61,836	5,153	69,696	5,808	78,372	6,531	86,628	7,219	97,020	8,085	109,920	9,160
56,424	4,702	63,120	5,260	71,484	5,957	80,112	6,676	88,344	7,362	99,576	8,298	112,596	9,383
57,924	4,827	64,896	5,408	73,104	6,092	81,912	6,826	90,528	7,544	102,264	8,522	115,380	9,615
59,184	4,932	66,612	5,551	74,484	6,207	83,640	6,970	92,772	7,731	104,736	8,728	118,176	9,848
60,588	5,049	67,944	5,662	76,224	6,352	85,800	7,150	94,884	7,907	107,220	8,935	121,092	10,091
61,836	5,153	69,696	5,808	78,372	6,531	86,628	7,219	97,020	8,085	109,920	9,160	124,068	10,339

**ACADEMIC COORDINATOR - Academic Year (9 months)**

**SALARY SCALE 412007**

<b>I (0840)</b>				<b>II (0842)</b>				<b>III (0844)</b>			
<u>Step</u>	<u>Years at Step</u>	<u>Annual</u>	<u>Monthly</u>	<u>Step</u>	<u>Years at Step</u>	<u>Annual</u>	<u>Monthly</u>	<u>Step</u>	<u>Years at Step</u>	<u>Annual</u>	<u>Monthly</u>
1	2	37,740	3,145	1	2	49,056	4,088	1	3	61,836	5,153
2	2	39,516	3,293	2	2	51,300	4,275	2	3	66,612	5,551
3	2	41,136	3,428	3	2	53,748	4,479	3	3	71,484	5,957
4	2	43,020	3,585	4	2	56,424	4,702	4	3	76,224	6,352
5	2	44,700	3,725	5	2	59,184	4,932	5	3	81,912	6,826
6	2	46,872	3,906	6	2	61,836	5,153	6	3	88,344	7,362
7	2	49,056	4,088	7	2	64,896	5,408	7	3	94,884	7,907
8	2	51,300	4,275	8	2	67,944	5,662	8	3	102,264	8,522
9	2	53,748	4,479	9	2	71,484	5,957	9	--	109,920	9,160
10	2	56,424	4,702	10	2	74,484	6,207				
11	2	59,184	4,932	11	2	78,372	6,531				
12	2	61,836	5,153	12	2	81,912	6,826				
13	2	64,896	5,408	13	2	85,800	7,150				
14	2	67,944	5,662	14	2	90,528	7,544				
15	--	71,484	5,957	15	--	94,884	7,907				

**ACADEMIC COORDINATOR - Fiscal Year (11 months)**

Salary Scale 10/1/2006

<b>I (0841)</b>				<b>II (0843)</b>				<b>III (0845)</b>			
<u>Step</u>	<u>Years at Step</u>	<u>Annual</u>	<u>Monthly</u>	<u>Step</u>	<u>Years at Step</u>	<u>Annual</u>	<u>Monthly</u>	<u>Step</u>	<u>Years at Step</u>	<u>Annual</u>	<u>Monthly</u>
1	2	43,020	3,585	1	2	56,424	4,702	1	3	71,484	5,957
2	2	44,700	3,725	2	2	59,184	4,932	2	3	76,224	6,352
3	2	46,872	3,906	3	2	61,836	5,153	3	3	81,912	6,826
4	2	49,056	4,088	4	2	64,896	5,408	4	3	88,344	7,362
5	2	51,300	4,275	5	2	67,944	5,662	5	3	94,884	7,907
6	2	53,748	4,479	6	2	71,484	5,957	6	3	102,264	8,522
7	2	56,424	4,702	7	2	74,484	6,207	7	3	109,920	9,160
8	2	59,184	4,932	8	2	78,372	6,531	8	3	118,176	9,848
9	2	61,836	5,153	9	2	81,912	6,826	9	--	127,056	10,588
10	2	64,896	5,408	10	2	85,800	7,150				
11	2	67,944	5,662	11	2	90,528	7,544				
12	2	71,484	5,957	12	2	94,884	7,907				
13	2	74,484	6,207	13	2	99,576	8,298				
14	2	78,372	6,531	14	2	104,736	8,728				
15	--	81,912	6,826	15	--	109,920	9,160				

**ACADEMIC STANDARD TABLE OF PAY RATES**

<b>Salary Scale 10/1/05</b>			<b>Salary Scale 10/1/06</b>			<b>Salary Scale 4/1/07</b>		
<u>Annual</u>	<u>Monthly</u>	<u>1/9 Monthly</u>	<u>Annual</u>	<u>Monthly</u>	<u>1/9 Monthly</u>	<u>Annual</u>	<u>Monthly</u>	<u>1/9 Monthly</u>
27,876	2,323.00	3,097.33	28,428	2,369.00	3,158.67	28,992	2,416.00	3,221.33
28,464	2,372.00	3,162.67	29,028	2,419.00	3,225.33	29,604	2,467.00	3,289.33
29,124	2,427.00	3,236.00	29,712	2,476.00	3,301.33	30,312	2,526.00	3,368.00
29,736	2,478.00	3,304.00	30,336	2,528.00	3,370.67	30,636	2,553.00	3,404.00
30,372	2,531.00	3,374.67	30,984	2,582.00	3,442.67	31,296	2,608.00	3,477.33
30,972	2,581.00	3,441.33	31,596	2,633.00	3,510.67	31,908	2,659.00	3,545.33
31,668	2,639.00	3,518.67	32,304	2,692.00	3,589.33	32,628	2,719.00	3,625.33
32,352	2,696.00	3,594.67	33,000	2,750.00	3,666.67	33,336	2,778.00	3,704.00
33,012	2,751.00	3,668.00	33,672	2,806.00	3,741.33	34,008	2,834.00	3,778.67
33,768	2,814.00	3,752.00	34,440	2,870.00	3,826.67	34,788	2,899.00	3,865.33
34,536	2,878.00	3,837.33	35,232	2,936.00	3,914.67	35,412	2,951.00	3,934.67
35,208	2,934.00	3,912.00	35,916	2,993.00	3,990.67	36,096	3,008.00	4,010.67
36,012	3,001.00	4,001.33	36,732	3,061.00	4,081.33	36,912	3,076.00	4,101.33
36,816	3,068.00	4,090.67	37,548	3,129.00	4,172.00	37,740	3,145.00	4,193.33
37,656	3,138.00	4,184.00	38,412	3,201.00	4,268.00	38,604	3,217.00	4,289.33
38,556	3,213.00	4,284.00	39,324	3,277.00	4,369.33	39,516	3,293.00	4,390.67
39,420	3,285.00	4,380.00	40,212	3,351.00	4,468.00	40,212	3,351.00	4,468.00
40,332	3,361.00	4,481.33	41,136	3,428.00	4,570.67	41,136	3,428.00	4,570.67
41,328	3,444.00	4,592.00	42,156	3,513.00	4,684.00	42,156	3,513.00	4,684.00
42,180	3,515.00	4,686.67	43,020	3,585.00	4,780.00	43,020	3,585.00	4,780.00
42,780	3,565.00	4,753.33	43,632	3,636.00	4,848.00	43,632	3,636.00	4,848.00
43,824	3,652.00	4,869.33	44,700	3,725.00	4,966.67	44,700	3,725.00	4,966.67
44,784	3,732.00	4,976.00	45,684	3,807.00	5,076.00	45,684	3,807.00	5,076.00
45,948	3,829.00	5,105.33	46,872	3,906.00	5,208.00	46,872	3,906.00	5,208.00
46,980	3,915.00	5,220.00	47,916	3,993.00	5,324.00	47,916	3,993.00	5,324.00
48,096	4,008.00	5,344.00	49,056	4,088.00	5,450.67	49,056	4,088.00	5,450.67
49,128	4,094.00	5,458.67	50,112	4,176.00	5,568.00	50,112	4,176.00	5,568.00
50,292	4,191.00	5,588.00	51,300	4,275.00	5,700.00	51,300	4,275.00	5,700.00
51,480	4,290.00	5,720.00	52,512	4,376.00	5,834.67	52,512	4,376.00	5,834.67
52,692	4,391.00	5,854.67	53,748	4,479.00	5,972.00	53,748	4,479.00	5,972.00
54,012	4,501.00	6,001.33	55,092	4,591.00	6,121.33	55,092	4,591.00	6,121.33
55,320	4,610.00	6,146.67	56,424	4,702.00	6,269.33	56,424	4,702.00	6,269.33
56,784	4,732.00	6,309.33	57,924	4,827.00	6,436.00	57,924	4,827.00	6,436.00

**ACADEMIC STANDARD TABLE OF PAY RATES**

<b>Salary Scale 10/1/05</b>			<b>Salary Scale 10/1/06</b>			<b>Salary Scale 4/1/07</b>		
<b><u>Annual</u></b>	<b><u>Monthly</u></b>	<b><u>1/9 Monthly</u></b>	<b><u>Annual</u></b>	<b><u>Monthly</u></b>	<b><u>1/9 Monthly</u></b>	<b><u>Annual</u></b>	<b><u>Monthly</u></b>	<b><u>1/9 Monthly</u></b>
58,020	4,835.00	6,446.67	59,184	4,932.00	6,576.00	59,184	4,932.00	6,576.00
59,400	4,950.00	6,600.00	60,588	5,049.00	6,732.00	60,588	5,049.00	6,732.00
60,624	5,052.00	6,736.00	61,836	5,153.00	6,870.67	61,836	5,153.00	6,870.67
61,884	5,157.00	6,876.00	63,120	5,260.00	7,013.33	63,120	5,260.00	7,013.33
63,624	5,302.00	7,069.33	64,896	5,408.00	7,210.67	64,896	5,408.00	7,210.67
65,304	5,442.00	7,256.00	66,612	5,551.00	7,401.33	66,612	5,551.00	7,401.33
66,612	5,551.00	7,401.33	67,944	5,662.00	7,549.33	67,944	5,662.00	7,549.33
68,328	5,694.00	7,592.00	69,696	5,808.00	7,744.00	69,696	5,808.00	7,744.00
70,080	5,840.00	7,786.67	71,484	5,957.00	7,942.67	71,484	5,957.00	7,942.67
71,676	5,973.00	7,964.00	73,104	6,092.00	8,122.67	73,104	6,092.00	8,122.67
73,020	6,085.00	8,113.33	74,484	6,207.00	8,276.00	74,484	6,207.00	8,276.00
74,724	6,227.00	8,302.67	76,224	6,352.00	8,469.33	76,224	6,352.00	8,469.33
76,836	6,403.00	8,537.33	78,372	6,531.00	8,708.00	78,372	6,531.00	8,708.00
78,540	6,545.00	8,726.67	80,112	6,676.00	8,901.33	80,112	6,676.00	8,901.33
80,304	6,692.00	8,922.67	81,912	6,826.00	9,101.33	81,912	6,826.00	9,101.33
81,996	6,833.00	9,110.67	83,640	6,970.00	9,293.33	83,640	6,970.00	9,293.33
84,120	7,010.00	9,346.67	85,800	7,150.00	9,533.33	85,800	7,150.00	9,533.33
84,924	7,077.00	9,436.00	86,628	7,219.00	9,625.33	86,628	7,219.00	9,625.33
86,616	7,218.00	9,624.00	88,344	7,362.00	9,816.00	88,344	7,362.00	9,816.00
88,752	7,396.00	9,861.33	90,528	7,544.00	10,058.67	90,528	7,544.00	10,058.67
90,948	7,579.00	10,105.33	92,772	7,731.00	10,308.00	92,772	7,731.00	10,308.00
93,024	7,752.00	10,336.00	94,884	7,907.00	10,542.67	94,884	7,907.00	10,542.67
95,112	7,926.00	10,568.00	97,020	8,085.00	10,780.00	97,020	8,085.00	10,780.00
97,620	8,135.00	10,846.67	99,576	8,298.00	11,064.00	99,576	8,298.00	11,064.00
100,260	8,355.00	11,140.00	102,264	8,522.00	11,362.67	102,264	8,522.00	11,362.67
102,684	8,557.00	11,409.33	104,736	8,728.00	11,637.33	104,736	8,728.00	11,637.33
105,120	8,760.00	11,680.00	107,220	8,935.00	11,913.33	107,220	8,935.00	11,913.33
107,760	8,980.00	11,973.33	109,920	9,160.00	12,213.33	109,920	9,160.00	12,213.33
110,388	9,199.00	12,265.33	112,596	9,383.00	12,510.67	112,596	9,383.00	12,510.67
113,112	9,426.00	12,568.00	115,380	9,615.00	12,820.00	115,380	9,615.00	12,820.00
115,860	9,655.00	12,873.33	118,176	9,848.00	13,130.67	118,176	9,848.00	13,130.67
118,716	9,893.00	13,190.67	121,092	10,091.00	13,454.67	121,092	10,091.00	13,454.67
121,632	10,136.00	13,514.67	124,068	10,339.00	13,785.33	124,068	10,339.00	13,785.33
124,560	10,380.00	13,840.00	127,056	10,588.00	14,117.33	127,056	10,588.00	14,117.33

54,012	4,501.00	6,001.33	55,092	4,591.00	6,121.33
55,320	4,610.00	6,146.67	56,424	4,702.00	6,269.33
56,784	4,732.00	6,309.33	57,924	4,827.00	6,436.00

**ACADEMIC COORDINATOR - Fiscal Year (11 months)**

Salary Scale 10/1/2006

<b>I (0841)</b>				<b>II (0843)</b>				<b>III (0845)</b>			
<u>Step</u>	<u>Years at Step</u>	<u>Annual</u>	<u>Monthly</u>	<u>Step</u>	<u>Years at Step</u>	<u>Annual</u>	<u>Monthly</u>	<u>Step</u>	<u>Years at Step</u>	<u>Annual</u>	<u>Monthly</u>
1	2	43,020	3,585	1	2	56,424	4,702	1	3	71,484	5,957
2	2	44,700	3,725	2	2	59,184	4,932	2	3	76,224	6,352
3	2	46,872	3,906	3	2	61,836	5,153	3	3	81,912	6,826
4	2	49,056	4,088	4	2	64,896	5,408	4	3	88,344	7,362
5	2	51,300	4,275	5	2	67,944	5,662	5	3	94,884	7,907
6	2	53,748	4,479	6	2	71,484	5,957	6	3	102,264	8,522
7	2	56,424	4,702	7	2	74,484	6,207	7	3	109,920	9,160
8	2	59,184	4,932	8	2	78,372	6,531	8	3	118,176	9,848
9	2	61,836	5,153	9	2	81,912	6,826	9	--	127,056	10,588
10	2	64,896	5,408	10	2	85,800	7,150				
11	2	67,944	5,662	11	2	90,528	7,544				
12	2	71,484	5,957	12	2	94,884	7,907				
13	2	74,484	6,207	13	2	99,576	8,298				
14	2	78,372	6,531	14	2	104,736	8,728				
15	--	81,912	6,826	15	--	109,920	9,160				

**PROJECT (E.G. SCIENTIST) SERIES**

Fiscal Year (11 months)

<u>Rank</u>	<u>Step</u>	<u>Year at Step</u>	<u>Salary Scale 10/1/2005</u>		<u>Salary Scale 10/1/2006</u>	
			<u>Annual</u>	<u>Monthly</u>	<u>Annual</u>	<u>Monthly</u>
<b>Assistant Project</b> 3394	1	2	46,700	3,891.67	47,600	3,966.67
	2	2	49,300	4,108.33	50,300	4,191.67
	3	2	51,900	4,325.00	52,900	4,408.33
	4	2	54,800	4,566.67	55,900	4,658.33
	5	2	57,500	4,791.67	58,700	4,891.67
	6	2	60,400	5,033.33	61,600	5,133.33
<b>Associate Project</b> 3392	1	2	57,600	4,800.00	58,800	4,900.00
	2	2	60,500	5,041.67	61,700	5,141.67
	3	2	64,000	5,333.33	65,300	5,441.67
	4	3	67,900	5,658.33	69,300	5,775.00
	5	3	72,900	6,075.00	74,400	6,200.00
<b>Project</b> 3390	1	3	68,000	5,666.67	69,400	5,783.33
	2	3	73,000	6,083.33	74,500	6,208.33
	3	3	79,200	6,600.00	80,800	6,733.33
	4	3	85,900	7,158.33	87,600	7,300.00
	5	-	93,100	7,758.33	95,000	7,916.67
	6	-	101,100	8,425.00	103,100	8,591.67
	7	-	109,700	9,141.67	111,900	9,325.00
	8	-	118,800	9,900.00	121,200	10,100.00
	9	-	129,000	10,750.00	131,600	10,966.67

**PROJECT (E.G. SCIENTIST) SERIES - Fiscal Year (11 months)  
BUSINESS/MANAGEMENT and ENGINEERING**

<u>Rank</u>	<u>Step</u>	<u>Year at Step</u>	<u>Salary Scale 10/1/2004</u>		<u>Salary Scale 10/1/2006</u>	
			<u>Annual</u>	<u>Monthly</u>	<u>Annual</u>	<u>Monthly</u>
<b>Assistant Project</b> 3395	1	2	61,900	5,158.33	63,100	5,258.33
	2	2	65,100	5,425.00	66,400	5,533.33
	3	2	68,400	5,700.00	69,800	5,816.67
	4	2	71,600	5,966.67	73,000	6,083.33
	5	2	74,900	6,241.67	76,400	6,366.67
	6	2	77,700	6,475.00	79,300	6,608.33
<b>Associate Project</b> 3393	1	2	75,000	6,250.00	76,500	6,375.00
	2	2	77,800	6,483.33	79,400	6,616.67
	3	2	80,800	6,733.33	82,400	6,866.67
	4	3	83,200	6,933.33	84,900	7,075.00
	5	3	86,000	7,166.67	87,700	7,308.33
<b>Project</b> 3391	1	3	83,300	6,941.67	85,000	7,083.33
	2	3	86,100	7,175.00	87,800	7,316.67
	3	3	91,300	7,608.33	93,100	7,758.33
	4	3	98,000	8,166.67	100,000	8,333.33
	5	-	105,500	8,791.67	107,600	8,966.67
	6	-	113,500	9,458.33	115,800	9,650.00
	7	-	121,600	10,133.33	124,000	10,333.33
	8	-	130,200	10,850.00	132,800	11,066.67
	9	-	141,400	11,783.33	144,200	12,016.67

## COORDINATOR OF FIELD WORK

	<b>Scale 10/1/2005</b>	<b>Scale 10/1/2006</b>
Academic Year (9 months) - 2240	38,328 - 101,448	39,096 - 103,476
Academic Year (9 months) Continuing - 2241	42,552 - 101,448	43,404 - 103,476
Fiscal Year (11 months) - 2245	44,472 - 120,456	45,360 - 122,868
Fiscal Year (11 months) Continuing - 2246	48,840 - 120,456	49,812 - 122,868

For salary levels within range, see Lecturer & Other Unit 18 Titles Table of Pay Rates

**FACULTY RECRUITMENT ALLOWANCE PROGRAM**  
(formerly known as Salary Differential Housing Allowance)

	<b>Effective 10/1/05</b>	<b>Effective 10/1/06</b>
<b>Maximum Allowable</b>	54,400 *	55,500*

**\*By Exception:** Effective 12/04, Deans have authority to approve housing allowances up to \$100,000.  
See delegation of authority memo dated 12/21/04.

## PROVOSTS AND DEPARTMENT CHAIRS

<b>Provosts</b> (1099)		<b>Scale 10/1/2005</b>	<b>Scale 10/1/2006</b>
	Department Funds (in millions)	<b>Stipend</b>	<b>Stipend</b>
	up to \$1M	4,971.00	5,070.00
	\$1+M - \$2M	6,459.00	6,588.00
	\$2+M or more	7,966.00	8,125.00
<b>Department Chairs</b> (1096)			
	up to \$1M	7,700.00	7,854.00
	\$1+M - \$2M	9,200.00	9,384.00
	\$2+M - \$3M	10,700.00	10,914.00
	\$3+M or more	12,200.00	12,444.00

Stipends are paid in equal installments on a fiscal-year basis (7/1 through 6/30) using DOS code STP.

**UNIVERSITY OF CALIFORNIA**  
**ACADEMIC SALARY SCALES**

**OCTOBER 1, 2006**

## ACADEMIC SALARY SCALES NOTES

### FACULTY-LADDER RANKS--PROFESSOR SERIES

#### I. Rank and Step

- A. The "step" of an appointee is indicated by a Roman numeral after the rank -- e.g., Assistant Professor, Step 2; Associate Professor, Step 2; Professor, Step 2. The step is not part of the title or the rank. Rather, it is an indicator of the stage of advancement of the individual, and is used primarily to keep a record of such advancement.
- B. For statistical purposes, years at rank and step for appointees are recorded in their individual salary history record as follows:
  1. An academic-year (9-months) appointee who has served at least two full quarters or one full semester in any fiscal year (July 1 through June 30) will receive one year's credit at rank and step.
  2. An academic-year (9-months) appointee who has served just one quarter in any fiscal year (July 1 through June 30) will not receive credit for that year at rank and step.
  3. A fiscal-year (11-months) appointee who is appointed during the period July 1 through January 1 will receive one year's credit at rank and step.
  4. A fiscal-year (11-months) appointee who is appointed during the period January 2 through June 30 will not receive credit for that year at rank and step.

#### II. Normal Periods of Service

- A. **Assistant Professor:** The total period of University service with the title Assistant Professor, or with this and certain other titles, shall not exceed eight years. (For complete information, see the *Academic Personnel Manual*.) The normal period of service at a given step in this rank is two years. The first four steps in rank and corresponding salary levels are for normal use. Steps 5 and 6 may be used in exceptional situations and with proper justification. Please refer to the campus policy manual, CAPM 407.690.
- B. **Associate Professor:** The normal total period of service in the rank of Associate Professor is six years. The normal period of service at any one of the first three steps of the rank is two years. Steps 4 and 5 may be used in exceptional situations and with proper justification. Please refer to the campus policy manual, CAPM 407.690.

**C. Professor:** The normal period of service at step is three years in each of the first four steps. Service at Step 5 may be of indefinite duration. Advancement to Step 6 usually will not occur after less than three years of service at Step 5, and will be granted on evidence of highly distinguished scholarship, highly meritorious service, and evidence of excellent University teaching. In interpreting these criteria, reviewers should require evidence of excellence and high merit in original scholarship or creative achievement, teaching, and service; and, in addition, great distinction, recognized nationally or internationally, in scholarly or creative achievement or in teaching. Service at Professor, Step 6, 7, 8, or 9 may be of indefinite duration. Advancement from Professor, Step 6 to Step 7, from Step 7 to Step 8, and from 8 to 9 usually will not occur after less than three years of service at the lower step, and will only be granted on evidence of continuing achievement at the level required for advancement to Step 6. CAPM 400-220.

Advancement to an above-scale salary is reserved for scholars and teachers of the highest distinction whose work has been internationally recognized and acclaimed and whose teaching performance is excellent. Except in rare and compelling cases, advancement will not occur after less than four years at Step 9. Moreover, mere length of service and continued good performance at Step 9 is not justification for further salary advancement. There must be demonstration of additional merit and distinction beyond the performance on which advancement to Step 9 was based. A further merit increase in salary for a person already serving at an above-scale salary level must be justified by new evidence of merit and distinction. Continued good service is not an adequate justification. Intervals between such salary increases may be indefinite, and only in the most superior cases where there is strong and compelling evidence will increase at intervals shorter than four years be approved. CAPM 400-220.

### III. Off-Scale Salaries

For specific guidelines for use of off-scale salaries, refer to the campus policy manual, CAPM 803.620 and the delegation of authority chart, Appendix 1.

## LIBRARIAN SERIES

### Normal Periods of Service

- (1) **Assistant Librarian:** See the Academic Personnel Manual for policy on length of service as Assistant Librarian. The period of service at each step is normally two years. The salary for Assistant Librarian, Step 3, is identical to that of Associate Librarian, Step 1. An Assistant Librarian promoted to Associate Librarian after two years' service at Step 3 will be advanced to Associate Librarian, Step 2.
- (2) **Associate Librarian:** The normal period of service in this rank is twelve years, but the University is under no obligation to promote to the rank of Librarian. Service at Step 7 is normally in lieu of promotion to the rank of Librarian and may be of indefinite duration.
- (3) **Librarian:** The normal period of service at step is three years at Steps 1, 2, 3, and 4, and of indefinite duration at Steps 5, 6 and 7. Advancement to Step 6 will normally not occur with less than three years of service at Step 5, except in unusual cases. Advancement from Step 5 to Step 6 is reserved for Librarians with a distinguished career history who have demonstrated significant achievement since attaining Step 5. Advancement to Step 7 will normally not occur with less than three years of service at Step 6.

## SUPERVISOR OF PHYSICAL EDUCATION SERIES

Refer to APM 300-18 b. for policy on normal periods of service.

**\*FACULTY - LADDER RANKS - PROFESSOR SERIES**

Academic Year (9 months)

Rank	Step	Normal Period at Salary	Scale1 0/1/2005		Scale 10/1/2006		Off-scale salary limits
			Annual	Monthly	Annual	Monthly	
ASSISTANT PROFESSOR (1300)	1	2 y r s .	47,200	3,933.33	48,100	4,008.33	59,600
	2	2 y r s .	49,900	4,158.33	50,900	4,241.67	62,500
	3	2 y r s .	52,700	4,391.67	53,800	4,483.33	66,000
	4	2 y r s .	55,700	4,641.67	56,800	4,733.33	70,000
	5	2 y r s .	58,400	4,866.67	59,600	4,966.67	70,000
	6	2 y r s .	61,300	5,108.33	62,500	5,208.33	70,000
ASSOCIATE PROFESSOR (1200)	1	2 y r s .	58,500	4,875.00	59,700	4,975.00	75,600
	2	2 y r s .	61,400	5,116.67	62,600	5,216.67	81,700
	3	2 y r s .	64,800	5,400.00	66,100	5,508.33	88,600
	4	3 y r s .	68,700	5,725.00	70,100	5,841.67	88,600
	5	3 y r s .	74,100	6,175.00	75,600	6,300.00	88,600
PROFESSOR (1100)	1	3 y r s .	68,800	5,733.33	70,200	5,850.00	104,300
	2	3 y r s .	74,200	6,183.33	75,700	6,308.33	104,300
	3	3 y r s .	80,200	6,683.33	81,800	6,816.67	104,300
	4	3 y r s .	87,000	7,250.00	88,700	7,391.67	104,300
	5	--	94,500	7,875.00	96,400	8,033.33	104,300
	6	--	102,400	8,533.33	104,400	8,700.00	144,700
	7	--	111,300	9,275.00	113,500	9,458.33	144,700
	8	--	120,500	10,041.67	122,900	10,241.67	144,700
	9	--	130,900	10,908.33	133,500	11,125.00	144,700

\*The Adjunct Professor Series, Professor In Residence Series, and Astronomer Series are also paid on the Academic Year or Fiscal Year ladder rank salary scale.

Faculty base salaries, which involve a new appointment or a merit increase, that exceed \$174,800 require Presidential approval.

**\*FACULTY - LADDER RANKS - PROFESSOR SERIES**

Fiscal Year (11 months)

Rank	Step	Normal Period at Salary	Scale 10/1/2005		Scale 10/1/2006		Off-scale salary limits
			Annual	Monthly	Annual	Monthly	
ASSISTANT PROFESSOR (1310)	1	2 yrs.	55,000	4,583.33	56,100	4,675.00	69,100
	2	2 yrs.	57,900	4,825.00	59,100	4,925.00	72,500
	3	2 yrs.	61,100	5,091.67	62,300	5,191.67	76,700
	4	2 yrs.	64,500	5,375.00	65,800	5,483.33	81,500
	5	2 yrs.	67,700	5,641.67	69,100	5,758.33	81,500
	6	2 yrs.	71,100	5,925.00	72,500	6,041.67	81,500
ASSOCIATE PROFESSOR (1210)	1	2 yrs.	67,800	5,650.00	69,200	5,766.67	87,500
	2	2 yrs.	71,200	5,933.33	72,600	6,050.00	94,900
	3	2 yrs.	75,300	6,275.00	76,800	6,400.00	102,900
	4	3 yrs.	80,000	6,666.67	81,600	6,800.00	102,900
	5	3 yrs.	85,800	7,150.00	87,500	7,291.67	102,900
PROFESSOR (1110)	1	3 yrs.	80,100	6,675.00	81,700	6,808.33	121,200
	2	3 yrs.	85,900	7,158.33	87,600	7,300.00	121,200
	3	3 yrs.	93,100	7,758.33	95,000	7,916.67	121,200
	4	3 yrs.	101,000	8,416.67	103,000	8,583.33	121,200
	5	- -	109,500	9,125.00	111,700	9,308.33	121,200
	6	- -	118,900	9,908.33	121,300	10,108.33	167,800
	7	- -	129,000	10,750.00	131,600	10,966.67	167,800
	8	- -	139,700	11,641.67	142,500	11,875.00	167,800
	9	- -	151,800	12,650.00	154,800	12,900.00	167,800

\*The Adjunct Professor Series, Professor In Residence Series, and Astronomer Series are also paid on the Academic Year or Fiscal Year ladder rank salary scale.

Faculty base salaries, which involve a new appointment or a merit increase, that exceed \$202,800 require Presidential approval.

**\*FACULTY - LADDER RANKS - SPECIALIZED SALARY SCALES  
BUSINESS ADMINISTRATION/MANAGEMENT AND ENGINEERING**

Academic Year (9 months)

Rank	Step	Normal P e r i o d at Salary	Annual		Scale 10/1/2006		Off-scale salary limits
			Scale 10/1/2005 Monthly	Annual	Monthly	Annual	
ASSISTANT PROFESSOR (1343)	1	2 yrs.	62,800	5,233.33	64,100	5,341.67	77,600
	2	2 yrs.	66,000	5,500.00	67,300	5,608.33	80,400
	3	2 yrs.	69,300	5,775.00	70,700	5,891.67	83,600
	4	2 yrs.	72,900	6,075.00	74,400	6,200.00	86,100
	5	2 yrs.	76,100	6,341.67	77,600	6,466.67	86,100
	6	2 yrs.	78,800	6,566.67	80,400	6,700.00	86,100
ASSOCIATE PROFESSOR (1243)	1	2 yrs.	76,200	6,350.00	77,700	6,475.00	88,800
	2	2 yrs.	78,900	6,575.00	80,500	6,708.33	94,500
	3	2 yrs.	82,100	6,841.67	83,700	6,975.00	101,200
	4	3 yrs.	84,500	7,041.67	86,200	7,183.33	101,200
	5	3 yrs.	87,100	7,258.33	88,800	7,400.00	101,200
PROFESSOR (1143)	1	3 yrs.	84,600	7,050.00	86,300	7,191.67	117,500
	2	3 yrs.	87,200	7,266.67	88,900	7,408.33	117,500
	3	3 yrs.	92,700	7,725.00	94,600	7,883.33	117,500
	4	3 yrs.	99,300	8,275.00	101,300	8,441.67	117,500
	5	--	106,900	8,908.33	109,000	9,083.33	117,500
	6	- -	115,300	9,608.33	117,600	9,800.00	159,600
	7	- -	123,400	10,283.33	125,900	10,491.67	159,600
	8	- -	132,800	11,066.67	135,500	11,291.67	159,600
	9	--	144,300	12,025.00	147,200	12,266.67	159,600

\*The Adjunct Professor Series, Professor in Residence Series, and the Professional Research Series (limited to faculty on research status) in the appropriate disciplines are also paid on the Academic Year or Fiscal Year Business Administration/Management and Engineering Salary Scale. On the Santa Cruz campus, faculty in the Departments and Programs in the Jack Baskin School of Engineering are paid from this scale.

Faculty<sup>y</sup> base salaries, which involve a new a<sup>pp</sup>ointment or a merit increase, that exceed \$192,800 require

**\*FACULTY - LADDER RANKS - SPECIALIZED SALARY SCALES  
BUSINESS ADMINISTRATION/MANAGEMENT AND ENGINEERING**

Fiscal Year (11 months)

Rank	Step	Normal Period at Salary	Scale 10/1/2005		Scale 10/1/2006		Off-scale salary limits
			Annual	Monthly	Annual	Monthly	
ASSISTANT PROFESSOR (1344)	1	2 yrs .	72,800	6,066.67	74,300	6,191.67	89,900
	2	2 yrs .	76,600	6,383.33	78,100	6,508.33	93,200
	3	2 yrs .	80,500	6,708.33	82,100	6,841.67	96,900
	4	2 yrs .	84,300	7,025.00	86,000	7,166.67	99,800
	5	2 yrs .	88,100	7,341.67	89,900	7,491.67	99,800
	6	2 yrs .	91,400	7,616.67	93,200	7,766.67	99,800
ASSOCIATE PROFESSOR (1244)	1	2 yrs .	88,200	7,350.00	90,000	7,500.00	103,200
	2	2 yrs .	91,500	7,625.00	93,300	7,775.00	109,400
	3	2 yrs .	95,100	7,925.00	97,000	8,083.33	117,500
	4	3 yrs .	97,900	8,158.33	99,900	8,325.00	117,500
PROFESSOR (1144)	5	3 yrs .	101,200	8,433.33	103,200	8,600.00	117,500
	1	3 yrs .	98,000	8,166.67	100,000	8,333.33	136,100
	2	3 yrs .	101,300	8,441.67	103,300	8,608.33	136,100
	3	3 yrs .	107,400	8,950.00	109,500	9,125.00	136,100
	4	3 yrs .	115,300	9,608.33	117,600	9,800.00	136,100
	5	--	124,000	10,333.33	126,500	10,541.67	136,100
	6	--	133,500	11,125.00	136,200	11,350.00	183,900
	7	--	143,000	11,916.67	145,900	12,158.33	183,900
	8	--	153,100	12,758.33	156,200	13,016.67	183,900
	9	--	166,300	13,858.33	169,600	14,133.33	183,900

\*The Adjunct Professor Series, Professor in Residence Series, and the Professional Research Series (limited to faculty on research status) in the appropriate disciplines are also paid on the Academic Year or Fiscal Year Business Administration/Management and Engineering salary scale. On the Santa Cruz campus, faculty in the Departments and Programs of the Jack Baskin School of Engineering are paid from this scale.

Faculty base salaries, which involve a new appointment or a merit increase, that exceed \$222,200 require Presidential approval.

**\*FACULTY - ACTING RANKS - PROFESSOR SERIES**

Rank	Step	Scale 10/1/2005		Scale 10/1/2006	
		Annual	Monthly	Annual	Monthly
Academic Year (9 months)					
ACTING ASSISTANT	1	44,800	3 733.33	45,700	3808.33
PROFESSOR	2	47,400	3 950.00	48,400	4033.33
(1307)	3	50,100	4 175.00	51,100	4258.33
	4	52,900	4 408.33	54,000	4500.00
Fiscal Year (11 months)					
ACTING ASSISTANT	1	52,300	4 358.33	53,300	4441.67
PROFESSOR	2	55,000	4 583.33	56,100	4675.00
(1317)	3	58,000	4 833.33	59,200	4933.33
	4	61,300	5 108.33	62,500	5208.33

\*For Acting ranks, see the Academic Personnel Manual for maximum years of service with an Acting title.  
(One year limit at Santa Cruz campus.)

Note: See the regular professorial scales for salaries for the Acting Associate Professor and Acting Professor titles.

**\*FACULTY - ACTING RANKS - SPECIALIZED SALARY SCALES  
BUSINESS ADMINISTRATION/MANAGEMENT AND ENGINEERING**

Academic Year (9 months)

Rank	Step	Scale 10/1/2005		Scale 10/1/2006	
		Annual	Monthly	Annual	Monthly
Acting Assistant Professor (1977)	1	59,700	4 975 .00	60,900	5075.00
	2	62,700	5 225 .00	63,900	5325.00
	3	65,800	5 483 .33	67,200	5600.00

Fiscal Year (11 months)

Acting Assistant Professor (1978)	1	69,200	5 766 .67	70,600	5883.33
	2	72,800	6 066 .67	74,200	6183.33
	3	76,500	6 375 .00	78,000	6500.00

\*For Acting ranks, see the Academic Personnel Manual for maximum years of service with an Acting title.  
(One year limit at Santa Cruz campus.)

Note: See the regular professorial scales for salaries for the Acting Associate Professor and Acting Professor titles.

## **FACULTY - RECALL TEACHING STIPENDS\***

Academic Year - Estimated Scale  
Stipend per Regular Quarter Course

**Scale 10/1/2005**

**Scale 10/1/2006**

### **Base Salary at Retirement\*\***

less than 60,000	6,800	6,900
60,000 - 65,000	7,000	7,100
65,000 - 70,000	7,400	7,500
70,000 - 75,000	7,900	8,100
75,000 - 80,000	8,500	8,700
80,000 - 85,000	9,200	9,400
85,000 - 90,000	9,700	9,900
more than 90,000	9,900	10,100

\*See APM - 200, Appendix A, Guidelines for Faculty Recalled for Post-Retirement Teaching, for salary guidelines for faculty members age 60 or older who have entered a pre-retirement agreement for a recall to service after retirement.

\*\*Fiscal year salaries should be converted to academic-year equivalent salaries.

## SUPERVISOR OF PHYSICAL EDUCATION SERIES

Academic Year (9 months)

Rank	Step	Normal P e r i o d at Salary	Scale 10/1/2005		Scale 10/1/2006		Scale 4/1/2007	
			Annual	Monthly	Annual	Monthly	Annual	Monthly
JUNIOR SUPERVISOR (2160)		1 yr.	35,700	2,975.00	36,400	3,033.33	36,600	3,050.00
ASSISTANT SUPERVISOR (2140)	1	2 yrs.	40,500	3,375.00	41,300	3,441.67	41,300	3,441.67
	2	2 yrs.	42,400	3,533.33	43,200	3,600.00	43,200	3,600.00
	3	2 yrs.	44,700	3,725.00	45,600	3,800.00	45,600	3,800.00
	4	2 yrs.	47,100	3,925.00	48,000	4,000.00	48,000	4,000.00
	5	2 yrs.	49,500	4,125.00	50,500	4,208.33	50,500	4,208.33
ASSOCIATE SUPERVISOR (2120)	1	2 yrs.	49,600	4,133.33	50,600	4,216.67	50,600	4,216.67
	2	2 yrs.	52,400	4,366.67	53,400	4,450.00	53,400	4,450.00
	3	--	55,400	4,616.67	56,500	4,708.33	56,500	4,708.33
SUPERVISOR (2100)	1	3 yrs.	59,000	4,916.67	60,200	5,016.67	60,200	5,016.67
	2	3 yrs.	62,900	5,241.67	64,200	5,350.00	64,200	5,350.00
	3	3 yrs.	68,700	5,725.00	70,100	5,841.67	70,100	5,841.67
	4	--	75,200	6,266.67	76,700	6,391.67	76,700	6,391.67
	5	--	81,900	6,825.00	83,500	6,958.33	83,500	6,958.33
	6	--	87,400	7,283.33	89,100	7,425.00	89,100	7,425.00
	7	--	93,600	7,800.00	95,500	7,958.33	95,500	7,958.33

**LECTURERS AND SENIOR LECTURERS WITH SECURITY OF EMPLOYMENT  
and WITH POTENTIAL SECURITY OF EMPLOYMENT  
(Use SOE Table of Pay Rates)**

Academic Year (9 months)	Salary Scale 10/1/2005				Salary Scale 10/1/2006			
	Annual Range		Monthly Range		Annual Range		Monthly Range	
Senior Lecturer with Security of Employment (1603) Potential Security of Employment - 100% (1683)	69,252	- 112,668	5,771.00	- 9,389.00	70,632	- 114,924	5,886.00	- 9,577.00
Lecturer with Security of Employment (1607) Potential Security of Employment- 100% (1680)	41,712	- 112,668	3,476.00	- 9,389.00	42,552	- 114,924	3,546.00	- 9,577.00
Fiscal Year (11 months)								
Senior Lecturer with Security of Employment (1613) Potential Security of Employment - 100% (1685)	80,100	- 133,680	6,675.00	- 11,140.00	81,708	- 136,356	6,809.00	- 11,363.00
Lecturer with Security of Employment (1617) Potential Security of Employment - 100% (1682)	47,772	- 133,680	3,981.00	- 11,140.00	48,732	- 136,356	4,061.00	- 11,363.00

For salary levels within range, see Lecturers and Senior Lecturers with SOE Table of Pay Rates.

# LECTURERS AND SENIOR LECTURERS WITH SECURITY OF EMPLOYMENT

## TABLE OF PAY RATES

Salary Scale 10/1/2005		Salary Scale 10/1/2006	
Annual	Monthly	Annual	Monthly
41,712	3,476.00	42,552	3,546.00
42,648	3,554.00	43,500	3,625.00
43,596	3,633.00	44,472	3,706.00
44,640	3,720.00	45,528	3,794.00
45,672	3,806.00	46,584	3,882.00
46,752	3,896.00	47,688	3,974.00
47,772	3,981.00	48,732	4,061.00
48,888	4,074.00	49,860	4,155.00
50,064	4,172.00	51,060	4,255.00
51,192	4,266.00	52,212	4,351.00
52,452	4,371.00	53,496	4,458.00
53,676	4,473.00	54,744	4,562.00
54,912	4,576.00	56,016	4,668.00
56,148	4,679.00	57,276	4,773.00
57,528	4,794.00	58,680	4,890.00
58,836	4,903.00	60,012	5,001.00
60,204	5,017.00	61,404	5,117.00
61,704	5,142.00	62,940	5,245.00
63,228	5,269.00	64,488	5,374.00
64,896	5,408.00	66,192	5,516.00
66,300	5,525.00	67,632	5,636.00
67,872	5,656.00	69,228	5,769.00
69,252	5,771.00	70,632	5,886.00
70,716	5,893.00	72,132	6,011.00
72,696	6,058.00	74,148	6,179.00
74,592	6,216.00	76,080	6,340.00
76,104	6,342.00	77,628	6,469.00

# LECTURERS AND SENIOR LECTURERS WITH SECURITY OF EMPLOYMENT

## TABLE OF PAY RATES

Salary Scale 10/1/2005		Salary Scale 10/1/2006	
Annual	Monthly	Annual	Monthly
78,072	6,506.00	79,632	6,636.00
80,100	6,675.00	81,708	6,809.00
81,888	6,824.00	83,520	6,960.00
83,472	6,956.00	85,140	7,095.00
85,428	7,119.00	87,132	7,261.00
87,780	7,315.00	89,532	7,461.00
89,808	7,484.00	91,608	7,634.00
91,776	7,648.00	93,612	7,801.00
93,660	7,805.00	95,532	7,961.00
96,108	8,009.00	98,028	8,169.00
98,004	8,167.00	99,960	8,330.00
99,972	8,331.00	101,976	8,498.00
102,408	8,534.00	104,460	8,705.00
104,976	8,748.00	107,076	8,923.00
107,292	8,941.00	109,440	9,120.00
109,740	9,145.00	111,936	9,328.00
112,668	9,389.00	114,924	9,577.00
115,656	9,638.00	117,972	9,831.00
118,524	9,877.00	120,900	10,075.00
121,308	10,109.00	123,732	10,311.00
124,332	10,361.00	126,816	10,568.00
127,368	10,614.00	129,912	10,826.00
130,488	10,874.00	133,092	11,091.00
133,680	11,140.00	136,356	11,363.00

**UNIT 18 LECTURER TITLES - NON-SENATE INSTRUCTIONAL (NSI) UNIT 18**

ACADEMIC YEAR	Salary Scale 7/1/2005				Salary Scale 10/1/2005				Salary Scale 10/1/2006			
	Annual		Monthly		Annual		Monthly		Annual		Monthly	
Lecturer 9/9 (1632)	37,572	99,456	4,174.67	11,050.67	38,328	101,448	4,258.67	11,272.00	39,096	103,476	4,344.00	11,497.33
Lecturer 9/12 (1630)	37,572	99,456	3,131.00	8,288.00	38,328	101,448	4,258.67	8,454.00	39,096	103,476	3,258.00	8,623.00
Lecturer-Continuing 9/9 (1633)	41,712	99,456	4,634.67	11,050.67	42,552	101,448	4,728.00	11,272.00	43,404	103,476	4,822.67	11,497.33
Lecturer-Continuing 9/12 (1631)	41,712	99,456	3,476.00	8,288.00	42,552	101,448	4,728.00	8,454.00	43,404	103,476	3,617.00	8,623.00
Senior Lecturer 9/9 (1 642)*	67,500	99,456	7,500.00	11,050.67	68,800	101,448	7,644.44	11,272.00	70200	103,476	7,800.00	11,497.33
Senior Lecturer 9/12 (1640)*	67,500	99,456	5,625.00	8,288.00	68,800	101,448	7,644.44	8,454.00	70200	103,476	5,850.00	8,623.00
Sr. Lecturer-Continuing 9/9 (1643)*	67,500	99,456	7,500.00	11,050.67	68,800	101,448	7,644.44	11,272.00	70200	103,476	7,800.00	11,497.33
Sr. Lecturer-Continuing 9/12 (1641)*	67,500	99,456	5,625.00	8,288.00	68,800	101,448	7,644.44	8,454.00	70200	103,476	5,850.00	8,623.00
<b>FISCAL YEAR</b>												
Lecturer (1634)	43,596	118,092	3,633.00	9,841.00	44,472	120,456	4,941.33	10,038.00	45,360	122,868	3,780.00	10,239.00
Lecturer-Continuing (1635)	47,880	118,092	3,990.00	9,841.00	48,840	120,456	5,426.67	10,038.00	49,812	122,868	4,151.00	10,239.00
Senior Lecturer (1644)*	78,500	118,092	6,541.67	9,841.00	80,100	120,456	8,900.00	10,038.00	81700	122,868	6,808.33	10,239.00
Sr. Lecturer-Continuing (1645)*	78,500	118,092	6,541.67	9,841.00	71,004	120,456	7,889.33	10,038.00	72,420	122,868	6,035.00	10,239.00

For salary levels within range, see Unit 18 Lecturer Table of Pay Rates.

Salaries for exclusively represented appointees are set through the collective bargaining process.

\*At UCSC Senior Lecturers may not receive less than the rate for Professor, Step 1 (CAPM 516.000 V111 .A). Minimum rates shown above reflect Professor, Step 1

**LECTURER and OTHER UNIT 18 TITLES**

**TABLE OF PAY RATES**

<b>Salary Scale 7/1/2005</b>			<b>Salary Scale 10/1/2005</b>			<b>Salary Scale 10/1/2006</b>		
<b>Annual</b>	<b>Monthly 1/9 Month</b>		<b>Annual</b>	<b>Monthly 1/9 Month</b>		<b>Annual</b>	<b>Monthly</b>	<b>1/9 Month</b>
37,572	3,131.00	4,174.67	38,328	3,194.00	4,258.67	39,096	3,258.00	4,344.00
38,376	3,198.00	4,264.00	39,144	3,262.00	4,349.33	39,924	3,327.00	4,436.00
39,264	3,272.00	4,362.67	40,044	3,337.00	4,449.33	40,848	3,404.00	4,538.67
40,200	3,350.00	4,466.67	41,004	3,417.00	4,556.00	41,820	3,485.00	4,646.67
41,112	3,426.00	4,568.00	41,940	3,495.00	4,660.00	42,780	3,565.00	4,753.33
41,712	3,476.00	4,634.67	42,552	3,546.00	4,728.00	43,404	3,617.00	4,822.67
42,588	3,549.00	4,732.00	43,440	3,620.00	4,826.67	44,304	3,692.00	4,922.67
43,596	3,633.00	4,844.00	44,472	3,706.00	4,941.33	45,360	3,780.00	5,040.00
44,676	3,723.00	4,964.00	45,564	3,797.00	5,062.67	46,476	3,873.00	5,164.00
45,660	3,805.00	5,073.33	46,572	3,881.00	5,174.67	47,508	3,959.00	5,278.67
46,812	3,901.00	5,201.33	47,748	3,979.00	5,305.33	48,708	4,059.00	5,412.00
47,880	3,990.00	5,320.00	48,840	4,070.00	5,426.67	49,812	4,151.00	5,534.67
48,996	4,083.00	5,444.00	49,980	4,165.00	5,553.33	50,976	4,248.00	5,664.00
50,088	4,174.00	5,565.33	51,084	4,257.00	5,676.00	52,104	4,342.00	5,789.33
51,264	4,272.00	5,696.00	52,284	4,357.00	5,809.33	53,328	4,444.00	5,925.33
52,476	4,373.00	5,830.67	53,520	4,460.00	5,946.67	54,588	4,549.00	6,065.33
53,700	4,475.00	5,966.67	54,780	4,565.00	6,086.67	55,872	4,656.00	6,208.00
55,056	4,588.00	6,117.33	56,160	4,680.00	6,240.00	57,288	4,774.00	6,365.33
56,376	4,698.00	6,264.00	57,504	4,792.00	6,389.33	58,656	4,888.00	6,517.33
57,888	4,824.00	6,432.00	59,040	4,920.00	6,560.00	60,216	5,018.00	6,690.67
59,136	4,928.00	6,570.67	60,324	5,027.00	6,702.67	61,536	5,128.00	6,837.33
60,552	5,046.00	6,728.00	61,764	5,147.00	6,862.67	63,000	5,250.00	7,000.00
61,812	5,151.00	6,868.00	63,048	5,254.00	7,005.33	64,308	5,359.00	7,145.33
63,072	5,256.00	7,008.00	64,332	5,361.00	7,148.00	65,616	5,468.00	7,290.67
64,824	5,402.00	7,202.67	66,120	5,510.00	7,346.67	67,440	5,620.00	7,493.33
66,564	5,547.00	7,396.00	67,896	5,658.00	7,544.00	69,252	5,771.00	7,694.67
67,896	5,658.00	7,544.00	69,252	5,771.00	7,694.67	70,632	5,886.00	7,848.00
69,612	5,801.00	7,734.67	71,004	5,917.00	7,889.33	72,420	6,035.00	8,046.67
71,448	5,954.00	7,938.67	72,876	6,073.00	8,097.33	74,328	6,194.00	8,258.67
73,032	6,086.00	8,114.67	74,496	6,208.00	8,277.33	75,984	6,332.00	8,442.67
74,412	6,201.00	8,268.00	75,900	6,325.00	8,433.33	77,424	6,452.00	8,602.67
76,176	6,348.00	8,464.00	77,700	6,475.00	8,633.33	79,260	6,605.00	8,806.67

**LECTURER and OTHER UNIT 18 TITLES**

**TABLE OF PAY RATES**

Salary Scale 7/1/2005			Salary Scale 10/1/2005			Salary Scale 10/1/2006		
Annual	Monthly	1/9 Month	Annual	Monthly	1/9 Month	Annual	Monthly	1/9 Month
78,312	6,526.00	8,701.33	79,884	6,657.00	8,876.00	81,480	6,790.00	9,053.33
80,016	6,668.00	8,890.67	81,612	6,801.00	9,068.00	83,244	6,937.00	9,249.33
81,852	6,821.00	9,094.67	83,484	6,957.00	9,276.00	85,152	7,096.00	9,461.33
82,776	6,898.00	9,197.33	84,432	7,036.00	9,381.33	86,124	7,177.00	9,569.33
84,900	7,075.00	9,433.33	86,604	7,217.00	9,622.67	88,332	7,361.00	9,814.67
86,568	7,214.00	9,618.67	88,296	7,358.00	9,810.67	90,060	7,505.00	10,006.67
88,284	7,357.00	9,809.33	90,048	7,504.00	10,005.33	91,848	7,654.00	10,205.33
90,456	7,538.00	10,050.67	92,268	7,689.00	10,252.00	94,116	7,843.00	10,457.33
92,700	7,725.00	10,300.00	94,560	7,880.00	10,506.67	96,456	8,038.00	10,717.33
94,800	7,900.00	10,533.33	96,696	8,058.00	10,744.00	98,628	8,219.00	10,958.67
96,960	8,080.00	10,773.33	98,904	8,242.00	10,989.33	100,884	8,407.00	11,209.33
99,456	8,288.00	11,050.67	101,448	8,454.00	11,272.00	103,476	8,623.00	11,497.33
102,168	8,514.00	11,352.00	104,208	8,684.00	11,578.67	106,296	8,858.00	11,810.67
104,652	8,721.00	11,628.00	106,740	8,895.00	11,860.00	108,876	9,073.00	12,097.33
107,124	8,927.00	11,902.67	109,272	9,106.00	12,141.33	111,456	9,288.00	12,384.00
109,848	9,154.00	12,205.33	112,044	9,337.00	12,449.33	114,288	9,524.00	12,698.67
112,500	9,375.00	12,500.00	114,756	9,563.00	12,750.67	117,048	9,754.00	13,005.33
115,284	9,607.00	12,809.33	117,588	9,799.00	13,065.33	119,940	9,995.00	13,326.67
118,092	9,841.00	13,121.33	120,456	10,038.00	13,384.00	122,868	10,239.00	13,652.00
120,996	10,083.00	13,444.00	123,420	10,285.00	13,713.33	125,892	10,491.00	13,988.00
123,996	10,333.00	13,777.33	126,480	10,540.00	14,053.33	129,012	10,751.00	14,334.67

**SUPERVISOR OF TEACHER EDUCATION**

2220 - Supervisor of Teacher Education - Academic Year

2221 - Supervisor of Teacher Education - Academic Year - Continuing Appointment

		Salary Scale 10/1/2005						Salary Scale 10/1/2006					
		BA	BA+12	MA	MA+12	MA+24	MA+36	BA	BA+12	MA	MA+12	MA+24	MA+36
		I	II	III	IV	V	V I I	II	III	IV	V	VI	
<b>Level 1</b>	Annual	37,332	39,144	41,004	41,928	42,552	43,440	38,076	39,924	41,820	42,768	43,404	44,304
	Monthly	3,111	3,262	3,417	3,494	3,546	3,620	3,173	3,327	3,485	3,564	3,617	3,692
<b>Level 2</b>	Annual	38,592	40,404	42,300	42,768	43,716	44,808	39,360	41,208	43,152	43,620	44,592	45,708
	Monthly	3,216	3,367	3,525	3,564	3,643	3,734	3,280	3,434	3,596	3,635	3,716	3,809
<b>Level 3</b>	Annual	40,056	41,868	43,236	44,112	45,132	46,116	40,860	42,708	44,100	45,000	46,032	47,040
	Monthly	3,338	3,489	3,603	3,676	3,761	3,843	3,405	3,559	3,675	3,750	3,836	3,920
<b>Level 4</b>	Annual	41,328	42,612	44,580	45,480	46,488	47,412	42,156	43,464	45,468	46,392	47,412	48,360
	Monthly	3,444	3,551	3,715	3,790	3,874	3,951	3,513	3,622	3,789	3,866	3,951	4,030
<b>Level 5</b>	Annual	42,360	44,064	45,996	46,836	47,844	48,840	43,212	44,940	46,920	47,772	48,804	49,812
	Monthly	3,530	3,672	3,833	3,903	3,987	4,070	3,601	3,745	3,910	3,981	4,067	4,151
<b>Level 6</b>	Annual	43,644	45,300	47,352	48,168	49,068	50,160	44,520	46,212	48,300	49,128	50,052	51,168
	Monthly	3,637	3,775	3,946	4,014	4,089	4,180	3,710	3,851	4,025	4,094	4,171	4,264
<b>Level 7</b>	Annual	45,108	46,764	48,636	49,536	50,448	51,504	46,008	47,700	49,608	50,532	51,456	52,536
	Monthly	3,759	3,897	4,053	4,128	4,204	4,292	3,834	3,975	4,134	4,211	4,288	4,378
<b>Level 8</b>	Annual	46,320	48,120	49,980	50,964	51,840	52,824	47,244	49,080	50,976	51,984	52,872	53,880
	Monthly	3,860	4,010	4,165	4,247	4,320	4,402	3,937	4,090	4,248	4,332	4,406	4,490

**SUPERVISOR OF TEACHER EDUCATION**

2220 - Supervisor of Teacher Education - Academic Year

2221 - Supervisor of Teacher Education - Academic Year - Continuing Appointment

		Salary Scale 10/1/2005						Salary Scale 10/1/2006					
		BA	BA+12	MA	MA+12	MA+24	MA+36	BA	BA+12	MA	MA+12	MA+24	MA+36
		I	II	III	IV	V	V I	I	II	III	IV	V	VI
<b>Level 9</b>	Annual	47,808	49,512	51,264	52,188	53,196	54,252	48,768	50,508	52,284	53,232	54,264	55,332
	Monthly	3,984	4,126	4,272	4,349	4,433	4,521	4,064	4,209	4,357	4,436	4,522	4,611
<b>Level 10</b>	Annual	49,044	50,868	52,560	53,520	54,504	55,488	50,028	51,888	53,616	54,588	55,596	56,592
	Monthly	4,087	4,239	4,380	4,460	4,542	4,624	4,169	4,324	4,468	4,549	4,633	4,716
<b>Level 11</b>	Annual	50,376	52,140	54,012	54,912	55,704	56,844	51,384	53,184	55,092	56,016	56,820	57,984
	Monthly	4,198	4,345	4,501	4,576	4,642	4,737	4,282	4,432	4,591	4,668	4,735	4,832
<b>Level 12</b>	Annual	51,780	53,472	55,332	56,256	57,276	58,200	52,812	54,540	56,436	57,384	58,416	59,364
	Monthly	4,315	4,456	4,611	4,688	4,773	4,850	4,401	4,545	4,703	4,782	4,868	4,947
<b>Level 13</b>	Annual						59,556						60,744
	Monthly						4,963						5,062
<b>Level 14</b>	Annual						60,852						62,064
	Monthly						5,071						5,172
<b>Level 15</b>	Annual						62,244						63,492
	Monthly						5,187						5,291

Levels 13 - 15 allowable only to individuals with doctoral degrees.

## FACULTY RESEARCH SERIES

Academic Year (9 months)

Rank

		Normal P e r i o d Step at Salary	Scale 10/1/2005		Scale 10/1/2006	
			Annual	Monthly	Annual	Monthly
ASSISTANT RESEARCH (3223)	1	2 yrs.	47,200	3,933.33	48,100	4,008.33
	2	2 yrs.	49,900	4,158.33	50,900	4,241.67
	3	2 yrs.	52,700	4,391.67	53,800	4,483.33
	4	2 yrs.	55,700	4,641.67	56,800	4,733.33
	5	2 yrs.	58,400	4,866.67	59,600	4,966.67
	6	2 yrs.	61,300	5,108.33	62,500	5,208.33
ASSOCIATE RESEARCH (3213)	1	2 yrs.	58,500	4,875.00	59,700	4,975.00
	2	2 yrs.	61,400	5,116.67	62,600	5,216.67
	3	2 yrs.	64,800	5,400.00	66,100	5,508.33
	4	3 yrs.	68,700	5,725.00	70,100	5,841.67
	5	3 yrs.	74,100	6,175.00	75,600	6,300.00
RESEARCH (3203)	1	3 yrs.	68,800	5,733.33	70,200	5,850.00
	2	3 yrs.	74,200	6,183.33	75,700	6,308.33
	3	3 yrs.	80,200	6,683.33	81,800	6,816.67
	4	3 yrs.	87,000	7,250.00	88,700	7,391.67
	5	--	94,500	7,875.00	96,400	8,033.33
	6	--	102,400	8,533.33	104,400	8,700.00
	7	--	111,300	9,275.00	113,500	9,458.33
	8	--	120,500	10,041.67	122,900	10,241.67
	9		130,900	10,908.33	133,500	11,125.00

Notes: These rates are applicable only to faculty who also hold an academic year (9-month) appointment in one of the following titles: Acting Professor, Adjunct Professor, Professor in Residence, Visiting Professor, Assistant Professor, Associate Professor, or Professor.

If a 9-month faculty member is normally paid on one of the Business/Management and Engineering Professorial salary scales, the temporary Faculty Research appointment shall be compensated according to that same scale.

## FACULTY RESEARCH SERIES

Academic Year (9 months) one-ninth

Rank	Step	Normal Period at Salary	Scale 10/1/2005		Scale 10/1/2006	
			Annual	Monthly	Annual	Monthly
ASSISTANT RESEARCH (3225)	1	2 yrs.	47,200	5,244.44	48,100	5,344.44
	2	2 yrs.	49,900	5,544.44	50,900	5,655.56
	3	2 yrs.	52,700	5,855.56	53,800	5,977.78
	4	2 yrs.	55,700	6,188.89	56,800	6,311.11
	5	2 yrs.	58,400	6,488.89	59,600	6,622.22
	6	2 yrs.	61,300	6,811.11	62,500	6,944.44
ASSOCIATE RESEARCH (3215)	1	2 yrs.	58,500	6,500.00	59,700	6,633.33
	2	2 yrs.	61,400	6,822.22	62,600	6,955.56
	3	2 yrs.	64,800	7,200.00	66,100	7,344.44
	4	3 yrs.	68,700	7,633.33	70,100	7,788.89
	5	3 yrs.	74,100	8,233.33	75,600	8,400.00
RESEARCH (3205)	1	3 yrs.	68,800	7,644.44	70,200	7,800.00
	2	3 yrs.	74,200	8,244.44	75,700	8,411.11
	3	3 yrs.	80,200	8,911.11	81,800	9,088.89
	4	3 yrs.	87,000	9,666.67	88,700	9,855.56
	5	--	94,500	10,500.00	96,400	10,711.11
	6	- -	102,400	11,377.78	104,400	11,600.00
	7	--	111,300	12,366.67	113,500	12,611.11
	8	--	120,500	13,388.89	122,900	13,655.56
	9	--	130,900	14,544.44	133,500	14,833.33

Notes: These rates are applicable only to faculty who also hold an academic year (9-month) appointment in one of the following titles: Acting Professor, Adjunct Professor, Professor in Residence, Visiting Professor, Assistant Professor, Associate Professor, or Professor.

If a 9-month faculty member is normally paid on one of the Business/Management and Engineering Professorial salary scales, the temporary Faculty Research appointment shall be compensated according to that same scale.

## PROFESSIONAL RESEARCH SERIES

Fiscal Year (11 months)

Rank	Step	Normal Period at Salary	Scale 10/1/2005		Scale 10/1/2006	
			Annual	Monthly	Annual	Monthly
ASSISTANT RESEARCH (3220)	1	2 yrs.	55,000	4,583.33	56,100	4,675.00
	2	2 yrs.	57,900	4,825.00	59,100	4,925.00
	3	2 yrs.	61,100	5,091.67	62,300	5,191.67
	4	2 yrs.	64,500	5,375.00	65,800	5,483.33
	5	2 yrs.	67,700	5,641.67	69,100	5,758.33
	6	2 yrs.	71,100	5,925.00	72,500	6,041.67
ASSOCIATE RESEARCH (3210)	1	2 yrs.	67,800	5,650.00	69,200	5,766.67
	2	2 yrs.	71,200	5,933.33	72,600	6,050.00
	3	2 yrs.	75,300	6,275.00	76,800	6,400.00
	4	3 yrs.	80,000	6,666.67	81,600	6,800.00
	5	3 yrs.	85,800	7,150.00	87,500	7,291.67
RESEARCH (3200)	1	3 yrs.	80,100	6,675.00	81,700	6,808.33
	2	3 yrs.	85,900	7,158.33	87,600	7,300.00
	3	3 yrs.	93,100	7,758.33	95,000	7,916.67
	4	3 yrs.	101,000	8,416.67	103,000	8,583.33
	5	--	109,500	9,125.00	111,700	9,308.33
	6	--	118,900	9,908.33	121,300	10,108.33
	7	--	129,000	10,750.00	131,600	10,966.67
	8	--	139,700	11,641.67	142,500	11,875.00
	9	--	151,800	12,650.00	154,800	12,900.00

\*If an individual has a dual 11-month ladder rank/research appointment, such as Professor/Astronomer, use A7 as the bargaining unit code.

**PROFESSIONAL RESEARCH SERIES--BUSINESS/MANAGEMENT/ENGINEERING - FISCAL YEAR**

Rank	Step	Normal Period at Salary	Salary Scale 10/1/2005		Salary Scale 10/1/2006	
			Annual	Monthly	Annual	Monthly
ASSISTANT RESEARCH (1989)	1	2 yrs.	72,800	6,066.67	74,300	6,191.67
	2	2 yrs.	76,600	6,383.33	78,100	6,508.33
	3	2 yrs.	80,500	6,708.33	82,100	6,841.67
	4	2 yrs.	84,300	7,025.00	86,000	7,166.67
	5	2 yrs.	88,100	7,341.67	89,900	7,491.67
	6	2 yrs.	91,400	7,616.67	93,200	7,766.67
ASSOCIATE RESEARCH (1988)	1	2 yrs.	88,200	7,350.00	90,000	7,500.00
	2	2 yrs.	91,500	7,625.00	93,300	7,775.00
	3	2 yrs.	95,100	7,925.00	97,000	8,083.33
	4	3 yrs.	97,900	8,158.33	99,900	8,325.00
	5	3 yrs.	101,200	8,433.33	103,200	8,600.00
RESEARCH (1987)	1	3 yrs.	98,000	8,166.67	100,000	8,333.33
	2	3 yrs.	101,300	8,441.67	103,300	8,608.33
	3	3 yrs.	107,400	8,950.00	109,500	9,125.00
	4	3 yrs.	115,300	9,608.33	117,600	9,800.00
	5	--	124,000	10,333.33	126,500	10,541.67
	6	--	133,500	11,125.00	136,200	11,350.00
	7	--	143,000	11,916.67	145,900	12,158.33
	8	--	153,100	12,758.33	156,200	13,016.67
	9	--	166,300	13,858.33	169,600	14,133.33

\*If an individual has a dual 11 month-ladder rank/research appointment, such as Professor/Astronomer, use A7 as the bargaining unit code.

## READER, TEACHING ASSISTANT, TUTOR, OTHER STUDENT TITLES

	Scale 10/1/2005			Scale 10/1/2006		
	Annual	Monthly	Hourly or Quarterly	Annual	Monthly	Hourly or Quarterly
READER*						
(2854) GSHIP						
(2855) NON-GSHIP						
Holders of Baccalaureate			11.53			11.93
Undergraduate Students			10.95			11.33
TEACHING ASSISTANT***						
(2310) GSHIP	30,165	3,351.67	10,055.00	31,221	3,469.00	10,407.00
(2311) NON-GSHIP						
TEACHING FELLOW***						
(2300) GSHIP	35,367	3,929.67	11,789.00	36,605	4,067.22	12,202.00
(2301) NON-GSHIP						
	<b>Range</b>		<b>Hourly</b>	<b>Range</b>		<b>Hourly</b>
TUTOR*			11.53			11.93
(2862) GSHIP	2,423.97 - 3,351.67			2,508.84 - 3469.00		
(2863) NON-GSHIP						

### NON-STUDENT TITLES

READER\*  
(2520) Holders of Baccalaureate

TUTOR*	<b>Range</b>	<b>Range</b>
(2521) Course Assistant	2,423.97 - 3,351.67	2,508.84 - 3469.00

Monthly rate is 1/9 annual rate.

Contact the Graduate Division office for help in determining the appropriate title code.

For employees in any of the above-referenced titles who are exclusively represented, the application of the Salary Scale is subject to the requirements of the Higher Education employer-Employee Relations Act (HEERA).

For any of the titles in this list that are covered by a Memorandum of Understanding (MOU), the Salary Scale applies only to the extent provided for in the MOU.

BUC: \*= 99, \*\*\* = BX

BUC: 99

## GRADUATE STUDENT RESEARCH - Student Title

Fiscal Year (11 months)

Rank	Scale 10/1/2005				Scale 10/1/2006			
	Step	Annual	Monthly	Hourly	Step	Annual	Monthly	Hourly
GRADUATE STUDENT	1	30,276	2,523.00	14.50	1	30,876	2,573.00	14.79
RESEARCHER	2	32,628	2,719.00	15.63	2	33,276	2,773.00	15.94
(3266) GRAD STDNT RES - NO REMISSION	3	36,180	3,015.00	17.33	3	36,900	3,075.00	17.67
(3276) GRAD STDNT RES - PARTIAL FEE REM	4	39,084	3,257.00	18.72	4	39,864	3,322.00	19.09
	5	41,688	3,474.00	19.97	5	42,516	3,543.00	20.36
	6	43,620	3,635.00	20.89	6	44,496	3,708.00	21.31
	7	47,112	3,926.00	22.56	7	48,060	4,005.00	23.02
	8	50,868	4,239.00	24.36	8	51,888	4,324.00	24.85
	9	54,948	4,579.00	26.32	9	56,052	4,671.00	26.84
	10	59,340	4,945.00	28.42	10	60,528	5,044.00	28.99

Note: The title Research Assistant (title code 3265 & 3299) is no longer available on the Santa Cruz campus. It has been replaced by the title listed above.

**STUDENT TITLES\*  
ASSOCIATE IN\*\***

	<b>Salary Scale 10/1/2005</b>		<b>Salary Scale 10/1/2006</b>	
<b>ACADEMIC YEAR</b>	<b><u>Annual Range 1/9 Monthly Range</u></b>		<b><u>Annual Range 1/9 Monthly Range</u></b>	
	31,606 - 37,465	3,511.78 - 4,162.78	32,712 - 38,776	3,634.67 - 4,308.44
	<b>Salaries within range</b>		<b>Salaries within range</b>	
	<b><u>Annual</u></b>	<b><u>1/9 Monthly</u></b>	<b><u>Annual</u></b>	<b><u>1/9 Monthly</u></b>
	31,606	3,511.78	32,712	3,634.67
	32,219	3,579.89	33,347	3,705.22
	32,952	3,661.33	34,105	3,789.44
	33,670	3,741.11	34,848	3,872.00
	34,362	3,818.00	35,565	3,951.67
	35,134	3,903.78	36,364	4,040.44
	35,947	3,994.11	37,205	4,133.89
	36,637	4,070.78	37,919	4,213.22
	37,465	4,162.78	38,776	4,308.44
<b>FISCAL YEAR</b>	<b><u>Annual Range 1/12 Monthly Range</u></b>		<b><u>Annual Range 1/12 Monthly Range</u></b>	
	35,134 - 43,002	2,927.83 - 3,583.50	36,364 - 44,507	3,030.33 - 3,708.92
	<b>Salaries within range</b>		<b>Salaries within range</b>	
	<b><u>Annual</u></b>	<b><u>1/12 Monthly</u></b>	<b><u>Annual</u></b>	<b><u>1/12 Monthly</u></b>
	35,134	2,927.83	36,364	3,030.33
	35,947	2,995.58	37,205	3,100.42
	36,637	3,053.08	37,919	3,159.92
	37,465	3,122.08	38,776	3,231.33
	38,316	3,193.00	39,657	3,304.75
	39,181	3,265.08	40,552	3,379.33
	40,112	3,342.67	41,516	3,459.67
	41,032	3,419.33	42,468	3,539.00
	41,978	3,498.17	43,447	3,620.58
	43,002	3,583.50	44,507	3,708.92
	(1501) Associate In-9 months-GSHIP	(1511) Associate In-11 months-GSHIP		
	(1 502) Associate In-9 months-NON-GSHIP	(1512) Associate In-11 months-NON-GSHIP		
	(1506) Associate In-9 months (1/9th)-GSHIP			
	(1507) Associate In-9 months (1/9th)-NON-GSHIP			

\*For employees in any of the above-referenced titles who are exclusively represented, the application of the Salary Scale is subject to the requirements of the Higher Education Employer-Employee Relations Act (HEERA). For any of the titles in this list that are covered by a Memorandum of Understanding (MOU), the Salary Scale applies only to the extent provided for in the MOU.

\*\*This title is available only to registered graduate students. Rates for Associate apply to titles covered by a Memorandum of Understanding and to non-represented titles.

BUC: BX

**REMEDIAL TUTOR I AND II**  
Student Title

	<b>Salary Scale 10/1/2005</b>	<b>Salary Scale 10/1/2006</b>
	<b>Hourly</b>	<b>Hourly</b>
REMEDIAL TUTOR I (2271) GSHIP (2270) NON-GSHIP		
Single Student Sessions	11.53	11.93
Group Sessions	15.51	16.05
REMEDIAL TUTOR II (2273) GSHIP (2272) NON-GSHIP		
Single Student Sessions	13.85	14.33
Group Sessions	17.83	18.45

**POSTDOCTORAL SCHOLAR FISCAL YEAR**

Salary/Stipend Scale 10/1/2005		Salary/Stipend Scale 10/1/2006	
<u>Annual Range</u>	<u>Monthly Range</u>	<u>Annual Range</u>	<u>Monthly Range</u>
31,668 - 76,836	2,639.00 - 6,403.00	32,304 - 78,372	2,692.00 - 6,531.00

Title Codes for Postdoctoral Scholars – Employees:

For appointments beginning prior to 1/1 /05:  
3240 (Postgraduate Researcher)\*

3370 (Visiting Postdoctoral Researcher)\*\*  
For appointments beginning on or after 1/1/05:  
3252 (Postdoctoral Scholar – Employee)

Title Codes for Postdoctoral Scholars – Non-employees:

3253 (Postdoctoral Scholar – Fellow)  
3254 (Postdoctoral Scholar – Paid Direct)

For rates within range, please refer to the Postdoctoral Scholar Table of Pay Rates

\*Appointees to Title Code 3240 will remain in this title code throughout their postdoctoral appointment at UCSC.

\*\*Appointees to Title Code 3370 will have the choice to switch to Title Code 3252 effective 1/1/05.

**POSTDOCTORAL SCHOLAR TABLE OF PAYRATES**

Fiscal year (11 months)

Salary Scale 10/1/2005		Salary Scale 10/1/2006		Salary Scale 10/1/2005		Salary Scale 10/1/2006	
Annual	Monthly	Annual	Monthly	Annual	Monthly	Annual	Monthly
31,668	2,639.00	32,304	2,692.00	58,020	4,835.00	59,184	4,932.00
32,352	2,696.00	33,000	2,750.00	59,400	4,950.00	60,588	5,049.00
33,012	2,751.00	33,672	2,806.00	60,624	5,052.00	61,836	5,153.00
33,768	2,814.00	34,440	2,870.00	61,884	5,157.00	63,120	5,260.00
34,536	2,878.00	35,232	2,936.00	63,624	5,302.00	64,896	5,408.00
35,208	2,934.00	35,916	2,993.00	65,304	5,442.00	66,612	5,551.00
36,012	3,001.00	36,732	3,061.00	66,612	5,551.00	67,944	5,662.00
36,816	3,068.00	37,548	3,129.00	68,328	5,694.00	69,696	5,808.00
37,656	3,138.00	38,412	3,201.00	70,080	5,840.00	71,484	5,957.00
38,556	3,213.00	39,324	3,277.00	71,676	5,973.00	73,104	6,092.00
39,420	3,285.00	40,212	3,351.00	73,020	6,085.00	74,484	6,207.00
40,332	3,361.00	41,136	3,428.00	74,724	6,227.00	76,224	6,352.00
41,328	3,444.00	42,156	3,513.00	76,836	6,403.00	78,372	6,531.00
42,180	3,515.00	43,020	3,585.00				
42,780	3,565.00	43,632	3,636.00				
43,824	3,652.00	44,700	3,725.00				
44,784	3,732.00	45,684	3,807.00				
45,948	3,829.00	46,872	3,906.00				
46,980	3,915.00	47,916	3,993.00				
48,096	4,008.00	49,056	4,088.00				
49,128	4,094.00	50,112	4,176.00				
50,292	4,191.00	51,300	4,275.00				
51,480	4,290.00	52,512	4,376.00				
52,692	4,391.00	53,748	4,479.00				
54,012	4,501.00	55,092	4,591.00				
55,320	4,610.00	56,424	4,702.00				
56,784	4,732.00	57,924	4,827.00				

APM 390 establishes a minimum salary for Postdoctoral Scholars appointed on or after 7/1/03.

This minimum will be raised annually until 7/1/05, when the minimum will be set at the same level as currently exists for Step 1 of the Postgraduate Researcher Salary Scale. Salaries are subject to annual range adjustments.

All Postdoctoral Scholars hired on or after 7/1/03, who are not subject to the "prior commitment" clause, must have their salaries increased to the minimum level in place at time of subsequent reappointment.

Postdoctoral Scholars are paid off the Standard Table of Pay Rates.

## NON-STUDENT POSTGRADUATE RESEARCH

Fiscal Year (11 months)

### NO NEW APPOINTMENTS TO THIS TITLE EFFECTIVE 1/1/05

For Postdoctoral Scholars appointed to this title, also see Page 34 for Table of Pay Rates

	Step	Scale 10/1/2005		Scale 10/1/2006	
		Annual	Monthly	Annual	Monthly
POSTGRADUATE RESEARCH	1	31,668	2,639.00	32,304	2,692.00
(3240)	2	33,012	2,751.00	33,672	2,806.00
	3	34,536	2,878.00	35,232	2,936.00
	4	36,012	3,001.00	36,732	3,061.00
	5	37,656	3,138.00	38,412	3,201.00
	6	39,420	3,285.00	40,212	3,351.00
	7*	41,328	3,444.00	42,156	3,513.00
	8*	42,780	3,565.00	43,632	3,636.00
	9*	44,784	3,732.00	45,684	3,807.00
	10*	46,980	3,915.00	47,916	3,993.00
	11*	49,128	4,094.00	50,112	4,176.00
	12*	51,480	4,290.00	52,512	4,376.00
	13*	54,012	4,501.00	55,092	4,591.00
	14*	56,784	4,732.00	57,924	4,827.00
	15*	59,400	4,950.00	60,588	5,049.00
	16*	61,884	5,157.00	63,120	5,260.00
	17*	65,304	5,442.00	66,612	5,551.00

\*Appointment to Steps 7 - 17 requires a doctorate or its equivalent  
Rates are paid on the Standard Table of Pay Rates

## SPECIALIST SERIES

Fiscal Year (11 months)

Rank	Step	Normal Period at Salary	Scale 10/1/2005		Scale 10/1/2006		Scale 4/1/2007	
			Annual	Monthly	Annual	Monthly	Annual	Monthly
JUNIOR SPECIALIST (3330)	1	1 yr.	31,668	2,639.00	32,304	2,692.00	32,628	2,719.00
	2	1 yr.	33,768	2,814.00	34,440	2,870.00	34,788	2,899.00
ASSISTANT SPECIALIST 3320	1	2 yrs.	36,816	3,068.00	37,548	3,129.00	37,740	3,145.00
	2	2 yrs.	39,420	3,285.00	40,212	3,351.00	40,212	3,351.00
	3	2 yrs.	42,180	3,515.00	43,020	3,585.00	43,020	3,585.00
ASSOCIATE SPECIALIST 3310	1	2 yrs.	45,948	3,829.00	46,872	3,906.00	46,872	3,906.00
	2	2 yrs.	49,128	4,094.00	50,112	4,176.00	50,112	4,176.00
	3	2 yrs.	52,692	4,391.00	53,748	4,479.00	53,748	4,479.00
	4	--	55,320	4,610.00	56,424	4,702.00	56,424	4,702.00
SPECIALIST 3300	1	3 yrs.	59,400	4,950.00	60,588	5,049.00	60,588	5,049.00
	2	3 yrs.	65,304	5,442.00	66,612	5,551.00	66,612	5,551.00
	3	--	73,020	6,085.00	74,484	6,207.00	74,484	6,207.00
	4	--	81,996	6,833.00	83,640	6,970.00	83,640	6,970.00
	5	--	90,948	7,579.00	92,772	7,731.00	92,772	7,731.00

BUC: FX

BUC: FX

**LIBRARIAN SERIES - FISCAL YEAR  
REPRESENTED AND NON-REPRESENTED LIBRARIANS**

Rank	Step	Years at Step	Scale 10/1/2005		Scale 10/1/2006	
			Annual	Monthly	Annual	Monthly
<b>Assistant Librarian</b>	1	2	39,000	3,250.00	40,008	3,334.00
3620-Career	2	2	41,376	3,448.00	42,204	3,517.00
3621-Potential Career	3	2	43,860	3,655.00	44,736	3,728.00
3622-Temporary						
<b>Associate Librarian</b>	1	2	43,860	3,655.00	44,736	3,728.00
3616-Career	2	2	46,932	3,911.00	47,868	3,989.00
3617-Potential Career	3	2	50,208	4,184.00	51,216	4,268.00
3618-Temporary	4	2	53,676	4,473.00	54,744	4,562.00
	5	2	57,384	4,782.00	58,536	4,878.00
	6	2	61,332	5,111.00	62,556	5,213.00
	7	3	65,448	5,454.00	66,756	5,563.00
<b>Librarian</b>	1	3	65,448	5,454.00	66,756	5,563.00
3612-Career	2	3	71,916	5,993.00	73,356	6,113.00
3613-Potential Career	3	3	78,396	6,533.00	79,968	6,664.00
3614-Temporary	4	3	84,060	7,005.00	85,740	7,145.00
	5	---	90,624	7,552.00	92,436	7,703.00
	6	---	97,416	8,118.00	99,360	8,280.00
	7	---	104,532	8,711.00	106,620	8,885.00

This salary scale applies to both represented and non-represented employees in these titles. For employees in any of the above-referenced titles who are exclusively represented, the application of the Salary Scale is subject to the requirements of the Higher Education Employer-Employee Relations Act (HEERA). For librarians who are exclusively represented, the Salary Scale applies only to the extent provided for in the MOU.

# ASSISTANT AND ASSOCIATE UNIVERSITY LIBRARIANS

Fiscal Year (11 months)

	Salary Scale 10/1/2005		Salary Scale 10/1/2006	
	ANNUAL RANGE	MONTHLY RANGE	ANNUAL RANGE	MONTHLY RANGE
ASSISTANT UNIVERSITY LIBRARIAN (3610)	58,800 - 107,900	4,900.00 - 8,991.67	60,000 - 110,100	5,000.00 - 9,175.00
ASSOCIATE UNIVERSITY LIBRARIAN (3600)	62,100 - 118,700	5,175.00 - 9,891.67	63,300 - 121,100	5,275.00 - 10,091.67

**CONTINUING EDUCATOR**

FISCAL YEAR

Level Title Code	Salary Scale 10/1/05		Salary Scale 10/1/06		Salary Scale 10/1/06		Salary Scale 10/1/06		Salary Scale 10/1/06			
	1 (3520)	2 (3521)	3 (3522)	1 (3520)	2 (3521)	3 (3522)	1 (3520)	2 (3521)	3 (3522)	3 (3522)		
	Salary Annual	Range Monthly										
<b>Minimum</b>	41,328	3,444.00	50,292	4,191.00	60,624	5,052.00	42,156	3,513.00	51,300	4,275.00	61,836	5,153.00
<b>Maximum</b>	74,724	6,227.00	88,752	7,396.00	124,560	10,380.00	76,224	6,352.00	90,528	7,544.00	127,056	10,588.00

For salary levels within range, see Academic Standard Table of Pay Rates.

**ACADEMIC ADMINISTRATOR SERIES**

Fiscal Year (11 months)

**Salary Scale 10/1/2006**

1 (1061)		2 (1062)		3 (1063)		4 (1064)		5 (1065)		6 (1066)		7 (1067)	
Annual	Monthly												
44,700	3,725	50,112	4,176	56,424	4,702	63,120	5,260	71,484	5,957	80,112	6,676	88,344	7,362
45,684	3,807	51,300	4,275	57,924	4,827	64,896	5,408	73,104	6,092	81,912	6,826	90,528	7,544
46,872	3,906	52,512	4,376	59,184	4,932	66,612	5,551	74,484	6,207	83,640	6,970	92,772	7,731
47,916	3,993	53,748	4,479	60,588	5,049	67,944	5,662	76,224	6,352	85,800	7,150	94,884	7,907
49,056	4,088	55,092	4,591	61,836	5,153	69,696	5,808	78,372	6,531	86,628	7,219	97,020	8,085
50,112	4,176	56,424	4,702	63,120	5,260	71,484	5,957	80,112	6,676	88,344	7,362	99,576	8,298
51,300	4,275	57,924	4,827	64,896	5,408	73,104	6,092	81,912	6,826	90,528	7,544	102,264	8,522
52,512	4,376	59,184	4,932	66,612	5,551	74,484	6,207	83,640	6,970	92,772	7,731	104,736	8,728
53,748	4,479	60,588	5,049	67,944	5,662	76,224	6,352	85,800	7,150	94,884	7,907	107,220	8,935
55,092	4,591	61,836	5,153	69,696	5,808	78,372	6,531	86,628	7,219	97,020	8,085	109,920	9,160
56,424	4,702	63,120	5,260	71,484	5,957	80,112	6,676	88,344	7,362	99,576	8,298	112,596	9,383
57,924	4,827	64,896	5,408	73,104	6,092	81,912	6,826	90,528	7,544	102,264	8,522	115,380	9,615
59,184	4,932	66,612	5,551	74,484	6,207	83,640	6,970	92,772	7,731	104,736	8,728	118,176	9,848
60,588	5,049	67,944	5,662	76,224	6,352	85,800	7,150	94,884	7,907	107,220	8,935	121,092	10,091
61,836	5,153	69,696	5,808	78,372	6,531	86,628	7,219	97,020	8,085	109,920	9,160	124,068	10,339

**ACADEMIC COORDINATOR - Academic Year (9 months)**

**SALARY SCALE 412007**

<b>I (0840)</b>				<b>II (0842)</b>				<b>III (0844)</b>			
Step	Years at Step	Annual	Monthly	Step	Years at Step	Annual	Monthly	Step	Years at Step	Annual	Monthly
1	2	37,740	3,145	1	2	49,056	4,088	1	3	61,836	5,153
2	2	39,516	3,293	2	2	51,300	4,275	2	3	66,612	5,551
3	2	41,136	3,428	3	2	53,748	4,479	3	3	71,484	5,957
4	2	43,020	3,585	4	2	56,424	4,702	4	3	76,224	6,352
5	2	44,700	3,725	5	2	59,184	4,932	5	3	81,912	6,826
6	2	46,872	3,906	6	2	61,836	5,153	6	3	88,344	7,362
7	2	49,056	4,088	7	2	64,896	5,408	7	3	94,884	7,907
8	2	51,300	4,275	8	2	67,944	5,662	8	3	102,264	8,522
9	2	53,748	4,479	9	2	71,484	5,957	9		109,920	9,160
10	2	56,424	4,702	10	2	74,484	6,207				
11	2	59,184	4,932	11	2	78,372	6,531				
12	2	61,836	5,153	12	2	81,912	6,826				
13	2	64,896	5,408	13	2	85,800	7,150				
14	2	67,944	5,662	14	2	90,528	7,544				
15		71,484	5,957	15	--	94,884	7,907				

**ACADEMIC COORDINATOR - Fiscal Year (11 months)**

Salary Scale 10/1/2006

<b>I (0841)</b>				<b>II (0843)</b>				<b>III (0845)</b>			
<u>Step</u>	<u>Years at Step</u>	<u>Annual</u>	<u>Monthly</u>	<u>Step</u>	<u>Years at Step</u>	<u>Annual</u>	<u>Monthly</u>	<u>Step</u>	<u>Years at Step</u>	<u>Annual</u>	<u>Monthly</u>
1	2	43,020	3,585	1	2	56,424	4,702	1	3	71,484	5,957
2	2	44,700	3,725	2	2	59,184	4,932	2	3	76,224	6,352
3	2	46,872	3,906	3	2	61,836	5,153	3	3	81,912	6,826
4	2	49,056	4,088	4	2	64,896	5,408	4	3	88,344	7,362
5	2	51,300	4,275	5	2	67,944	5,662	5	3	94,884	7,907
6	2	53,748	4,479	6	2	71,484	5,957	6	3	102,264	8,522
7	2	56,424	4,702	7	2	74,484	6,207	7	3	109,920	9,160
8	2	59,184	4,932	8	2	78,372	6,531	8	3	118,176	9,848
9	2	61,836	5,153	9	2	81,912	6,826	9	--	127,056	10,588
10	2	64,896	5,408	10	2	85,800	7,150				
11	2	67,944	5,662	11	2	90,528	7,544				
12	2	71,484	5,957	12	2	94,884	7,907				
13	2	74,484	6,207	13	2	99,576	8,298				
14	2	78,372	6,531	14	2	104,736	8,728				
15	--	81,912	6,826	15	--	109,920	9,160				

**ACADEMIC STANDARD TABLE OF PAY RATES**

<b>Salary Scale 10/1/05</b>			<b>Salary Scale 10/1/06</b>			<b>Salary Scale 4/1/07</b>		
<b>Annual</b>	<b>Monthly</b>	<b>1/9 Monthly</b>	<b>Annual</b>	<b>Monthly</b>	<b>1/9 Monthly</b>	<b>Annual</b>	<b>Monthly</b>	<b>1/9 Monthly</b>
27,876	2,323.00	3,097.33	28,428	2,369.00	3,158.67	28,992	2,416.00	3,221.33
28,464	2,372.00	3,162.67	29,028	2,419.00	3,225.33	29,604	2,467.00	3,289.33
29,124	2,427.00	3,236.00	29,712	2,476.00	3,301.33	30,312	2,526.00	3,368.00
29,736	2,478.00	3,304.00	30,336	2,528.00	3,370.67	30,636	2,553.00	3,404.00
30,372	2,531.00	3,374.67	30,984	2,582.00	3,442.67	31,296	2,608.00	3,477.33
30,972	2,581.00	3,441.33	31,596	2,633.00	3,510.67	31,908	2,659.00	3,545.33
31,668	2,639.00	3,518.67	32,304	2,692.00	3,589.33	32,628	2,719.00	3,625.33
32,352	2,696.00	3,594.67	33,000	2,750.00	3,666.67	33,336	2,778.00	3,704.00
33,012	2,751.00	3,668.00	33,672	2,806.00	3,741.33	34,008	2,834.00	3,778.67
33,768	2,814.00	3,752.00	34,440	2,870.00	3,826.67	34,788	2,899.00	3,865.33
34,536	2,878.00	3,837.33	35,232	2,936.00	3,914.67	35,412	2,951.00	3,934.67
35,208	2,934.00	3,912.00	35,916	2,993.00	3,990.67	36,096	3,008.00	4,010.67
36,012	3,001.00	4,001.33	36,732	3,061.00	4,081.33	36,912	3,076.00	4,101.33
36,816	3,068.00	4,090.67	37,548	3,129.00	4,172.00	37,740	3,145.00	4,193.33
37,656	3,138.00	4,184.00	38,412	3,201.00	4,268.00	38,604	3,217.00	4,289.33
38,556	3,213.00	4,284.00	39,324	3,277.00	4,369.33	39,516	3,293.00	4,390.67
39,420	3,285.00	4,380.00	40,212	3,351.00	4,468.00	40,212	3,351.00	4,468.00
40,332	3,361.00	4,481.33	41,136	3,428.00	4,570.67	41,136	3,428.00	4,570.67
41,328	3,444.00	4,592.00	42,156	3,513.00	4,684.00	42,156	3,513.00	4,684.00
42,180	3,515.00	4,686.67	43,020	3,585.00	4,780.00	43,020	3,585.00	4,780.00
42,780	3,565.00	4,753.33	43,632	3,636.00	4,848.00	43,632	3,636.00	4,848.00
43,824	3,652.00	4,869.33	44,700	3,725.00	4,966.67	44,700	3,725.00	4,966.67
44,784	3,732.00	4,976.00	45,684	3,807.00	5,076.00	45,684	3,807.00	5,076.00
45,948	3,829.00	5,105.33	46,872	3,906.00	5,208.00	46,872	3,906.00	5,208.00
46,980	3,915.00	5,220.00	47,916	3,993.00	5,324.00	47,916	3,993.00	5,324.00
48,096	4,008.00	5,344.00	49,056	4,088.00	5,450.67	49,056	4,088.00	5,450.67
49,128	4,094.00	5,458.67	50,112	4,176.00	5,568.00	50,112	4,176.00	5,568.00
50,292	4,191.00	5,588.00	51,300	4,275.00	5,700.00	51,300	4,275.00	5,700.00
51,480	4,290.00	5,720.00	52,512	4,376.00	5,834.67	52,512	4,376.00	5,834.67
52,692	4,391.00	5,854.67	53,748	4,479.00	5,972.00	53,748	4,479.00	5,972.00
54,012	4,501.00	6,001.33	55,092	4,591.00	6,121.33	55,092	4,591.00	6,121.33
55,320	4,610.00	6,146.67	56,424	4,702.00	6,269.33	56,424	4,702.00	6,269.33
56,784	4,732.00	6,309.33	57,924	4,827.00	6,436.00	57,924	4,827.00	6,436.00

**ACADEMIC STANDARD TABLE OF PAY RATES**

Salary Scale 10/1/05			Salary Scale 10/1/06			Salary Scale 4/1/07		
Annual	Monthly	1/9 Monthly	Annual	Monthly	1/9 Monthly	Annual	Monthly	1/9 Monthly
58,020	4,835.00	6,446.67	59,184	4,932.00	6,576.00	59,184	4,932.00	6,576.00
59,400	4,950.00	6,600.00	60,588	5,049.00	6,732.00	60,588	5,049.00	6,732.00
60,624	5,052.00	6,736.00	61,836	5,153.00	6,870.67	61,836	5,153.00	6,870.67
61,884	5,157.00	6,876.00	63,120	5,260.00	7,013.33	63,120	5,260.00	7,013.33
63,624	5,302.00	7,069.33	64,896	5,408.00	7,210.67	64,896	5,408.00	7,210.67
65,304	5,442.00	7,256.00	66,612	5,551.00	7,401.33	66,612	5,551.00	7,401.33
66,612	5,551.00	7,401.33	67,944	5,662.00	7,549.33	67,944	5,662.00	7,549.33
68,328	5,694.00	7,592.00	69,696	5,808.00	7,744.00	69,696	5,808.00	7,744.00
70,080	5,840.00	7,786.67	71,484	5,957.00	7,942.67	71,484	5,957.00	7,942.67
71,676	5,973.00	7,964.00	73,104	6,092.00	8,122.67	73,104	6,092.00	8,122.67
73,020	6,085.00	8,113.33	74,484	6,207.00	8,276.00	74,484	6,207.00	8,276.00
74,724	6,227.00	8,302.67	76,224	6,352.00	8,469.33	76,224	6,352.00	8,469.33
76,836	6,403.00	8,537.33	78,372	6,531.00	8,708.00	78,372	6,531.00	8,708.00
78,540	6,545.00	8,726.67	80,112	6,676.00	8,901.33	80,112	6,676.00	8,901.33
80,304	6,692.00	8,922.67	81,912	6,826.00	9,101.33	81,912	6,826.00	9,101.33
81,996	6,833.00	9,110.67	83,640	6,970.00	9,293.33	83,640	6,970.00	9,293.33
84,120	7,010.00	9,346.67	85,800	7,150.00	9,533.33	85,800	7,150.00	9,533.33
84,924	7,077.00	9,436.00	86,628	7,219.00	9,625.33	86,628	7,219.00	9,625.33
86,616	7,218.00	9,624.00	88,344	7,362.00	9,816.00	88,344	7,362.00	9,816.00
88,752	7,396.00	9,861.33	90,528	7,544.00	10,058.67	90,528	7,544.00	10,058.67
90,948	7,579.00	10,105.33	92,772	7,731.00	10,308.00	92,772	7,731.00	10,308.00
93,024	7,752.00	10,336.00	94,884	7,907.00	10,542.67	94,884	7,907.00	10,542.67
95,112	7,926.00	10,568.00	97,020	8,085.00	10,780.00	97,020	8,085.00	10,780.00
97,620	8,135.00	10,846.67	99,576	8,298.00	11,064.00	99,576	8,298.00	11,064.00
100,260	8,355.00	11,140.00	102,264	8,522.00	11,362.67	102,264	8,522.00	11,362.67
102,684	8,557.00	11,409.33	104,736	8,728.00	11,637.33	104,736	8,728.00	11,637.33
105,120	8,760.00	11,680.00	107,220	8,935.00	11,913.33	107,220	8,935.00	11,913.33
107,760	8,980.00	11,973.33	109,920	9,160.00	12,213.33	109,920	9,160.00	12,213.33
110,388	9,199.00	12,265.33	112,596	9,383.00	12,510.67	112,596	9,383.00	12,510.67
113,112	9,426.00	12,568.00	115,380	9,615.00	12,820.00	115,380	9,615.00	12,820.00
115,860	9,655.00	12,873.33	118,176	9,848.00	13,130.67	118,176	9,848.00	13,130.67
118,716	9,893.00	13,190.67	121,092	10,091.00	13,454.67	121,092	10,091.00	13,454.67
121,632	10,136.00	13,514.67	124,068	10,339.00	13,785.33	124,068	10,339.00	13,785.33
124,560	10,380.00	13,840.00	127,056	10,588.00	14,117.33	127,056	10,588.00	14,117.33

54,012	4,501.00	6,001.33	55,092	4,591.00	6,121.33
55,320	4,610.00	6,146.67	56,424	4,702.00	6,269.33
56,784	4,732.00	6,309.33	57,924	4,827.00	6,436.00

**ACADEMIC COORDINATOR - Fiscal Year (11 months)**

Salary Scale 10/1/2006

<b>I (0841)</b>				<b>II (0843)</b>				<b>III (0845)</b>			
<u>Step</u>	<u>Years at Step</u>	<u>Annual</u>	<u>Monthly</u>	<u>Step</u>	<u>Years at Step</u>	<u>Annual</u>	<u>Monthly</u>	<u>Step</u>	<u>Years at Step</u>	<u>Annual</u>	<u>Monthly</u>
1	2	43,020	3,585	1	2	56,424	4,702	1	3	71,484	5,957
2	2	44,700	3,725	2	2	59,184	4,932	2	3	76,224	6,352
3	2	46,872	3,906	3	2	61,836	5,153	3	3	81,912	6,826
4	2	49,056	4,088	4	2	64,896	5,408	4	3	88,344	7,362
5	2	51,300	4,275	5	2	67,944	5,662	5	3	94,884	7,907
6	2	53,748	4,479	6	2	71,484	5,957	6	3	102,264	8,522
7	2	56,424	4,702	7	2	74,484	6,207	7	3	109,920	9,160
8	2	59,184	4,932	8	2	78,372	6,531	8	3	118,176	9,848
9	2	61,836	5,153	9	2	81,912	6,826	9	--	127,056	10,588
10	2	64,896	5,408	10	2	85,800	7,150				
11	2	67,944	5,662	11	2	90,528	7,544				
12	2	71,484	5,957	12	2	94,884	7,907				
13	2	74,484	6,207	13	2	99,576	8,298				
14	2	78,372	6,531	14	2	104,736	8,728				
15	--	81,912	6,826	15	--	109,920	9,160				

**PROJECT (E.G. SCIENTIST) SERIES**

Fiscal Year (11 months)

Rank	Step	Year at Step	Salary Scale		Salary Scale	
			Annual	Monthly	Annual	Monthly
			10/ 1/2 00 5	3,891.67	47,600	3,966.67
				4,108.33	50,900	4,191.67
				4,325.00	52,900	4,408.33
				4,566.67	55,900	4,658.33
				4,791.67	58,700	4,891.67
				5,033.33	61,600	5,133.33
<b>Assistant</b>	1	2	46,700			
<b>Project</b>	2	2	49,300	4,800.00	58,800	4,900.00
3394	3	2	51,900	5,041.67	61,700	5,141.67
	4	2	54,800	5,333.33	65,300	5,441.67
	5	2	57,500	5,658.33	69,300	5,775.00
	6	2	60,400	6,075.00	74,400	6,200.00
<b>Associate</b>	1	2	57,600	5,666.67	69,400	5,783.33
<b>Project</b>	2	2	60,500	6,083.33	74,500	6,208.33
3392	3	2	64,000	6,600.00	80,800	6,733.33
	4	3	67,900	7,158.33	87,600	7,300.00
	5	3	72,900	7,758.33	95,000	7,916.67
				8,425.00	103,100	8,591.67
<b>Project</b>	1	3	68,000	9,141.67	111,900	9,325.00
3390	2	3	73,000	9,900.00	121,200	10,100.00
	3	3	79,200	10,750.00	131,600	10,966.67
	4	3	85,900			
	5	-	93,100			
6	-		101,100			
7	-		109,700			
	8	-	118,800			
	9	-	129,000			

**PROJECT (E.G. SCIENTIST) SERIES - Fiscal Year (11 months)**  
**BUSINESS/MANAGEMENT and ENGINEERING**

			Salary Scale 10/1/2004		Salary Scale 10/1/2006	
Year at			Annual		Annual	
<u>Rank</u>	<u>Step</u>	<u>Step</u>	<u>Monthly</u>	<u>Monthly</u>	<u>Monthly</u>	<u>Monthly</u>
<b>Assistant</b>	1	2	61,900	5,158.33	63,100	5,258.33
<b>Project</b>	2	2	65,100	5,425.00	66,400	5,533.33
3395	3	2	68,400	5,700.00	69,800	5,816.67
	4	2	71,600	5,966.67	73,000	6,083.33
	5	2	74,900	6,241.67	76,400	6,366.67
	6	2	77,700	6,475.00	79,300	6,608.33
<b>Associate</b>	1	2	75,000	6,250.00	76,500	6,375.00
<b>Project</b>	2	2	77,800	6,483.33	79,400	6,616.67
3393	3	2	80,800	6,733.33	82,400	6,866.67
	4	3	83,200	6,933.33	84,900	7,075.00
	5	3	86,000	7,166.67	87,700	7,308.33
<b>Project</b>	1	3	83,300	6,941.67	85,000	7,083.33
3391	2	3	86,100	7,175.00	87,800	7,316.67
	3	3	91,300	7,608.33	93,100	7,758.33
	4	3	98,000	8,166.67	100,000	8,333.33
	5	-	105,500	8,791.67	107,600	8,966.67
	6	-	113,500	9,458.33	115,800	9,650.00
	7	-	121,600	10,133.33	124,000	10,333.33
	8	-	130,200	10,850.00	132,800	11,066.67
	9	-	141,400	11,783.33	144,200	12,016.67

**COORDINATOR OF FIELD WORK**

	<b>Scale 10/1/2005</b>	<b>Scale 10/1/2006</b>
Academic Year (9 months) - 2240	38,328 - 101,448	39,096 - 103,476
Academic Year (9 months) Continuing - 2241	42,552 - 101,448	43,404 - 103,476
Fiscal Year (11 months) - 2245	44,472 - 120,456	45,360 - 122,868
Fiscal Year (11 months) Continuing - 2246	48,840 - 120,456	49,812 - 122,868

For salary levels within range, see Lecturer & Other Unit 18 Titles Table of Pay Rates

BUC: IX

**FACULTY RECRUITMENT ALLOWANCE PROGRAM**  
(formerly known as Salary Differential Housing Allowance)

	<b>Effective 10/1/05</b>	<b>Effective 10/1/06</b>
<b>Maximum Allowable</b>	54,400 *	55,500*

**\*By Exception:** Effective 12/04, Deans have authority to approve housing allowances up to \$100,000.  
See delegation of authority memo dated 12/21/04.

## PROVOSTS AND DEPARTMENT CHAIRS

<b>Provosts</b> (1099)		<b>Scale 10/1/2005</b>	<b>Scale 10/1/2006</b>
	Department Funds (in millions)	<b>Stipend</b>	<b>Stipend</b>
	up to \$1 M	4,971.00	5,070.00
	\$1 ~M - \$2M	6,459.00	6,588.00
	\$2~M or more	7,966.00	8,125.00
<b>Department Chairs</b> (1096)			
	up to \$1 M	7,700.00	7,854.00
	\$1 ~M - \$2M	9,200.00	9,384.00
	\$2~M - \$3M	10,700.00	10,914.00
	\$3~M or more	12,200.00	12,444.00

Stipends are paid in equal installments on a fiscal-year basis (7/1 through 6/30) using DOS code SIP.

## APPENDIX

### Thresholds for Approval of Academic Salaries

Effective August 14, 2007

**Ladder-rank faculty base salaries above the thresholds that involve a new appointment, retention of faculty, and faculty merit increases greater than 10 percent, require Presidential approval. Chancellors are authorized to approve salaries above the thresholds in cases involving faculty merit increases of 10 percent or less.**

Regular - Academic Year Faculty Ladder Ranks Scale	\$205,000
Regular - Fiscal Year Faculty Ladder Ranks Scale	\$237,800
Academic-Year Business/Management and Engineering Faculty Ladder Ranks Scale	\$226,100
Fiscal-Year Business/Management and Engineering Faculty Ladder Ranks Scale	\$260,500
Law School Scale	\$276,500

For all other academic base salaries, the threshold is \$205,000.

**TITLE**

**CODE ACADEMIC TITLE**

3802	_____ Recall
1061	Academic Administrator I
1062	Academic Administrator II
1063	Academic Administrator III
1064	Academic Administrator IV
1065	Academic Administrator V
1066	Academic Administrator VI
1067	Academic Administrator VII
0840	Academic Coordinator I - Academic Year
0841	Academic Coordinator I - Fiscal Year
0842	Academic Coordinator II - Academic Year
0843	Academic Coordinator II - Fiscal Year
0844	Academic Coordinator III - Academic Year
0845	Academic Coordinator III - Fiscal Year
0846	Academic Coordinator IV - Academic Year
0847	Academic Coordinator IV - Fiscal Year
0848	Academic Coordinator V - Academic Year
0849	Academic Coordinator V - Fiscal Year
3127	Acting Assistant Astronomer
1307	Acting Assistant Professor - Academic Year
1301	Acting Assistant Professor - Academic Year - 1/9
1979	Acting Assistant Professor - Academic Year - 1/9 - Bus/Eng
1977	Acting Assistant Professor - Academic Year - Bus/Eng
1317	Acting Assistant Professor - Fiscal Year
1978	Acting Assistant Professor - Fiscal Year - Bus/Eng
3117	Acting Associate Astronomer
1207	Acting Associate Professor - Academic Year
1201	Acting Associate Professor - Academic Year - 1/9
1976	Acting Associate Professor - Academic Year - 1/9 - Bus/Eng
1974	Acting Associate Professor - Academic Year - Bus/Eng
1217	Acting Associate Professor - Fiscal Year
1975	Acting Associate Professor - Fiscal Year - Bus/Eng
3107	Acting Astronomer
1107	Acting Professor - Academic Year
1101	Acting Professor - Academic Year - 1/9
1973	Acting Professor - Academic Year - 1/9 - Bus/Eng
1971	Acting Professor - Academic Year - Bus/Eng
1117	Acting Professor - Fiscal Year
1972	Acting Professor - Fiscal Year - Bus/Eng
3258	Adjunct Professor - Academic Year
3363	Adjunct Professor - Academic Year - 1/9
3379	Adjunct Professor - Academic Year - 1/9 - Bus/Eng
3377	Adjunct Professor - Academic Year - Bus/Eng
3259	Adjunct Professor - Fiscal Year
3378	Adjunct Professor - Fiscal Year - Bus/Eng
3278	Assistant Adjunct Professor - Academic Year
3361	Assistant Adjunct Professor - Academic Year - 1/9
3373	Assistant Adjunct Professor - Academic Year - 1/9 - Bus/Eng
3371	Assistant Adjunct Professor - Academic Year - Bus/Eng
3279	Assistant Adjunct Professor - Fiscal Year
3372	Assistant Adjunct Professor - Fiscal Year - Bus/Eng
3120	Assistant Astronomer
3620	Assistant Librarian - Career Status
3621	Assistant Librarian - Potential Career
3622	Assistant Librarian - Temporary Status
1300	Assistant Professor - Academic Year

1303 Assistant Professor - Academic Year - 1/9  
1345 Assistant Professor - Academic Year - 1/9 - Bus/Eng  
1343 Assistant Professor - Academic Year - Bus/Eng  
1306 Assistant Professor - Academic Year - Recalled  
1310 Assistant Professor - Fiscal Year  
1344 Assistant Professor - Fiscal Year - Bus/Eng  
3270 Assistant Professor In-Residence - Academic Year  
3351 Assistant Professor In-Residence - Academic Year - 1/9  
3389 Assistant Professor In-Residence - Academic Year - 1/9 - Bus/Eng  
3387 Assistant Professor In-Residence - Academic Year - Bus/Eng  
3271 Assistant Professor In-Residence - Fiscal Year  
3388 Assistant Professor In-Residence - Fiscal Year - Bus/Eng  
3394 Assistant Project \_\_\_\_\_ - Fiscal Year  
3395 Assistant Project \_\_\_\_\_ Business/Management/Engineering - Fiscal Year  
3223 Assistant Research \_\_\_\_\_ - Academic Year  
3225 Assistant Research \_\_\_\_\_ - Academic Year - 1/9  
1986 Assistant Research \_\_\_\_\_ - Academic Year - 1/9 - Bus/Eng  
1985 Assistant Research \_\_\_\_\_ - Academic Year - Bus/Eng  
3220 Assistant Research \_\_\_\_\_ - Fiscal Year  
1989 Assistant Research \_\_\_\_\_ - Fiscal Year - Bus/Eng  
3320 Assistant Specialist  
2140 Assistant Supervisor of Physical Education - Academic Year  
3572 Assistant Teacher - University Extension  
3610 Assistant University Librarian  
3268 Associate Adjunct Professor - Academic Year  
3362 Associate Adjunct Professor - Academic Year - 1/9  
3376 Associate Adjunct Professor - Academic Year - 1/9 - Bus/Eng  
3374 Associate Adjunct Professor - Academic Year - Bus/Eng  
3269 Associate Adjunct Professor - Fiscal Year  
3375 Associate Adjunct Professor - Fiscal Year - Bus/Eng  
3110 Associate Astronomer  
1506 Associate In - Graduate Student - Academic Year - 1/9 - GSHIP  
1507 Associate In - Graduate Student - Academic Year - 1/9 - Non-GSHIP  
1501 Associate In - Graduate Student - Academic Year - GSHIP  
1502 Associate in - Graduate Student - Academic Year - Non-GSHIP  
1511 Associate In - Graduate Student - Fiscal Year - GSHIP  
1512 Associate In - Graduate Student - Fiscal Year - Non-GSHIP  
3616 Associate Librarian - Career Status  
3617 Associate Librarian - Potential Career Status  
3618 Associate Librarian - Temporary Status  
1200 Associate Professor - Academic Year  
1203 Associate Professor - Academic Year - 1/9  
1245 Associate Professor - Academic Year - 1/9 - Bus/Eng  
1248 Associate Professor - Academic Year - 1/9 - Bus/Eng - Recalled  
1243 Associate Professor - Academic Year - Bus/Eng  
1246 Associate Professor - Academic Year - Bus/Eng - Recalled  
1206 Associate Professor - Academic Year - Recalled  
1210 Associate Professor - Fiscal Year  
1244 Associate Professor - Fiscal Year - Bus/Eng  
1216 Associate Professor - Fiscal Year - Recalled  
1209 Associate Professor - Recalled - Academic Year - 1/9  
3260 Associate Professor In-Residence - Academic Year  
3352 Associate Professor In-Residence - Academic Year - 1/9  
3386 Associate Professor In-Residence - Academic Year - 1/9 - Bus/Eng  
3384 Associate Professor In-Residence - Academic Year - Bus/Eng  
3261 Associate Professor In-Residence - Fiscal Year  
3385 Associate Professor In-Residence - Fiscal year - Bus/Eng  
3392 Associate Project \_\_\_\_\_ - Fiscal Year  
3393 Associate Project \_\_\_\_\_ Business/Management/Engineering - Fiscal Year

3213 Associate Research \_\_\_\_\_ - Academic Year  
3215 Associate Research \_\_\_\_\_ - Academic Year - 1/9  
1984 Associate Research \_\_\_\_\_ - Academic Year - 1/9 - Bus/Eng  
1983 Associate Research \_\_\_\_\_ - Academic Year - Bus/Eng  
3210 Associate Research \_\_\_\_\_ - Fiscal Year  
1988 Associate Research \_\_\_\_\_ - Fiscal Year - Bus/Eng  
3310 Associate Specialist  
2120 Associate Supervisor of Physical Education - Academic Year  
3600 Associate University Librarian  
3100 Astronomer  
3106 Astronomer - Recalled  
3520 Continuing Educator I  
3521 Continuing Educator II  
3522 Continuing Educator III  
2240 Coordinator of Field Work - Academic Year  
2241 Coordinator of Field Work - Academic Year - 3-Year Contract  
2245 Coordinator of Field Work - Fiscal Year  
2246 Coordinator of Field Work - Fiscal Year - 3-Year Contract  
3580 Course Author - University Extension  
3237 Faculty Fellow Researcher  
3238 Faculty Fellow Researcher - 9 months  
3266 Graduate Student Researcher - No Remission  
3276 Graduate Student Researcher - Partial Fee Remission  
3282 Graduate Student Researcher - Full Fee Rem  
3283 Graduate Student Researcher - Full Tuit & Pfr  
3284 Graduate Student Researcher - Tuit & Fee Rem  
3330 Junior Specialist  
2160 Junior Supervisor of Physical Education - Academic Year  
1630 Lecturer - Academic Year  
1632 Lecturer - Academic Year - 1/9  
1633 Lecturer - Academic Year - 1/9th - 3-Year Contract  
1631 Lecturer - Academic Year - 3-Year Contract  
1634 Lecturer - Fiscal Year  
1635 Lecturer - Fiscal Year - 3-Year Contract  
1680 Lecturer Potential SOE - Academic Year  
1681 Lecturer Potential SOE - Academic Year - 1/9  
1682 Lecturer Potential SOE - Fiscal Year  
1607 Lecturer with SOE - Academic Year  
1608 Lecturer with SOE - Academic Year - 1/9  
1665 Lecturer with SOE - Academic Year - Recalled  
1666 Lecturer with SOE - Academic Year - Recalled - 1/9  
1620 Lecturer with SOE - Emeritus  
1617 Lecturer with SOE - Fiscal Year  
1667 Lecturer with SOE - Fiscal Year - Recalled  
1675 Lecturer/Senior Lecturer - Academic Year - (without salary)  
1676 Lecturer/Senior Lecturer - Fiscal Year - (without salary)  
3612 Librarian - Career Status  
3613 Librarian - Potential Career Status  
3614 Librarian - Temporary Status  
3253 Postdoctoral Scholars - Fellow  
3254 Postdoctoral Scholars - Paid direct  
3240 Postgraduate Research \_\_\_\_\_ - Fiscal Year  
3241 Postgraduate Research Stdnt\_\_\_\_\_ - Fiscal Year - GSHIP  
3242 Postgraduate Research Stdnt\_\_\_\_\_ - Fiscal Year NON-GSHIP  
1100 Professor - Academic Year  
1103 Professor - Academic Year - 1/9  
1145 Professor - Academic Year - 1/9 - Bus/Eng  
1148 Professor - Academic Year - 1/9 - Bus/Eng - Recalled  
1143 Professor - Academic Year - Bus/Eng

1146 Professor - Academic Year - Bus/Eng - Recalled  
1106 Professor - Academic Year - Recalled  
1109 Professor - Academic Year - Recalled - 1/9  
1110 Professor - Fiscal Year  
1144 Professor - Fiscal Year - Bus/Eng  
1116 Professor - Fiscal Year - Recalled  
3250 Professor In-Residence - Academic Year  
3353 Professor In-Residence - Academic Year - 1/9  
3383 Professor In-Residence - Academic Year - 1/9 - Bus/Eng  
3381 Professor In-Residence - Academic Year - Bus/Eng  
3251 Professor In-Residence - Fiscal Year  
3382 Professor In-Residence - Fiscal Year - Bus/Eng  
3390 Project \_\_\_\_\_ - Fiscal Year  
3391 Project \_\_\_\_\_ Business/Management/Engineering - Fiscal Year  
3540 Program Coordinator  
2854 Reader - GSHIP  
2855 Reader - non-GSHIP  
2520 Reader - Non-student  
2271 Remedial Tutor I - GSHIP  
2270 Remedial Tutor I - Non-GSHIP  
2273 Remedial Tutor II - GSHIP  
2272 Remedial Tutor II - Non-GSHIP  
3203 Research \_\_\_\_\_ - Academic Year  
3205 Research \_\_\_\_\_ - Academic Year - 1/9  
1982 Research \_\_\_\_\_ - Academic Year - 1/9 - Bus/Eng  
1981 Research \_\_\_\_\_ - Academic Year - Bus/Eng  
3200 Research \_\_\_\_\_ - Fiscal Year  
1987 Research \_\_\_\_\_ - Fiscal Year - Bus/Eng  
3209 Research \_\_\_\_\_ - Recalled  
3298 Research Associate (without salary)  
3296 Research Fellow (without salary)  
1707 Research Professor  
1640 Senior Lecturer - Academic Year  
1642 Senior Lecturer - Academic Year - 1/9  
1643 Senior Lecturer - Academic Year - 1/9th - 3-Year Contract  
1641 Senior Lecturer - Academic Year - 3-Year Contract  
1644 Senior Lecturer - Fiscal Year  
1645 Senior Lecturer - Fiscal Year - 3-Year Contract  
1683 Senior Lecturer Potential SOE - Academic Year  
1684 Senior Lecturer Potential SOE - Academic Year - 1/9  
1685 Senior Lecturer Potential SOE - Fiscal Year  
1603 Senior Lecturer with SOE - Academic Year  
1604 Senior Lecturer with SOE - Academic Year - 1/9  
1660 Senior Lecturer with SOE - Academic Year - Recalled  
1662 Senior Lecturer with SOE - Academic Year - Recalled - 1/9  
1621 Senior Lecturer with SOE - Emeritus  
1613 Senior Lecturer with SOE - Fiscal Year  
1663 Senior Lecturer with SOE - Fiscal Year - Recalled  
3575 Speaker - University Extension  
3300 Specialist  
2100 Supervisor of Physical Education - Academic Year  
2106 Supervisor of Physical Education - Academic Year - Recalled  
2220 Supervisor of Teacher Education  
2221 Supervisor of Teacher Education - 3-Year Contract  
2460 Teacher-Special Programs  
2461 Teacher-Special Programs - 3-Year Contract  
3574 Teacher - University Extension  
3570 Teacher - University Extension - Contract Year  
2310 Teaching Assistant - GSHIP

2311 Teaching Assistant - non-GSHIP  
2300 Teaching Fellow - GSHIP  
2301 Teaching Fellow - non-GSHIP  
2862 Tutor - GSHIP  
2863 Tutor - Non-GSHIP  
2521 Tutor - Non-studnet  
3370 Visiting \_\_\_\_\_ Postdoctoral  
3128 Visiting Assistant Astronomer  
3623 Visiting Assistant Librarian - Fiscal Year  
1308 Visiting Assistant Professor - Academic Year  
1302 Visiting Assistant Professor - Academic Year - 1/9  
1429 Visiting Assistant Professor - Academic year - 1/9 - Bus/Eng  
1427 Visiting Assistant Professor - Academic Year - Bus/Eng  
1318 Visiting Assistant Professor - Fiscal Year  
1428 Visiting Assistant Professor - Fiscal Year - Bus/Eng  
3398 Visiting Assistant Project \_\_\_\_\_ - Fiscal Year  
3228 Visiting Assistant Research \_\_\_\_\_ - Fiscal Year  
3118 Visiting Associate Astronomer  
3619 Visiting Associate Librarian - Fiscal Year  
1208 Visiting Associate Professor - Academic Year  
1202 Visiting Associate Professor - Academic Year - 1/9  
1426 Visiting Associate Professor - Academic Year - 1/9 - Bus/Eng  
1424 Visiting Associate Professor - Academic Year - Bus/Eng  
1218 Visiting Associate Professor - Fiscal Year  
1425 Visiting Associate Professor - Fiscal Year - Bus/Eng  
3397 Visiting Associate Project \_\_\_\_\_ - Fiscal Year  
3218 Visiting Associate Research \_\_\_\_\_ - Fiscal Year  
3108 Visiting Astronomer  
3615 Visiting Librarian - Fiscal Year  
1108 Visiting Professor - Academic Year  
1102 Visiting Professor - Academic Year - 1/9  
1423 Visiting Professor - Academic Year - 1/9 - Bus/Eng  
1421 Visiting Professor - Academic Year - Bus/Eng  
1118 Visiting Professor - Fiscal Year  
1422 Visiting Professor - Fiscal Year - Bus/Eng  
3396 Visiting Project \_\_\_\_\_ -Fiscal Year  
3208 Visiting Research \_\_\_\_\_ - Fiscal Year

**TITLE**  
**CODE ACADEMIC TITLE**

1061	Academic Administrator I
1062	Academic Administrator II
1063	Academic Administrator III
1064	Academic Administrator IV
1065	Academic Administrator V
1066	Academic Administrator VI
1067	Academic Administrator VII
1100	Professor - Academic Year
1101	Acting Professor - Academic Year - 1/9
1102	Visiting Professor - Academic Year - 1/9
1103	Professor - Academic Year - 1/9
1106	Professor - Academic Year - Recalled
1107	Acting Professor - Academic Year
1108	Visiting Professor - Academic Year
1109	Professor - Academic Year - Recalled - 1/9
1110	Professor - Fiscal Year
1116	Professor - Fiscal Year - Recalled
1117	Acting Professor - Fiscal Year
1118	Visiting Professor - Fiscal Year
1143	Professor - Academic Year - Bus/Eng
1144	Professor - Fiscal Year - Bus/Eng
1145	Professor - Academic Year - 1/9 - Bus/Eng
1146	Professor - Academic Year - Bus/Eng - Recalled
1148	Professor - Academic Year - 1/9 - Bus/Eng - Recalled
1200	Associate Professor - Academic Year
1201	Acting Associate Professor - Academic Year - 1/9
1202	Visiting Associate Professor - Academic Year - 1/9
1203	Associate Professor - Academic Year - 1/9
1206	Associate Professor - Academic Year - Recalled
1207	Acting Associate Professor - Academic Year
1208	Visiting Associate Professor - Academic Year
1209	Associate Professor - Recalled - Academic Year - 1/9
1210	Associate Professor - Fiscal Year
1216	Associate Professor - Fiscal Year - Recalled
1217	Acting Associate Professor - Fiscal Year
1218	Visiting Associate Professor - Fiscal Year
1243	Associate Professor - Academic Year - Bus/Eng
1244	Associate Professor - Fiscal Year - Bus/Eng
1245	Associate Professor - Academic Year - 1/9 - Bus/Eng
1246	Associate Professor - Academic Year - Bus/Eng - Recalled
1248	Associate Professor - Academic Year - 1/9 - Bus/Eng - Recalled
1300	Assistant Professor - Academic Year
1301	Acting Assistant Professor - Academic Year - 1/9
1302	Visiting Assistant Professor - Academic Year - 1/9
1303	Assistant Professor - Academic Year - 1/9
1306	Assistant Professor - Academic Year - Recalled
1307	Acting Assistant Professor - Academic Year
1308	Visiting Assistant Professor - Academic Year
1310	Assistant Professor - Fiscal Year
1317	Acting Assistant Professor - Fiscal Year
1318	Visiting Assistant Professor - Fiscal Year
1343	Assistant Professor - Academic Year - Bus/Eng
1344	Assistant Professor - Fiscal Year - Bus/Eng
1345	Assistant Professor - Academic Year - 1/9 - Bus/Eng
1421	Visiting Professor - Academic Year - Bus/Eng
1422	Visiting Professor - Fiscal Year - Bus/Eng

1423	Visiting Professor - Academic Year - 1/9 - Bus/Eng
1424	Visiting Associate Professor - Academic Year - Bus/Eng
1425	Visiting Associate Professor - Fiscal Year - Bus/Eng
1426	Visiting Associate Professor - Academic Year - 1/9 - Bus/Eng
1427	Visiting Assistant Professor - Academic Year - Bus/Eng
1428	Visiting Assistant Professor - Fiscal Year - Bus/Eng
1429	Visiting Assistant Professor - Academic year - 1/9 - Bus/Eng
1501	Associate In - Graduate Student - Academic Year - GSHIP
1502	Associate in - Graduate Student - Academic Year - Non-GSHIP
1506	Associate In - Graduate Student - Academic Year - 1/9 - GSHIP
1507	Associate In - Graduate Student - Academic Year - 1/9 - Non-GSHIP
1511	Associate In - Graduate Student - Fiscal Year - GSHIP
1512	Associate In - Graduate Student - Fiscal Year - Non-GSHIP
1603	Senior Lecturer with SOE - Academic Year
1604	Senior Lecturer with SOE - Academic Year - 1/9
1607	Lecturer with SOE - Academic Year
1608	Lecturer with SOE - Academic Year - 1/9
1613	Senior Lecturer with SOE - Fiscal Year
1617	Lecturer with SOE - Fiscal Year
1620	Lecturer with SOE - Emeritus
1621	Senior Lecturer with SOE - Emeritus
1630	Lecturer - Academic Year
1631	Lecturer - Academic Year - 3-Year Contract
1632	Lecturer - Academic Year - 1/9
1633	Lecturer - Academic Year - 1/9th - 3-Year Contract
1634	Lecturer - Fiscal Year
1635	Lecturer - Fiscal Year - 3-Year Contract
1640	Senior Lecturer - Academic Year
1641	Senior Lecturer - Academic Year - 3-Year Contract
1642	Senior Lecturer - Academic Year - 1/9
1643	Senior Lecturer - Academic Year - 1/9th - 3-Year Contract
1644	Senior Lecturer - Fiscal Year
1645	Senior Lecturer - Fiscal Year - 3-Year Contract
1660	Senior Lecturer with SOE - Academic Year - Recalled
1662	Senior Lecturer with SOE - Academic Year - Recalled - 1/9
1663	Senior Lecturer with SOE - Fiscal Year - Recalled
1665	Lecturer with SOE - Academic Year - Recalled
1666	Lecturer with SOE - Academic Year - Recalled - 1/9
1667	Lecturer with SOE - Fiscal Year - Recalled
1675	Lecturer/Senior Lecturer - Academic Year - (without salary)
1676	Lecturer/Senior Lecturer - Fiscal Year - (without salary)
1680	Lecturer Potential SOE - Academic Year
1681	Lecturer Potential SOE - Academic Year - 1/9
1682	Lecturer Potential SOE - Fiscal Year
1683	Senior Lecturer Potential SOE - Academic Year
1684	Senior Lecturer Potential SOE - Academic Year - 1/9
1685	Senior Lecturer Potential SOE - Fiscal Year
1707	Research Professor
1971	Acting Professor - Academic Year - Bus/Eng
1972	Acting Professor - Fiscal Year - Bus/Eng
1973	Acting Professor - Academic Year - 1/9 - Bus/Eng
1974	Acting Associate Professor - Academic Year - Bus/Eng
1975	Acting Associate Professor - Fiscal Year - Bus/Eng
1976	Acting Associate Professor - Academic Year - 1/9 - Bus/Eng
1977	Acting Assistant Professor - Academic Year - Bus/Eng
1978	Acting Assistant Professor - Fiscal Year - Bus/Eng
1979	Acting Assistant Professor - Academic Year - 1/9 - Bus/Eng
1981	Research _____ - Academic Year - Bus/Eng
1982	Research _____ - Academic Year - 1/9 - Bus/Eng

1983 Associate Research \_\_\_\_\_ - Academic Year - Bus/Eng  
 1984 Associate Research \_\_\_\_\_ - Academic Year - 1/9 - Bus/Eng  
 1985 Assistant Research \_\_\_\_\_ - Academic Year - Bus/Eng  
 1986 Assistant Research \_\_\_\_\_ - Academic Year - 1/9 - Bus/Eng  
 1987 Research \_\_\_\_\_ - Fiscal Year - Bus/Eng  
 1988 Associate Research \_\_\_\_\_ - Fiscal Year - Bus/Eng  
 1989 Assistant Research \_\_\_\_\_ - Fiscal Year - Bus/Eng  
 2100 Supervisor of Physical Education - Academic Year  
 2106 Supervisor of Physical Education - Academic Year - Recalled  
 2120 Associate Supervisor of Physical Education - Academic Year  
 2140 Assistant Supervisor of Physical Education - Academic Year  
 2160 Junior Supervisor of Physical Education - Academic Year  
 2220 Supervisor of Teacher Education  
 2221 Supervisor of Teacher Education - 3-Year Contract  
 2240 Coordinator of Field Work - Academic Year  
 2241 Coordinator of Field Work - Academic Year - 3-Year Contract  
 2245 Coordinator of Field Work - Fiscal Year  
 2246 Coordinator of Field Work - Fiscal Year - 3-Year Contract  
 2270 Remedial Tutor I - Non-GSHIP  
 2271 Remedial Tutor I - GSHIP  
 2272 Remedial Tutor II - Non-GSHIP  
 2273 Remedial Tutor II - GSHIP  
 2300 Teaching Fellow - GSHIP  
 2301 Teaching Fellow - non-GSHIP  
 2310 Teaching Assistant - GSHIP  
 2311 Teaching Assistant - non-GSHIP  
 2460 Teacher-Special Programs  
 2461 Teacher-Special Programs - 3-Year Contract  
 2520 Reader - Non-student  
 2521 Tutor - Non-student  
 2854 Reader - GSHIP  
 2855 Reader - non-GSHIP  
 2862 Tutor - GSHIP  
 2863 Tutor - Non-GSHIP  
 3100 Astronomer  
 3106 Astronomer - Recalled  
 3107 Acting Astronomer  
 3108 Visiting Astronomer  
 3110 Associate Astronomer  
 3117 Acting Associate Astronomer  
 3118 Visiting Associate Astronomer  
 3120 Assistant Astronomer  
 3127 Acting Assistant Astronomer  
 3128 Visiting Assistant Astronomer  
 3200 Research \_\_\_\_\_ - Fiscal Year  
 3203 Research \_\_\_\_\_ - Academic Year  
 3205 Research \_\_\_\_\_ - Academic Year - 1/9  
 3208 Visiting Research \_\_\_\_\_ - Fiscal Year  
 3209 Research \_\_\_\_\_ - Recalled  
 3210 Associate Research \_\_\_\_\_ - Fiscal Year  
 3213 Associate Research \_\_\_\_\_ - Academic Year  
 3215 Associate Research \_\_\_\_\_ - Academic Year - 1/9  
 3218 Visiting Associate Research \_\_\_\_\_ - Fiscal Year  
 3220 Assistant Research \_\_\_\_\_ - Fiscal Year  
 3223 Assistant Research \_\_\_\_\_ - Academic Year  
 3225 Assistant Research \_\_\_\_\_ - Academic Year - 1/9  
 3228 Visiting Assistant Research \_\_\_\_\_ - Fiscal Year  
 3237 Faculty Fellow Researcher  
 3238 Faculty Fellow Researcher - 9 months

3240	Postgraduate Research _____ - Fiscal Year
3241	Postgraduate Research Stdnt_____ - Fiscal Year - GSHIP
3242	Postgraduate Research Stdnt_____ - Fiscal Year NON-GSHIP
3250	Professor In-Residence - Academic Year
3251	Professor In-Residence - Fiscal Year
3253	Postdoctoral Scholars - Fellow
3254	Postdoctoral Scholars - Paid direct
3258	Adjunct Professor - Academic Year
3259	Adjunct Professor - Fiscal Year
3260	Associate Professor In-Residence - Academic Year
3261	Associate Professor In-Residence - Fiscal Year
3266	Graduate Student Researcher - No Remission
3268	Associate Adjunct Professor - Academic Year
3269	Associate Adjunct Professor - Fiscal Year
3270	Assistant Professor In-Residence - Academic Year
3271	Assistant Professor In-Residence - Fiscal Year
3276	Graduate Student Researcher - Partial Fee Remission
3278	Assistant Adjunct Professor - Academic Year
3279	Assistant Adjunct Professor - Fiscal Year
3282	Graduate Student Researcher - Full Fee Rem
3283	Graduate Student Researcher - Full Tuit & Pfr
3284	Graduate Student Researcher - Tuit & Fee Rem
3296	Research Fellow (without salary)
3298	Research Associate (without salary)
3300	Specialist
3310	Associate Specialist
3320	Assistant Specialist
3330	Junior Specialist
3351	Assistant Professor In-Residence - Academic Year - 1/9
3352	Associate Professor In-Residence - Academic Year - 1/9
3353	Professor In-Residence - Academic Year - 1/9
3361	Assistant Adjunct Professor - Academic Year - 1/9
3362	Associate Adjunct Professor - Academic Year - 1/9
3363	Adjunct Professor - Academic Year - 1/9
3370	Visiting _____ Postdoctoral
3371	Assistant Adjunct Professor - Academic Year - Bus/Eng
3372	Assistant Adjunct Professor - Fiscal Year - Bus/Eng
3373	Assistant Adjunct Professor - Academic Year - 1/9 - Bus/Eng
3374	Associate Adjunct Professor - Academic Year - Bus/Eng
3375	Associate Adjunct Professor - Fiscal Year - Bus/Eng
3376	Associate Adjunct Professor - Academic Year - 1/9 - Bus/Eng
3377	Adjunct Professor - Academic Year - Bus/Eng
3378	Adjunct Professor - Fiscal Year - Bus/Eng
3379	Adjunct Professor - Academic Year - 1/9 - Bus/Eng
3381	Professor In-Residence - Academic Year - Bus/Eng
3382	Professor In-Residence - Fiscal Year - Bus/Eng
3383	Professor In-Residence - Academic Year - 1/9 - Bus/Eng
3384	Associate Professor In-Residence - Academic Year - Bus/Eng
3385	Associate Professor In-Residence - Fiscal year - Bus/Eng
3386	Associate Professor In-Residence - Academic Year - 1/9 - Bus/Eng
3387	Assistant Professor In-Residence - Academic Year - Bus/Eng
3388	Assistant Professor In-Residence - Fiscal Year - Bus/Eng
3389	Assistant Professor In-Residence - Academic Year - 1/9 - Bus/Eng
3390	Project _____ - Fiscal Year
3391	Project _____ Business/Management/Engineering - Fiscal Year
3392	Associate Project _____ - Fiscal Year
3393	Associate Project _____ Business/Management/Engineering - Fiscal Year
3394	Assistant Project _____ - Fiscal Year
3395	Assistant Project _____ Business/Management/Engineering - Fiscal Year

3396 Visiting Project \_\_\_\_\_-Fiscal Year  
3397 Visiting Associate Project \_\_\_\_\_ - Fiscal Year  
3398 Visiting Assistant Project \_\_\_\_\_ - Fiscal Year  
3520 Continuing Educator I  
3521 Continuing Educator II  
3522 Continuing Educator III  
3540 Program Coordinator  
3570 Teacher - University Extension - Contract Year  
3572 Assistant Teacher - University Extension  
3574 Teacher - University Extension  
3575 Speaker - University Extension  
3580 Course Author - University Extension  
3600 Associate University Librarian  
3610 Assistant University Librarian  
3612 Librarian - Career Status  
3613 Librarian - Potential Career Status  
3614 Librarian - Temporary Status  
3615 Visiting Librarian - Fiscal Year  
3616 Associate Librarian - Career Status  
3617 Associate Librarian - Potential Career Status  
3618 Associate Librarian - Temporary Status  
3619 Visiting Associate Librarian - Fiscal Year  
3620 Assistant Librarian - Career Status  
3621 Assistant Librarian - Potential Career  
3622 Assistant Librarian - Temporary Status  
3623 Visiting Assistant Librarian - Fiscal Year  
3802 \_\_\_\_\_ Recall  
0840 Academic Coordinator I - Academic Year  
0841 Academic Coordinator I - Fiscal Year  
0842 Academic Coordinator II - Academic Year  
0843 Academic Coordinator II - Fiscal Year  
0844 Academic Coordinator III - Academic Year  
0845 Academic Coordinator III - Fiscal Year  
0846 Academic Coordinator IV - Academic Year  
0847 Academic Coordinator IV - Fiscal Year  
0848 Academic Coordinator V - Academic Year  
0849 Academic Coordinator V - Fiscal Year

**UNIVERSITY OF CALIFORNIA  
ACADEMIC SALARY SCALES**

**OCTOBER 1, 2006**

## ACADEMIC SALARY SCALES NOTES

### FACULTY-LADDER RANKS--PROFESSOR SERIES

#### I. Rank and Step

- A. The "step" of an appointee is indicated by a Roman numeral after the rank -- e.g., Assistant Professor, Step 2; Associate Professor, Step 2; Professor, Step 2. The step is not part of the title or the rank. Rather, it is an indicator of the stage of advancement of the individual, and is used primarily to keep a record of such advancement.
- B. For statistical purposes, years at rank and step for appointees are recorded in their individual salary history record as follows:
  1. An academic-year (9-months) appointee who has served at least two full quarters or one full semester in any fiscal year (July 1 through June 30) will receive one year's credit at rank and step.
  2. An academic-year (9-months) appointee who has served just one quarter in any fiscal year (July 1 through June 30) will not receive credit for that year at rank and step.
  3. A fiscal-year (11-months) appointee who is appointed during the period July 1 through January 1 will receive one year's credit at rank and step.
  4. A fiscal-year (11-months) appointee who is appointed during the period January 2 through June 30 will not receive credit for that year at rank and step.

#### II. Normal Periods of Service

- A. **Assistant Professor:** The total period of University service with the title Assistant Professor, or with this and certain other titles, shall not exceed eight years. (For complete information, see the *Academic Personnel Manual*.) The normal period of service at a given step in this rank is two years. The first four steps in rank and corresponding salary levels are for normal use. Steps 5 and 6 may be used in exceptional situations and with proper justification. Please refer to the campus policy manual, CAPM 407.690.
- B. **Associate Professor:** The normal total period of service in the rank of Associate Professor is six years. The normal period of service at any one of the first three steps of the rank is two years. Steps 4 and 5 may be used in exceptional situations and with proper justification. Please refer to the campus policy manual, CAPM 407.690.

**C. Professor:** The normal period of service at step is three years in each of the first four steps. Service at Step 5 may be of indefinite duration. Advancement to Step 6 usually will not occur after less than three years of service at Step 5, and will be granted on evidence of highly distinguished scholarship, highly meritorious service, and evidence of excellent University teaching. In interpreting these criteria, reviewers should require evidence of excellence and high merit in original scholarship or creative achievement, teaching, and service; and, in addition, great distinction, recognized nationally or internationally, in scholarly or creative achievement or in teaching. Service at Professor, Step 6, 7, 8, or 9 may be of indefinite duration. Advancement from Professor, Step 6 to Step 7, from Step 7 to Step 8, and from 8 to 9 usually will not occur after less than three years of service at the lower step, and will only be granted on evidence of continuing achievement at the level required for advancement to Step 6. CAPM 400-220.

Advancement to an above-scale salary is reserved for scholars and teachers of the highest distinction whose work has been internationally recognized and acclaimed and whose teaching performance is excellent. Except in rare and compelling cases, advancement will not occur after less than four years at Step 9. Moreover, mere length of service and continued good performance at Step 9 is not justification for further salary advancement. There must be demonstration of additional merit and distinction beyond the performance on which advancement to Step 9 was based. A further merit increase in salary for a person already serving at an above-scale salary level must be justified by new evidence of merit and distinction. Continued good service is not an adequate justification. Intervals between such salary increases may be indefinite, and only in the most superior cases where there is strong and compelling evidence will increase at intervals shorter than four years be approved. CAPM 400-220.

### III. Off-Scale Salaries

For specific guidelines for use of off-scale salaries, refer to the campus policy manual, CAPM 803.620 and the delegation of authority chart, Appendix 1.

## LIBRARIAN SERIES

### Normal Periods of Service

- (1) **Assistant Librarian:** See the Academic Personnel Manual for policy on length of service as Assistant Librarian. The period of service at each step is normally two years. The salary for Assistant Librarian, Step 3, is identical to that of Associate Librarian, Step 1. An Assistant Librarian promoted to Associate Librarian after two years' service at Step 3 will be advanced to Associate Librarian, Step 2.
- (2) **Associate Librarian:** The normal period of service in this rank is twelve years, but the University is under no obligation to promote to the rank of Librarian. Service at Step 7 is normally in lieu of promotion to the rank of Librarian and may be of indefinite duration.
- (3) **Librarian:** The normal period of service at step is three years at Steps 1, 2, 3, and 4, and of indefinite duration at Steps 5, 6 and 7. Advancement to Step 6 will normally not occur with less than three years of service at Step 5, except in unusual cases. Advancement from Step 5 to Step 6 is reserved for Librarians with a distinguished career history who have demonstrated significant achievement since attaining Step 5. Advancement to Step 7 will normally not occur with less than three years of service at Step 6.

## SUPERVISOR OF PHYSICAL EDUCATION SERIES

Refer to APM 300-18 b. for policy on normal periods of service.

**\*FACULTY - LADDER RANKS - PROFESSOR SERIES**

Academic Year (9 months)

Rank	Step	Normal Period at Salary	Scale1 0/1/2005		Scale 10/1/2006		Off-scale salary limits
			Annual	Monthly	Annual	Monthly	
ASSISTANT PROFESSOR (1300)	1	2 y r s .	47,200	3,933.33	48,100	4,008.33	59,600
	2	2 y r s .	49,900	4,158.33	50,900	4,241.67	62,500
	3	2 y r s .	52,700	4,391.67	53,800	4,483.33	66,000
	4	2 y r s .	55,700	4,641.67	56,800	4,733.33	70,000
	5	2 y r s .	58,400	4,866.67	59,600	4,966.67	70,000
	6	2 y r s .	61,300	5,108.33	62,500	5,208.33	70,000
ASSOCIATE PROFESSOR (1200)	1	2 y r s .	58,500	4,875.00	59,700	4,975.00	75,600
	2	2 y r s .	61,400	5,116.67	62,600	5,216.67	81,700
	3	2 y r s .	64,800	5,400.00	66,100	5,508.33	88,600
	4	3 y r s .	68,700	5,725.00	70,100	5,841.67	88,600
	5	3 y r s .	74,100	6,175.00	75,600	6,300.00	88,600
PROFESSOR (1100)	1	3 y r s .	68,800	5,733.33	70,200	5,850.00	104,300
	2	3 y r s .	74,200	6,183.33	75,700	6,308.33	104,300
	3	3 y r s .	80,200	6,683.33	81,800	6,816.67	104,300
	4	3 y r s .	87,000	7,250.00	88,700	7,391.67	104,300
	5	--	94,500	7,875.00	96,400	8,033.33	104,300
	6	--	102,400	8,533.33	104,400	8,700.00	144,700
	7	--	111,300	9,275.00	113,500	9,458.33	144,700
	8	--	120,500	10,041.67	122,900	10,241.67	144,700
	9	--	130,900	10,908.33	133,500	11,125.00	144,700

\*The Adjunct Professor Series, Professor In Residence Series, and Astronomer Series are also paid on the Academic Year or Fiscal Year ladder rank salary scale.

Faculty base salaries, which involve a new appointment or a merit increase, that exceed \$174,800 require Presidential approval.

**\*FACULTY - LADDER RANKS - PROFESSOR SERIES**

Fiscal Year (11 months)

Rank	Step	Normal Period at Salary	Scale 10/1/2005		Scale 10/1/2006		Off-scale salary limits
			Annual	Monthly	Annual	Monthly	
ASSISTANT PROFESSOR (1310)	1	2 yrs.	55,000	4,583.33	56,100	4,675.00	69,100
	2	2 yrs.	57,900	4,825.00	59,100	4,925.00	72,500
	3	2 yrs.	61,100	5,091.67	62,300	5,191.67	76,700
	4	2 yrs.	64,500	5,375.00	65,800	5,483.33	81,500
	5	2 yrs.	67,700	5,641.67	69,100	5,758.33	81,500
	6	2 yrs.	71,100	5,925.00	72,500	6,041.67	81,500
ASSOCIATE PROFESSOR (1210)	1	2 yrs.	67,800	5,650.00	69,200	5,766.67	87,500
	2	2 yrs.	71,200	5,933.33	72,600	6,050.00	94,900
	3	2 yrs.	75,300	6,275.00	76,800	6,400.00	102,900
	4	3 yrs.	80,000	6,666.67	81,600	6,800.00	102,900
	5	3 yrs.	85,800	7,150.00	87,500	7,291.67	102,900
PROFESSOR (1110)	1	3 yrs.	80,100	6,675.00	81,700	6,808.33	121,200
	2	3 yrs.	85,900	7,158.33	87,600	7,300.00	121,200
	3	3 yrs.	93,100	7,758.33	95,000	7,916.67	121,200
	4	3 yrs.	101,000	8,416.67	103,000	8,583.33	121,200
	5	- -	109,500	9,125.00	111,700	9,308.33	121,200
	6	- -	118,900	9,908.33	121,300	10,108.33	167,800
	7	- -	129,000	10,750.00	131,600	10,966.67	167,800
	8	- -	139,700	11,641.67	142,500	11,875.00	167,800
	9	- -	151,800	12,650.00	154,800	12,900.00	167,800

\*The Adjunct Professor Series, Professor In Residence Series, and Astronomer Series are also paid on the Academic Year or Fiscal Year ladder rank salary scale.

Faculty base salaries, which involve a new appointment or a merit increase, that exceed \$202,800 require Presidential approval.

**\*FACULTY - LADDER RANKS - SPECIALIZED SALARY SCALES  
BUSINESS ADMINISTRATION/MANAGEMENT AND ENGINEERING**

Academic Year (9 months)

Rank	Step	Normal P e r i o d at Salary	Annual		Scale 10/1/2006		Off-scale salary limits
			Scale 10/1/2005 Monthly	Annual	Monthly	Annual	
ASSISTANT PROFESSOR (1343)	1	2 yrs.	62,800	5,233.33	64,100	5,341.67	77,600
	2	2 yrs.	66,000	5,500.00	67,300	5,608.33	80,400
	3	2 yrs.	69,300	5,775.00	70,700	5,891.67	83,600
	4	2 yrs.	72,900	6,075.00	74,400	6,200.00	86,100
	5	2 yrs.	76,100	6,341.67	77,600	6,466.67	86,100
	6	2 yrs.	78,800	6,566.67	80,400	6,700.00	86,100
ASSOCIATE PROFESSOR (1243)	1	2 yrs.	76,200	6,350.00	77,700	6,475.00	88,800
	2	2 yrs.	78,900	6,575.00	80,500	6,708.33	94,500
	3	2 yrs.	82,100	6,841.67	83,700	6,975.00	101,200
	4	3 yrs.	84,500	7,041.67	86,200	7,183.33	101,200
	5	3 yrs.	87,100	7,258.33	88,800	7,400.00	101,200
PROFESSOR (1143)	1	3 yrs.	84,600	7,050.00	86,300	7,191.67	117,500
	2	3 yrs.	87,200	7,266.67	88,900	7,408.33	117,500
	3	3 yrs.	92,700	7,725.00	94,600	7,883.33	117,500
	4	3 yrs.	99,300	8,275.00	101,300	8,441.67	117,500
	5	--	106,900	8,908.33	109,000	9,083.33	117,500
	6	- -	115,300	9,608.33	117,600	9,800.00	159,600
	7	- -	123,400	10,283.33	125,900	10,491.67	159,600
	8	- -	132,800	11,066.67	135,500	11,291.67	159,600
	9	--	144,300	12,025.00	147,200	12,266.67	159,600

\*The Adjunct Professor Series, Professor in Residence Series, and the Professional Research Series (limited to faculty on research status) in the appropriate disciplines are also paid on the Academic Year or Fiscal Year Business Administration/Management and Engineering Salary Scale. On the Santa Cruz campus, faculty in the Departments and Programs in the Jack Baskin School of Engineering are paid from this scale.

Faculty<sup>y</sup> base salaries, which involve a new a<sup>pp</sup>ointment or a merit increase, that exceed \$192,800 require

**\*FACULTY - LADDER RANKS - SPECIALIZED SALARY SCALES  
BUSINESS ADMINISTRATION/MANAGEMENT AND ENGINEERING**

Fiscal Year (11 months)

Rank	Step	Normal Period at Salary	Scale 10/1/2005		Scale 10/1/2006		Off-scale salary limits
			Annual	Monthly	Annual	Monthly	
ASSISTANT PROFESSOR (1344)	1	2 yrs .	72,800	6,066.67	74,300	6,191.67	89,900
	2	2 yrs .	76,600	6,383.33	78,100	6,508.33	93,200
	3	2 yrs .	80,500	6,708.33	82,100	6,841.67	96,900
	4	2 yrs .	84,300	7,025.00	86,000	7,166.67	99,800
	5	2 yrs .	88,100	7,341.67	89,900	7,491.67	99,800
	6	2 yrs .	91,400	7,616.67	93,200	7,766.67	99,800
ASSOCIATE PROFESSOR (1244)	1	2 yrs .	88,200	7,350.00	90,000	7,500.00	103,200
	2	2 yrs .	91,500	7,625.00	93,300	7,775.00	109,400
	3	2 yrs .	95,100	7,925.00	97,000	8,083.33	117,500
	4	3 yrs .	97,900	8,158.33	99,900	8,325.00	117,500
PROFESSOR (1144)	5	3 yrs .	101,200	8,433.33	103,200	8,600.00	117,500
	1	3 yrs .	98,000	8,166.67	100,000	8,333.33	136,100
	2	3 yrs .	101,300	8,441.67	103,300	8,608.33	136,100
	3	3 yrs .	107,400	8,950.00	109,500	9,125.00	136,100
	4	3 yrs .	115,300	9,608.33	117,600	9,800.00	136,100
	5	--	124,000	10,333.33	126,500	10,541.67	136,100
	6	--	133,500	11,125.00	136,200	11,350.00	183,900
	7	--	143,000	11,916.67	145,900	12,158.33	183,900
	8	--	153,100	12,758.33	156,200	13,016.67	183,900
	9	--	166,300	13,858.33	169,600	14,133.33	183,900

\*The Adjunct Professor Series, Professor in Residence Series, and the Professional Research Series (limited to faculty on research status) in the appropriate disciplines are also paid on the Academic Year or Fiscal Year Business Administration/Management and Engineering salary scale. On the Santa Cruz campus, faculty in the Departments and Programs of the Jack Baskin School of Engineering are paid from this scale.

Faculty base salaries, which involve a new appointment or a merit increase, that exceed \$222,200 require Presidential approval.

**\*FACULTY - ACTING RANKS - PROFESSOR SERIES**

Rank	Step	Scale 10/1/2005		Scale 10/1/2006	
		Annual	Monthly	Annual	Monthly
Academic Year (9 months)					
ACTING ASSISTANT	1	44,800	3 733.33	45,700	3808.33
PROFESSOR	2	47,400	3 950.00	48,400	4033.33
(1307)	3	50,100	4 175.00	51,100	4258.33
	4	52,900	4 408.33	54,000	4500.00
Fiscal Year (11 months)					
ACTING ASSISTANT	1	52,300	4 358.33	53,300	4441.67
PROFESSOR	2	55,000	4 583.33	56,100	4675.00
(1317)	3	58,000	4 833.33	59,200	4933.33
	4	61,300	5 108.33	62,500	5208.33

\*For Acting ranks, see the Academic Personnel Manual for maximum years of service with an Acting title.  
(One year limit at Santa Cruz campus.)

Note: See the regular professorial scales for salaries for the Acting Associate Professor and Acting Professor titles.

**\*FACULTY - ACTING RANKS - SPECIALIZED SALARY SCALES  
BUSINESS ADMINISTRATION/MANAGEMENT AND ENGINEERING**

Academic Year (9 months)

Rank	Step	Scale 10/1/2005		Scale 10/1/2006	
		Annual	Monthly	Annual	Monthly
Acting Assistant Professor (1977)	1	59,700	4 975 .00	60,900	5075.00
	2	62,700	5 225 .00	63,900	5325.00
	3	65,800	5 483 .33	67,200	5600.00

Fiscal Year (11 months)

Acting Assistant Professor (1978)	1	69,200	5 766 .67	70,600	5883.33
	2	72,800	6 066 .67	74,200	6183.33
	3	76,500	6 375 .00	78,000	6500.00

\*For Acting ranks, see the Academic Personnel Manual for maximum years of service with an Acting title.  
(One year limit at Santa Cruz campus.)

Note: See the regular professorial scales for salaries for the Acting Associate Professor and Acting Professor titles.

## **FACULTY - RECALL TEACHING STIPENDS\***

Academic Year - Estimated Scale  
Stipend per Regular Quarter Course

**Scale 10/1/2005**

**Scale 10/1/2006**

### **Base Salary at Retirement\*\***

less than 60,000	6,800	6,900
60,000 - 65,000	7,000	7,100
65,000 - 70,000	7,400	7,500
70,000 - 75,000	7,900	8,100
75,000 - 80,000	8,500	8,700
80,000 - 85,000	9,200	9,400
85,000 - 90,000	9,700	9,900
more than 90,000	9,900	10,100

\*See APM - 200, Appendix A, Guidelines for Faculty Recalled for Post-Retirement Teaching, for salary guidelines for faculty members age 60 or older who have entered a pre-retirement agreement for a recall to service after retirement.

\*\*Fiscal year salaries should be converted to academic-year equivalent salaries.

## SUPERVISOR OF PHYSICAL EDUCATION SERIES

Academic Year (9 months)

Rank	Step	Normal P e r i o d at Salary	Scale 10/1/2005		Scale 10/1/2006		Scale 4/1/2007	
			Annual	Monthly	Annual	Monthly	Annual	Monthly
JUNIOR SUPERVISOR (2160)		1 yr.	35,700	2,975.00	36,400	3,033.33	36,600	3,050.00
ASSISTANT SUPERVISOR (2140)	1	2 yrs.	40,500	3,375.00	41,300	3,441.67	41,300	3,441.67
	2	2 yrs.	42,400	3,533.33	43,200	3,600.00	43,200	3,600.00
	3	2 yrs.	44,700	3,725.00	45,600	3,800.00	45,600	3,800.00
	4	2 yrs.	47,100	3,925.00	48,000	4,000.00	48,000	4,000.00
	5	2 yrs.	49,500	4,125.00	50,500	4,208.33	50,500	4,208.33
ASSOCIATE SUPERVISOR (2120)	1	2 yrs.	49,600	4,133.33	50,600	4,216.67	50,600	4,216.67
	2	2 yrs.	52,400	4,366.67	53,400	4,450.00	53,400	4,450.00
	3	--	55,400	4,616.67	56,500	4,708.33	56,500	4,708.33
SUPERVISOR (2100)	1	3 yrs.	59,000	4,916.67	60,200	5,016.67	60,200	5,016.67
	2	3 yrs.	62,900	5,241.67	64,200	5,350.00	64,200	5,350.00
	3	3 yrs.	68,700	5,725.00	70,100	5,841.67	70,100	5,841.67
	4	--	75,200	6,266.67	76,700	6,391.67	76,700	6,391.67
	5	--	81,900	6,825.00	83,500	6,958.33	83,500	6,958.33
	6	--	87,400	7,283.33	89,100	7,425.00	89,100	7,425.00
	7	--	93,600	7,800.00	95,500	7,958.33	95,500	7,958.33

**LECTURERS AND SENIOR LECTURERS WITH SECURITY OF EMPLOYMENT  
and WITH POTENTIAL SECURITY OF EMPLOYMENT  
(Use SOE Table of Pay Rates)**

Academic Year (9 months)	Salary Scale 10/1/2005				Salary Scale 10/1/2006			
	Annual Range		Monthly Range		Annual Range		Monthly Range	
Senior Lecturer with Security of Employment (1603) Potential Security of Employment - 100% (1683)	69,252	- 112,668	5,771.00	- 9,389.00	70,632	- 114,924	5,886.00	- 9,577.00
Lecturer with Security of Employment (1607) Potential Security of Employment- 100% (1680)	41,712	- 112,668	3,476.00	- 9,389.00	42,552	- 114,924	3,546.00	- 9,577.00
Fiscal Year (11 months)								
Senior Lecturer with Security of Employment (1613) Potential Security of Employment - 100% (1685)	80,100	- 133,680	6,675.00	- 11,140.00	81,708	- 136,356	6,809.00	- 11,363.00
Lecturer with Security of Employment (1617) Potential Security of Employment - 100% (1682)	47,772	- 133,680	3,981.00	- 11,140.00	48,732	- 136,356	4,061.00	- 11,363.00

For salary levels within range, see Lecturers and Senior Lecturers with SOE Table of Pay Rates.

# LECTURERS AND SENIOR LECTURERS WITH SECURITY OF EMPLOYMENT

## TABLE OF PAY RATES

Salary Scale 10/1/2005		Salary Scale 10/1/2006	
Annual	Monthly	Annual	Monthly
41,712	3,476.00	42,552	3,546.00
42,648	3,554.00	43,500	3,625.00
43,596	3,633.00	44,472	3,706.00
44,640	3,720.00	45,528	3,794.00
45,672	3,806.00	46,584	3,882.00
46,752	3,896.00	47,688	3,974.00
47,772	3,981.00	48,732	4,061.00
48,888	4,074.00	49,860	4,155.00
50,064	4,172.00	51,060	4,255.00
51,192	4,266.00	52,212	4,351.00
52,452	4,371.00	53,496	4,458.00
53,676	4,473.00	54,744	4,562.00
54,912	4,576.00	56,016	4,668.00
56,148	4,679.00	57,276	4,773.00
57,528	4,794.00	58,680	4,890.00
58,836	4,903.00	60,012	5,001.00
60,204	5,017.00	61,404	5,117.00
61,704	5,142.00	62,940	5,245.00
63,228	5,269.00	64,488	5,374.00
64,896	5,408.00	66,192	5,516.00
66,300	5,525.00	67,632	5,636.00
67,872	5,656.00	69,228	5,769.00
69,252	5,771.00	70,632	5,886.00
70,716	5,893.00	72,132	6,011.00
72,696	6,058.00	74,148	6,179.00
74,592	6,216.00	76,080	6,340.00
76,104	6,342.00	77,628	6,469.00

# LECTURERS AND SENIOR LECTURERS WITH SECURITY OF EMPLOYMENT

## TABLE OF PAY RATES

Salary Scale 10/1/2005		Salary Scale 10/1/2006	
Annual	Monthly	Annual	Monthly
78,072	6,506.00	79,632	6,636.00
80,100	6,675.00	81,708	6,809.00
81,888	6,824.00	83,520	6,960.00
83,472	6,956.00	85,140	7,095.00
85,428	7,119.00	87,132	7,261.00
87,780	7,315.00	89,532	7,461.00
89,808	7,484.00	91,608	7,634.00
91,776	7,648.00	93,612	7,801.00
93,660	7,805.00	95,532	7,961.00
96,108	8,009.00	98,028	8,169.00
98,004	8,167.00	99,960	8,330.00
99,972	8,331.00	101,976	8,498.00
102,408	8,534.00	104,460	8,705.00
104,976	8,748.00	107,076	8,923.00
107,292	8,941.00	109,440	9,120.00
109,740	9,145.00	111,936	9,328.00
112,668	9,389.00	114,924	9,577.00
115,656	9,638.00	117,972	9,831.00
118,524	9,877.00	120,900	10,075.00
121,308	10,109.00	123,732	10,311.00
124,332	10,361.00	126,816	10,568.00
127,368	10,614.00	129,912	10,826.00
130,488	10,874.00	133,092	11,091.00
133,680	11,140.00	136,356	11,363.00

**UNIT 18 LECTURER TITLES - NON-SENATE INSTRUCTIONAL (NSI) UNIT 18**

ACADEMIC YEAR	Salary Scale 7/1/2005				Salary Scale 10/1/2005				Salary Scale 10/1/2006			
	Annual		Monthly		Annual		Monthly		Annual		Monthly	
Lecturer 9/9 (1632)	37,572	99,456	4,174.67	11,050.67	38,328	101,448	4,258.67	11,272.00	39,096	103,476	4,344.00	11,497.33
Lecturer 9/12 (1630)	37,572	99,456	3,131.00	8,288.00	38,328	101,448	4,258.67	8,454.00	39,096	103,476	3,258.00	8,623.00
Lecturer-Continuing 9/9 (1633)	41,712	99,456	4,634.67	11,050.67	42,552	101,448	4,728.00	11,272.00	43,404	103,476	4,822.67	11,497.33
Lecturer-Continuing 9/12 (1631)	41,712	99,456	3,476.00	8,288.00	42,552	101,448	4,728.00	8,454.00	43,404	103,476	3,617.00	8,623.00
Senior Lecturer 9/9 (1 642)*	67,500	99,456	7,500.00	11,050.67	68,800	101,448	7,644.44	11,272.00	70200	103,476	7,800.00	11,497.33
Senior Lecturer 9/12 (1640)*	67,500	99,456	5,625.00	8,288.00	68,800	101,448	7,644.44	8,454.00	70200	103,476	5,850.00	8,623.00
Sr. Lecturer-Continuing 9/9 (1643)*	67,500	99,456	7,500.00	11,050.67	68,800	101,448	7,644.44	11,272.00	70200	103,476	7,800.00	11,497.33
Sr. Lecturer-Continuing 9/12 (1641)*	67,500	99,456	5,625.00	8,288.00	68,800	101,448	7,644.44	8,454.00	70200	103,476	5,850.00	8,623.00
<b>FISCAL YEAR</b>												
Lecturer (1634)	43,596	118,092	3,633.00	9,841.00	44,472	120,456	4,941.33	10,038.00	45,360	122,868	3,780.00	10,239.00
Lecturer-Continuing (1635)	47,880	118,092	3,990.00	9,841.00	48,840	120,456	5,426.67	10,038.00	49,812	122,868	4,151.00	10,239.00
Senior Lecturer (1644)*	78,500	118,092	6,541.67	9,841.00	80,100	120,456	8,900.00	10,038.00	81700	122,868	6,808.33	10,239.00
Sr. Lecturer-Continuing (1645)*	78,500	118,092	6,541.67	9,841.00	71,004	120,456	7,889.33	10,038.00	72,420	122,868	6,035.00	10,239.00

For salary levels within range, see Unit 18 Lecturer Table of Pay Rates.

Salaries for exclusively represented appointees are set through the collective bargaining process.

\*At UCSC Senior Lecturers may not receive less than the rate for Professor, Step 1 (CAPM 516.000 V111 .A). Minimum rates shown above reflect Professor, Step 1

**LECTURER and OTHER UNIT 18 TITLES**

**TABLE OF PAY RATES**

<b>Salary Scale 7/1/2005</b>			<b>Salary Scale 10/1/2005</b>			<b>Salary Scale 10/1/2006</b>		
<b>Annual</b>	<b>Monthly 1/9 Month</b>		<b>Annual</b>	<b>Monthly 1/9 Month</b>		<b>Annual</b>	<b>Monthly</b>	<b>1/9 Month</b>
37,572	3,131.00	4,174.67	38,328	3,194.00	4,258.67	39,096	3,258.00	4,344.00
38,376	3,198.00	4,264.00	39,144	3,262.00	4,349.33	39,924	3,327.00	4,436.00
39,264	3,272.00	4,362.67	40,044	3,337.00	4,449.33	40,848	3,404.00	4,538.67
40,200	3,350.00	4,466.67	41,004	3,417.00	4,556.00	41,820	3,485.00	4,646.67
41,112	3,426.00	4,568.00	41,940	3,495.00	4,660.00	42,780	3,565.00	4,753.33
41,712	3,476.00	4,634.67	42,552	3,546.00	4,728.00	43,404	3,617.00	4,822.67
42,588	3,549.00	4,732.00	43,440	3,620.00	4,826.67	44,304	3,692.00	4,922.67
43,596	3,633.00	4,844.00	44,472	3,706.00	4,941.33	45,360	3,780.00	5,040.00
44,676	3,723.00	4,964.00	45,564	3,797.00	5,062.67	46,476	3,873.00	5,164.00
45,660	3,805.00	5,073.33	46,572	3,881.00	5,174.67	47,508	3,959.00	5,278.67
46,812	3,901.00	5,201.33	47,748	3,979.00	5,305.33	48,708	4,059.00	5,412.00
47,880	3,990.00	5,320.00	48,840	4,070.00	5,426.67	49,812	4,151.00	5,534.67
48,996	4,083.00	5,444.00	49,980	4,165.00	5,553.33	50,976	4,248.00	5,664.00
50,088	4,174.00	5,565.33	51,084	4,257.00	5,676.00	52,104	4,342.00	5,789.33
51,264	4,272.00	5,696.00	52,284	4,357.00	5,809.33	53,328	4,444.00	5,925.33
52,476	4,373.00	5,830.67	53,520	4,460.00	5,946.67	54,588	4,549.00	6,065.33
53,700	4,475.00	5,966.67	54,780	4,565.00	6,086.67	55,872	4,656.00	6,208.00
55,056	4,588.00	6,117.33	56,160	4,680.00	6,240.00	57,288	4,774.00	6,365.33
56,376	4,698.00	6,264.00	57,504	4,792.00	6,389.33	58,656	4,888.00	6,517.33
57,888	4,824.00	6,432.00	59,040	4,920.00	6,560.00	60,216	5,018.00	6,690.67
59,136	4,928.00	6,570.67	60,324	5,027.00	6,702.67	61,536	5,128.00	6,837.33
60,552	5,046.00	6,728.00	61,764	5,147.00	6,862.67	63,000	5,250.00	7,000.00
61,812	5,151.00	6,868.00	63,048	5,254.00	7,005.33	64,308	5,359.00	7,145.33
63,072	5,256.00	7,008.00	64,332	5,361.00	7,148.00	65,616	5,468.00	7,290.67
64,824	5,402.00	7,202.67	66,120	5,510.00	7,346.67	67,440	5,620.00	7,493.33
66,564	5,547.00	7,396.00	67,896	5,658.00	7,544.00	69,252	5,771.00	7,694.67
67,896	5,658.00	7,544.00	69,252	5,771.00	7,694.67	70,632	5,886.00	7,848.00
69,612	5,801.00	7,734.67	71,004	5,917.00	7,889.33	72,420	6,035.00	8,046.67
71,448	5,954.00	7,938.67	72,876	6,073.00	8,097.33	74,328	6,194.00	8,258.67
73,032	6,086.00	8,114.67	74,496	6,208.00	8,277.33	75,984	6,332.00	8,442.67
74,412	6,201.00	8,268.00	75,900	6,325.00	8,433.33	77,424	6,452.00	8,602.67
76,176	6,348.00	8,464.00	77,700	6,475.00	8,633.33	79,260	6,605.00	8,806.67

**LECTURER and OTHER UNIT 18 TITLES**

**TABLE OF PAY RATES**

Salary Scale 7/1/2005			Salary Scale 10/1/2005			Salary Scale 10/1/2006		
Annual	Monthly	1/9 Month	Annual	Monthly	1/9 Month	Annual	Monthly	1/9 Month
78,312	6,526.00	8,701.33	79,884	6,657.00	8,876.00	81,480	6,790.00	9,053.33
80,016	6,668.00	8,890.67	81,612	6,801.00	9,068.00	83,244	6,937.00	9,249.33
81,852	6,821.00	9,094.67	83,484	6,957.00	9,276.00	85,152	7,096.00	9,461.33
82,776	6,898.00	9,197.33	84,432	7,036.00	9,381.33	86,124	7,177.00	9,569.33
84,900	7,075.00	9,433.33	86,604	7,217.00	9,622.67	88,332	7,361.00	9,814.67
86,568	7,214.00	9,618.67	88,296	7,358.00	9,810.67	90,060	7,505.00	10,006.67
88,284	7,357.00	9,809.33	90,048	7,504.00	10,005.33	91,848	7,654.00	10,205.33
90,456	7,538.00	10,050.67	92,268	7,689.00	10,252.00	94,116	7,843.00	10,457.33
92,700	7,725.00	10,300.00	94,560	7,880.00	10,506.67	96,456	8,038.00	10,717.33
94,800	7,900.00	10,533.33	96,696	8,058.00	10,744.00	98,628	8,219.00	10,958.67
96,960	8,080.00	10,773.33	98,904	8,242.00	10,989.33	100,884	8,407.00	11,209.33
99,456	8,288.00	11,050.67	101,448	8,454.00	11,272.00	103,476	8,623.00	11,497.33
102,168	8,514.00	11,352.00	104,208	8,684.00	11,578.67	106,296	8,858.00	11,810.67
104,652	8,721.00	11,628.00	106,740	8,895.00	11,860.00	108,876	9,073.00	12,097.33
107,124	8,927.00	11,902.67	109,272	9,106.00	12,141.33	111,456	9,288.00	12,384.00
109,848	9,154.00	12,205.33	112,044	9,337.00	12,449.33	114,288	9,524.00	12,698.67
112,500	9,375.00	12,500.00	114,756	9,563.00	12,750.67	117,048	9,754.00	13,005.33
115,284	9,607.00	12,809.33	117,588	9,799.00	13,065.33	119,940	9,995.00	13,326.67
118,092	9,841.00	13,121.33	120,456	10,038.00	13,384.00	122,868	10,239.00	13,652.00
120,996	10,083.00	13,444.00	123,420	10,285.00	13,713.33	125,892	10,491.00	13,988.00
123,996	10,333.00	13,777.33	126,480	10,540.00	14,053.33	129,012	10,751.00	14,334.67

**SUPERVISOR OF TEACHER EDUCATION**

2220 - Supervisor of Teacher Education - Academic Year

2221 - Supervisor of Teacher Education - Academic Year - Continuing Appointment

		Salary Scale 10/1/2005						Salary Scale 10/1/2006					
		BA	BA+12	MA	MA+12	MA+24	MA+36	BA	BA+12	MA	MA+12	MA+24	MA+36
		I	II	III	IV	V	V I	I	II	III	IV	V	VI
<b>Level 1</b>	Annual	37,332	39,144	41,004	41,928	42,552	43,440	38,076	39,924	41,820	42,768	43,404	44,304
	Monthly	3,111	3,262	3,417	3,494	3,546	3,620	3,173	3,327	3,485	3,564	3,617	3,692
<b>Level 2</b>	Annual	38,592	40,404	42,300	42,768	43,716	44,808	39,360	41,208	43,152	43,620	44,592	45,708
	Monthly	3,216	3,367	3,525	3,564	3,643	3,734	3,280	3,434	3,596	3,635	3,716	3,809
<b>Level 3</b>	Annual	40,056	41,868	43,236	44,112	45,132	46,116	40,860	42,708	44,100	45,000	46,032	47,040
	Monthly	3,338	3,489	3,603	3,676	3,761	3,843	3,405	3,559	3,675	3,750	3,836	3,920
<b>Level 4</b>	Annual	41,328	42,612	44,580	45,480	46,488	47,412	42,156	43,464	45,468	46,392	47,412	48,360
	Monthly	3,444	3,551	3,715	3,790	3,874	3,951	3,513	3,622	3,789	3,866	3,951	4,030
<b>Level 5</b>	Annual	42,360	44,064	45,996	46,836	47,844	48,840	43,212	44,940	46,920	47,772	48,804	49,812
	Monthly	3,530	3,672	3,833	3,903	3,987	4,070	3,601	3,745	3,910	3,981	4,067	4,151
<b>Level 6</b>	Annual	43,644	45,300	47,352	48,168	49,068	50,160	44,520	46,212	48,300	49,128	50,052	51,168
	Monthly	3,637	3,775	3,946	4,014	4,089	4,180	3,710	3,851	4,025	4,094	4,171	4,264
<b>Level 7</b>	Annual	45,108	46,764	48,636	49,536	50,448	51,504	46,008	47,700	49,608	50,532	51,456	52,536
	Monthly	3,759	3,897	4,053	4,128	4,204	4,292	3,834	3,975	4,134	4,211	4,288	4,378
<b>Level 8</b>	Annual	46,320	48,120	49,980	50,964	51,840	52,824	47,244	49,080	50,976	51,984	52,872	53,880
	Monthly	3,860	4,010	4,165	4,247	4,320	4,402	3,937	4,090	4,248	4,332	4,406	4,490

**SUPERVISOR OF TEACHER EDUCATION**

2220 - Supervisor of Teacher Education - Academic Year

2221 - Supervisor of Teacher Education - Academic Year - Continuing Appointment

		Salary Scale 10/1/2005						Salary Scale 10/1/2006					
		BA	BA+12	MA	MA+12	MA+24	MA+36	BA	BA+12	MA	MA+12	MA+24	MA+36
		I	II	III	IV	V	V I	I	II	III	IV	V	VI
<b>Level 9</b>	Annual	47,808	49,512	51,264	52,188	53,196	54,252	48,768	50,508	52,284	53,232	54,264	55,332
	Monthly	3,984	4,126	4,272	4,349	4,433	4,521	4,064	4,209	4,357	4,436	4,522	4,611
<b>Level 10</b>	Annual	49,044	50,868	52,560	53,520	54,504	55,488	50,028	51,888	53,616	54,588	55,596	56,592
	Monthly	4,087	4,239	4,380	4,460	4,542	4,624	4,169	4,324	4,468	4,549	4,633	4,716
<b>Level 11</b>	Annual	50,376	52,140	54,012	54,912	55,704	56,844	51,384	53,184	55,092	56,016	56,820	57,984
	Monthly	4,198	4,345	4,501	4,576	4,642	4,737	4,282	4,432	4,591	4,668	4,735	4,832
<b>Level 12</b>	Annual	51,780	53,472	55,332	56,256	57,276	58,200	52,812	54,540	56,436	57,384	58,416	59,364
	Monthly	4,315	4,456	4,611	4,688	4,773	4,850	4,401	4,545	4,703	4,782	4,868	4,947
<b>Level 13</b>	Annual						59,556						60,744
	Monthly						4,963						5,062
<b>Level 14</b>	Annual						60,852						62,064
	Monthly						5,071						5,172
<b>Level 15</b>	Annual						62,244						63,492
	Monthly						5,187						5,291

Levels 13 - 15 allowable only to individuals with doctoral degrees.

## FACULTY RESEARCH SERIES

Academic Year (9 months)

Rank

		Normal P e r i o d Step at Salary	Scale 10/1/2005		Scale 10/1/2006	
			Annual	Monthly	Annual	Monthly
ASSISTANT RESEARCH (3223)	1	2 yrs.	47,200	3,933.33	48,100	4,008.33
	2	2 yrs.	49,900	4,158.33	50,900	4,241.67
	3	2 yrs.	52,700	4,391.67	53,800	4,483.33
	4	2 yrs.	55,700	4,641.67	56,800	4,733.33
	5	2 yrs.	58,400	4,866.67	59,600	4,966.67
	6	2 yrs.	61,300	5,108.33	62,500	5,208.33
ASSOCIATE RESEARCH (3213)	1	2 yrs.	58,500	4,875.00	59,700	4,975.00
	2	2 yrs.	61,400	5,116.67	62,600	5,216.67
	3	2 yrs.	64,800	5,400.00	66,100	5,508.33
	4	3 yrs.	68,700	5,725.00	70,100	5,841.67
	5	3 yrs.	74,100	6,175.00	75,600	6,300.00
RESEARCH (3203)	1	3 yrs.	68,800	5,733.33	70,200	5,850.00
	2	3 yrs.	74,200	6,183.33	75,700	6,308.33
	3	3 yrs.	80,200	6,683.33	81,800	6,816.67
	4	3 yrs.	87,000	7,250.00	88,700	7,391.67
	5	--	94,500	7,875.00	96,400	8,033.33
	6	--	102,400	8,533.33	104,400	8,700.00
	7	--	111,300	9,275.00	113,500	9,458.33
	8	--	120,500	10,041.67	122,900	10,241.67
	9		130,900	10,908.33	133,500	11,125.00

Notes: These rates are applicable only to faculty who also hold an academic year (9-month) appointment in one of the following titles: Acting Professor, Adjunct Professor, Professor in Residence, Visiting Professor, Assistant Professor, Associate Professor, or Professor.

If a 9-month faculty member is normally paid on one of the Business/Management and Engineering Professorial salary scales, the temporary Faculty Research appointment shall be compensated according to that same scale.

## FACULTY RESEARCH SERIES

Academic Year (9 months) one-ninth

Rank	Step	Normal Period at Salary	Scale 10/1/2005		Scale 10/1/2006	
			Annual	Monthly	Annual	Monthly
ASSISTANT RESEARCH (3225)	1	2 yrs.	47,200	5,244.44	48,100	5,344.44
	2	2 yrs.	49,900	5,544.44	50,900	5,655.56
	3	2 yrs.	52,700	5,855.56	53,800	5,977.78
	4	2 yrs.	55,700	6,188.89	56,800	6,311.11
	5	2 yrs.	58,400	6,488.89	59,600	6,622.22
	6	2 yrs.	61,300	6,811.11	62,500	6,944.44
ASSOCIATE RESEARCH (3215)	1	2 yrs.	58,500	6,500.00	59,700	6,633.33
	2	2 yrs.	61,400	6,822.22	62,600	6,955.56
	3	2 yrs.	64,800	7,200.00	66,100	7,344.44
	4	3 yrs.	68,700	7,633.33	70,100	7,788.89
	5	3 yrs.	74,100	8,233.33	75,600	8,400.00
RESEARCH (3205)	1	3 yrs.	68,800	7,644.44	70,200	7,800.00
	2	3 yrs.	74,200	8,244.44	75,700	8,411.11
	3	3 yrs.	80,200	8,911.11	81,800	9,088.89
	4	3 yrs.	87,000	9,666.67	88,700	9,855.56
	5	--	94,500	10,500.00	96,400	10,711.11
	6	- -	102,400	11,377.78	104,400	11,600.00
	7	--	111,300	12,366.67	113,500	12,611.11
	8	--	120,500	13,388.89	122,900	13,655.56
	9	--	130,900	14,544.44	133,500	14,833.33

Notes: These rates are applicable only to faculty who also hold an academic year (9-month) appointment in one of the following titles: Acting Professor, Adjunct Professor, Professor in Residence, Visiting Professor, Assistant Professor, Associate Professor, or Professor.

If a 9-month faculty member is normally paid on one of the Business/Management and Engineering Professorial salary scales, the temporary Faculty Research appointment shall be compensated according to that same scale.

## PROFESSIONAL RESEARCH SERIES

Fiscal Year (11 months)

Rank	Step	Normal Period at Salary	Scale 10/1/2005		Scale 10/1/2006	
			Annual	Monthly	Annual	Monthly
ASSISTANT RESEARCH (3220)	1	2 yrs.	55,000	4,583.33	56,100	4,675.00
	2	2 yrs.	57,900	4,825.00	59,100	4,925.00
	3	2 yrs.	61,100	5,091.67	62,300	5,191.67
	4	2 yrs.	64,500	5,375.00	65,800	5,483.33
	5	2 yrs.	67,700	5,641.67	69,100	5,758.33
	6	2 yrs.	71,100	5,925.00	72,500	6,041.67
ASSOCIATE RESEARCH (3210)	1	2 yrs.	67,800	5,650.00	69,200	5,766.67
	2	2 yrs.	71,200	5,933.33	72,600	6,050.00
	3	2 yrs.	75,300	6,275.00	76,800	6,400.00
	4	3 yrs.	80,000	6,666.67	81,600	6,800.00
	5	3 yrs.	85,800	7,150.00	87,500	7,291.67
RESEARCH (3200)	1	3 yrs.	80,100	6,675.00	81,700	6,808.33
	2	3 yrs.	85,900	7,158.33	87,600	7,300.00
	3	3 yrs.	93,100	7,758.33	95,000	7,916.67
	4	3 yrs.	101,000	8,416.67	103,000	8,583.33
	5	--	109,500	9,125.00	111,700	9,308.33
	6	--	118,900	9,908.33	121,300	10,108.33
	7	--	129,000	10,750.00	131,600	10,966.67
	8	--	139,700	11,641.67	142,500	11,875.00
	9	--	151,800	12,650.00	154,800	12,900.00

\*If an individual has a dual 11-month ladder rank/research appointment, such as Professor/Astronomer, use A7 as the bargaining unit code.

**PROFESSIONAL RESEARCH SERIES--BUSINESS/MANAGEMENT/ENGINEERING - FISCAL YEAR**

Rank	Step	Normal Period at Salary	Salary Scale 10/1/2005		Salary Scale 10/1/2006	
			Annual	Monthly	Annual	Monthly
ASSISTANT RESEARCH (1989)	1	2 yrs.	72,800	6,066.67	74,300	6,191.67
	2	2 yrs.	76,600	6,383.33	78,100	6,508.33
	3	2 yrs.	80,500	6,708.33	82,100	6,841.67
	4	2 yrs.	84,300	7,025.00	86,000	7,166.67
	5	2 yrs.	88,100	7,341.67	89,900	7,491.67
	6	2 yrs.	91,400	7,616.67	93,200	7,766.67
ASSOCIATE RESEARCH (1988)	1	2 yrs.	88,200	7,350.00	90,000	7,500.00
	2	2 yrs.	91,500	7,625.00	93,300	7,775.00
	3	2 yrs.	95,100	7,925.00	97,000	8,083.33
	4	3 yrs.	97,900	8,158.33	99,900	8,325.00
	5	3 yrs.	101,200	8,433.33	103,200	8,600.00
RESEARCH (1987)	1	3 yrs.	98,000	8,166.67	100,000	8,333.33
	2	3 yrs.	101,300	8,441.67	103,300	8,608.33
	3	3 yrs.	107,400	8,950.00	109,500	9,125.00
	4	3 yrs.	115,300	9,608.33	117,600	9,800.00
	5	--	124,000	10,333.33	126,500	10,541.67
	6	--	133,500	11,125.00	136,200	11,350.00
	7	--	143,000	11,916.67	145,900	12,158.33
	8	--	153,100	12,758.33	156,200	13,016.67
	9	--	166,300	13,858.33	169,600	14,133.33

\*If an individual has a dual 11 month-ladder rank/research appointment, such as Professor/Astronomer, use A7 as the bargaining unit code.

## READER, TEACHING ASSISTANT, TUTOR, OTHER STUDENT TITLES

	Scale 10/1/2005			Scale 10/1/2006		
	Annual	Monthly	Hourly or Quarterly	Annual	Monthly	Hourly or Quarterly
READER*						
(2854) GSHIP						
(2855) NON-GSHIP						
Holders of Baccalaureate			11.53			11.93
Undergraduate Students			10.95			11.33
TEACHING ASSISTANT***						
(2310) GSHIP	30,165	3,351.67	10,055.00	31,221	3,469.00	10,407.00
(2311) NON-GSHIP						
TEACHING FELLOW***						
(2300) GSHIP	35,367	3,929.67	11,789.00	36,605	4,067.22	12,202.00
(2301) NON-GSHIP						
	<b>Range</b>		<b>Hourly</b>	<b>Range</b>		<b>Hourly</b>
TUTOR*			11.53			11.93
(2862) GSHIP	2,423.97 - 3,351.67			2,508.84 - 3469.00		
(2863) NON-GSHIP						

### NON-STUDENT TITLES

READER\*  
(2520) Holders of Baccalaureate

TUTOR*	<b>Range</b>	<b>Range</b>
(2521) Course Assistant	2,423.97 - 3,351.67	2,508.84 - 3469.00

Monthly rate is 1/9 annual rate.

Contact the Graduate Division office for help in determining the appropriate title code.

For employees in any of the above-referenced titles who are exclusively represented, the application of the Salary Scale is subject to the requirements of the Higher Education employer-Employee Relations Act (HEERA).

For any of the titles in this list that are covered by a Memorandum of Understanding (MOU), the Salary Scale applies only to the extent provided for in the MOU.

BUC: \*= 99, \*\*\* = BX

BUC: 99

## GRADUATE STUDENT RESEARCH - Student Title

Fiscal Year (11 months)

Rank	Scale 10/1/2005				Scale 10/1/2006			
	Step	Annual	Monthly	Hourly	Step	Annual	Monthly	Hourly
GRADUATE STUDENT	1	30,276	2,523.00	14.50	1	30,876	2,573.00	14.79
RESEARCHER	2	32,628	2,719.00	15.63	2	33,276	2,773.00	15.94
(3266) GRAD STDNT RES - NO REMISSION	3	36,180	3,015.00	17.33	3	36,900	3,075.00	17.67
(3276) GRAD STDNT RES - PARTIAL FEE REM	4	39,084	3,257.00	18.72	4	39,864	3,322.00	19.09
	5	41,688	3,474.00	19.97	5	42,516	3,543.00	20.36
	6	43,620	3,635.00	20.89	6	44,496	3,708.00	21.31
	7	47,112	3,926.00	22.56	7	48,060	4,005.00	23.02
	8	50,868	4,239.00	24.36	8	51,888	4,324.00	24.85
	9	54,948	4,579.00	26.32	9	56,052	4,671.00	26.84
	10	59,340	4,945.00	28.42	10	60,528	5,044.00	28.99

Note: The title Research Assistant (title code 3265 & 3299) is no longer available on the Santa Cruz campus. It has been replaced by the title listed above.

**STUDENT TITLES\*  
ASSOCIATE IN\*\***

	<b>Salary Scale 10/1/2005</b>		<b>Salary Scale 10/1/2006</b>	
<b>ACADEMIC YEAR</b>	<b>Annual Range 1/9 Monthly Range</b>		<b>Annual Range 1/9 Monthly Range</b>	
	31,606 - 37,465	3,511.78 - 4,162.78	32,712 - 38,776	3,634.67 - 4,308.44
	<b>Salaries within range</b>		<b>Salaries within range</b>	
	<b>Annual</b>	<b>1/9 Monthly</b>	<b>Annual</b>	<b>1/9 Monthly</b>
	31,606	3,511.78	32,712	3,634.67
	32,219	3,579.89	33,347	3,705.22
	32,952	3,661.33	34,105	3,789.44
	33,670	3,741.11	34,848	3,872.00
	34,362	3,818.00	35,565	3,951.67
	35,134	3,903.78	36,364	4,040.44
	35,947	3,994.11	37,205	4,133.89
	36,637	4,070.78	37,919	4,213.22
	37,465	4,162.78	38,776	4,308.44
<b>FISCAL YEAR</b>	<b>Annual Range</b>	<b>1/12 Monthly Range</b>	<b>Annual Range</b>	<b>1/12 Monthly Range</b>
	35,134 - 43,002	2,927.83 - 3,583.50	36,364 - 44,507	3,030.33 - 3,708.92
	<b>Salaries within range</b>		<b>Salaries within range</b>	
	<b>Annual</b>	<b>1/12 Monthly</b>	<b>Annual</b>	<b>1/12 Monthly</b>
	35,134	2,927.83	36,364	3,030.33
	35,947	2,995.58	37,205	3,100.42
	36,637	3,053.08	37,919	3,159.92
	37,465	3,122.08	38,776	3,231.33
	38,316	3,193.00	39,657	3,304.75
	39,181	3,265.08	40,552	3,379.33
	40,112	3,342.67	41,516	3,459.67
	41,032	3,419.33	42,468	3,539.00
	41,978	3,498.17	43,447	3,620.58
	43,002	3,583.50	44,507	3,708.92
	(1501) Associate In-9 months-GSHIP	(1511) Associate In-11 months-GSHIP		
	(1 502) Associate In-9 months-NON-GSHIP	(1512) Associate In-11 months-NON-GSHIP		
	(1506) Associate In-9 months (1/9th)-GSHIP			
	(1507) Associate In-9 months (1/9th)-NON-GSHIP			

\*For employees in any of the above-referenced titles who are exclusively represented, the application of the Salary Scale is subject to the requirements of the Higher Education Employer-Employee Relations Act (HEERA). For any of the titles in this list that are covered by a Memorandum of Understanding (MOU), the Salary Scale applies only to the extent provided for in the MOU.

\*\*This title is available only to registered graduate students. Rates for Associate apply to titles covered by a Memorandum of Understanding and to non-represented titles.

BUC: BX

**REMEDIAL TUTOR I AND II**  
Student Title

	<b>Salary Scale 10/1/2005</b>	<b>Salary Scale 10/1/2006</b>
	<b>Hourly</b>	<b>Hourly</b>
REMEDIAL TUTOR I (2271) GSHIP (2270) NON-GSHIP		
Single Student Sessions	11.53	11.93
Group Sessions	15.51	16.05
REMEDIAL TUTOR II (2273) GSHIP (2272) NON-GSHIP		
Single Student Sessions	13.85	14.33
Group Sessions	17.83	18.45

**POSTDOCTORAL SCHOLAR FISCAL YEAR**

Salary/Stipend Scale 10/1/2005		Salary/Stipend Scale 10/1/2006	
<u>Annual Range</u>	<u>Monthly Range</u>	<u>Annual Range</u>	<u>Monthly Range</u>
31,668 - 76,836	2,639.00 - 6,403.00	32,304 - 78,372	2,692.00 - 6,531.00

Title Codes for Postdoctoral Scholars – Employees:

For appointments beginning prior to 1/1 /05:  
3240 (Postgraduate Researcher)\*

3370 (Visiting Postdoctoral Researcher)\*\*  
For appointments beginning on or after 1/1/05:  
3252 (Postdoctoral Scholar – Employee)

Title Codes for Postdoctoral Scholars – Non-employees:

3253 (Postdoctoral Scholar – Fellow)  
3254 (Postdoctoral Scholar – Paid Direct)

For rates within range, please refer to the Postdoctoral Scholar Table of Pay Rates

\*Appointees to Title Code 3240 will remain in this title code throughout their postdoctoral appointment at UCSC.

\*\*Appointees to Title Code 3370 will have the choice to switch to Title Code 3252 effective 1/1/05.

**POSTDOCTORAL SCHOLAR TABLE OF PAYRATES**

Fiscal year (11 months)

Salary Scale 10/1/2005		Salary Scale 10/1/2006		Salary Scale 10/1/2005		Salary Scale 10/1/2006	
Annual	Monthly	Annual	Monthly	Annual	Monthly	Annual	Monthly
31,668	2,639.00	32,304	2,692.00	58,020	4,835.00	59,184	4,932.00
32,352	2,696.00	33,000	2,750.00	59,400	4,950.00	60,588	5,049.00
33,012	2,751.00	33,672	2,806.00	60,624	5,052.00	61,836	5,153.00
33,768	2,814.00	34,440	2,870.00	61,884	5,157.00	63,120	5,260.00
34,536	2,878.00	35,232	2,936.00	63,624	5,302.00	64,896	5,408.00
35,208	2,934.00	35,916	2,993.00	65,304	5,442.00	66,612	5,551.00
36,012	3,001.00	36,732	3,061.00	66,612	5,551.00	67,944	5,662.00
36,816	3,068.00	37,548	3,129.00	68,328	5,694.00	69,696	5,808.00
37,656	3,138.00	38,412	3,201.00	70,080	5,840.00	71,484	5,957.00
38,556	3,213.00	39,324	3,277.00	71,676	5,973.00	73,104	6,092.00
39,420	3,285.00	40,212	3,351.00	73,020	6,085.00	74,484	6,207.00
40,332	3,361.00	41,136	3,428.00	74,724	6,227.00	76,224	6,352.00
41,328	3,444.00	42,156	3,513.00	76,836	6,403.00	78,372	6,531.00
42,180	3,515.00	43,020	3,585.00				
42,780	3,565.00	43,632	3,636.00				
43,824	3,652.00	44,700	3,725.00				
44,784	3,732.00	45,684	3,807.00				
45,948	3,829.00	46,872	3,906.00				
46,980	3,915.00	47,916	3,993.00				
48,096	4,008.00	49,056	4,088.00				
49,128	4,094.00	50,112	4,176.00				
50,292	4,191.00	51,300	4,275.00				
51,480	4,290.00	52,512	4,376.00				
52,692	4,391.00	53,748	4,479.00				
54,012	4,501.00	55,092	4,591.00				
55,320	4,610.00	56,424	4,702.00				
56,784	4,732.00	57,924	4,827.00				

APM 390 establishes a minimum salary for Postdoctoral Scholars appointed on or after 7/1/03.

This minimum will be raised annually until 7/1/05, when the minimum will be set at the same level as currently exists for Step 1 of the Postgraduate Researcher Salary Scale. Salaries are subject to annual range adjustments.

All Postdoctoral Scholars hired on or after 7/1/03, who are not subject to the "prior commitment" clause, must have their salaries increased to the minimum level in place at time of subsequent reappointment.

Postdoctoral Scholars are paid off the Standard Table of Pay Rates.

## NON-STUDENT POSTGRADUATE RESEARCH

Fiscal Year (11 months)

### NO NEW APPOINTMENTS TO THIS TITLE EFFECTIVE 1/1/05

For Postdoctoral Scholars appointed to this title, also see Page 34 for Table of Pay Rates

	Step	Scale 10/1/2005		Scale 10/1/2006	
		Annual	Monthly	Annual	Monthly
POSTGRADUATE RESEARCH	1	31,668	2,639.00	32,304	2,692.00
(3240)	2	33,012	2,751.00	33,672	2,806.00
	3	34,536	2,878.00	35,232	2,936.00
	4	36,012	3,001.00	36,732	3,061.00
	5	37,656	3,138.00	38,412	3,201.00
	6	39,420	3,285.00	40,212	3,351.00
	7*	41,328	3,444.00	42,156	3,513.00
	8*	42,780	3,565.00	43,632	3,636.00
	9*	44,784	3,732.00	45,684	3,807.00
	10*	46,980	3,915.00	47,916	3,993.00
	11*	49,128	4,094.00	50,112	4,176.00
	12*	51,480	4,290.00	52,512	4,376.00
	13*	54,012	4,501.00	55,092	4,591.00
	14*	56,784	4,732.00	57,924	4,827.00
	15*	59,400	4,950.00	60,588	5,049.00
	16*	61,884	5,157.00	63,120	5,260.00
	17*	65,304	5,442.00	66,612	5,551.00

\*Appointment to Steps 7 - 17 requires a doctorate or its equivalent  
Rates are paid on the Standard Table of Pay Rates

## SPECIALIST SERIES

Fiscal Year (11 months)

Rank	Step	Normal Period at Salary	Scale 10/1/2005		Scale 10/1/2006		Scale 4/1/2007	
			Annual	Monthly	Annual	Monthly	Annual	Monthly
JUNIOR SPECIALIST (3330)	1	1 yr.	31,668	2,639.00	32,304	2,692.00	32,628	2,719.00
	2	1 yr.	33,768	2,814.00	34,440	2,870.00	34,788	2,899.00
ASSISTANT SPECIALIST 3320	1	2 yrs.	36,816	3,068.00	37,548	3,129.00	37,740	3,145.00
	2	2 yrs.	39,420	3,285.00	40,212	3,351.00	40,212	3,351.00
	3	2 yrs.	42,180	3,515.00	43,020	3,585.00	43,020	3,585.00
ASSOCIATE SPECIALIST 3310	1	2 yrs.	45,948	3,829.00	46,872	3,906.00	46,872	3,906.00
	2	2 yrs.	49,128	4,094.00	50,112	4,176.00	50,112	4,176.00
	3	2 yrs.	52,692	4,391.00	53,748	4,479.00	53,748	4,479.00
	4	--	55,320	4,610.00	56,424	4,702.00	56,424	4,702.00
SPECIALIST 3300	1	3 yrs.	59,400	4,950.00	60,588	5,049.00	60,588	5,049.00
	2	3 yrs.	65,304	5,442.00	66,612	5,551.00	66,612	5,551.00
	3	--	73,020	6,085.00	74,484	6,207.00	74,484	6,207.00
	4	--	81,996	6,833.00	83,640	6,970.00	83,640	6,970.00
	5	--	90,948	7,579.00	92,772	7,731.00	92,772	7,731.00

BUC: FX

BUC: FX

**LIBRARIAN SERIES - FISCAL YEAR  
REPRESENTED AND NON-REPRESENTED LIBRARIANS**

Rank	Step	Years at Step	Scale 10/1/2005		Scale 10/1/2006	
			Annual	Monthly	Annual	Monthly
<b>Assistant Librarian</b>	1	2	39,000	3,250.00	40,008	3,334.00
3620-Career	2	2	41,376	3,448.00	42,204	3,517.00
3621-Potential Career	3	2	43,860	3,655.00	44,736	3,728.00
3622-Temporary						
<b>Associate Librarian</b>	1	2	43,860	3,655.00	44,736	3,728.00
3616-Career	2	2	46,932	3,911.00	47,868	3,989.00
3617-Potential Career	3	2	50,208	4,184.00	51,216	4,268.00
3618-Temporary	4	2	53,676	4,473.00	54,744	4,562.00
	5	2	57,384	4,782.00	58,536	4,878.00
	6	2	61,332	5,111.00	62,556	5,213.00
	7	3	65,448	5,454.00	66,756	5,563.00
<b>Librarian</b>	1	3	65,448	5,454.00	66,756	5,563.00
3612-Career	2	3	71,916	5,993.00	73,356	6,113.00
3613-Potential Career	3	3	78,396	6,533.00	79,968	6,664.00
3614-Temporary	4	3	84,060	7,005.00	85,740	7,145.00
	5	---	90,624	7,552.00	92,436	7,703.00
	6	---	97,416	8,118.00	99,360	8,280.00
	7	---	104,532	8,711.00	106,620	8,885.00

This salary scale applies to both represented and non-represented employees in these titles. For employees in any of the above-referenced titles who are exclusively represented, the application of the Salary Scale is subject to the requirements of the Higher Education Employer-Employee Relations Act (HEERA). For librarians who are exclusively represented, the Salary Scale applies only to the extent provided for in the MOU.

# ASSISTANT AND ASSOCIATE UNIVERSITY LIBRARIANS

Fiscal Year (11 months)

	Salary Scale 10/1/2005		Salary Scale 10/1/2006	
	ANNUAL RANGE	MONTHLY RANGE	ANNUAL RANGE	MONTHLY RANGE
ASSISTANT UNIVERSITY LIBRARIAN (3610)	58,800 - 107,900	4,900.00 - 8,991.67	60,000 - 110,100	5,000.00 - 9,175.00
ASSOCIATE UNIVERSITY LIBRARIAN (3600)	62,100 - 118,700	5,175.00 - 9,891.67	63,300 - 121,100	5,275.00 - 10,091.67

**CONTINUING EDUCATOR**

FISCAL YEAR

Level Title Code	1 (3520)		Salary Scale 10/1/05 2 (3521)		3 (3522)		1 (3520)		Salary Scale 10/1/06 2 (3521)		3 (3522)	
	Salary Annual	Range Monthly	Salary Annual	Range Monthly	Salary Annual	Range Monthly	Salary Annual	Range Monthly	Salary Annual	Range Monthly	Salary Annual	Range Monthly
<b>Minimum</b>	41,328	3,444.00	50,292	4,191.00	60,624	5,052.00	42,156	3,513.00	51,300	4,275.00	61,836	5,153.00
<b>Maximum</b>	74,724	6,227.00	88,752	7,396.00	124,560	10,380.00	76,224	6,352.00	90,528	7,544.00	127,056	10,588.00

For salary levels within range, see Academic Standard Table of Pay Rates.

**ACADEMIC ADMINISTRATOR SERIES**

Fiscal Year (11 months)

**Salary Scale 10/1/2006**

1 (1061)		2 (1062)		3 (1063)		4 (1064)		5 (1065)		6 (1066)		7 (1067)	
Annual	Monthly												
44,700	3,725	50,112	4,176	56,424	4,702	63,120	5,260	71,484	5,957	80,112	6,676	88,344	7,362
45,684	3,807	51,300	4,275	57,924	4,827	64,896	5,408	73,104	6,092	81,912	6,826	90,528	7,544
46,872	3,906	52,512	4,376	59,184	4,932	66,612	5,551	74,484	6,207	83,640	6,970	92,772	7,731
47,916	3,993	53,748	4,479	60,588	5,049	67,944	5,662	76,224	6,352	85,800	7,150	94,884	7,907
49,056	4,088	55,092	4,591	61,836	5,153	69,696	5,808	78,372	6,531	86,628	7,219	97,020	8,085
50,112	4,176	56,424	4,702	63,120	5,260	71,484	5,957	80,112	6,676	88,344	7,362	99,576	8,298
51,300	4,275	57,924	4,827	64,896	5,408	73,104	6,092	81,912	6,826	90,528	7,544	102,264	8,522
52,512	4,376	59,184	4,932	66,612	5,551	74,484	6,207	83,640	6,970	92,772	7,731	104,736	8,728
53,748	4,479	60,588	5,049	67,944	5,662	76,224	6,352	85,800	7,150	94,884	7,907	107,220	8,935
55,092	4,591	61,836	5,153	69,696	5,808	78,372	6,531	86,628	7,219	97,020	8,085	109,920	9,160
56,424	4,702	63,120	5,260	71,484	5,957	80,112	6,676	88,344	7,362	99,576	8,298	112,596	9,383
57,924	4,827	64,896	5,408	73,104	6,092	81,912	6,826	90,528	7,544	102,264	8,522	115,380	9,615
59,184	4,932	66,612	5,551	74,484	6,207	83,640	6,970	92,772	7,731	104,736	8,728	118,176	9,848
60,588	5,049	67,944	5,662	76,224	6,352	85,800	7,150	94,884	7,907	107,220	8,935	121,092	10,091
61,836	5,153	69,696	5,808	78,372	6,531	86,628	7,219	97,020	8,085	109,920	9,160	124,068	10,339

**ACADEMIC COORDINATOR - Academic Year (9 months)**

**SALARY SCALE 412007**

<b>I (0840)</b>				<b>II (0842)</b>				<b>III (0844)</b>			
Step	Years at Step	Annual	Monthly	Step	Years at Step	Annual	Monthly	Step	Years at Step	Annual	Monthly
1	2	37,740	3,145	1	2	49,056	4,088	1	3	61,836	5,153
2	2	39,516	3,293	2	2	51,300	4,275	2	3	66,612	5,551
3	2	41,136	3,428	3	2	53,748	4,479	3	3	71,484	5,957
4	2	43,020	3,585	4	2	56,424	4,702	4	3	76,224	6,352
5	2	44,700	3,725	5	2	59,184	4,932	5	3	81,912	6,826
6	2	46,872	3,906	6	2	61,836	5,153	6	3	88,344	7,362
7	2	49,056	4,088	7	2	64,896	5,408	7	3	94,884	7,907
8	2	51,300	4,275	8	2	67,944	5,662	8	3	102,264	8,522
9	2	53,748	4,479	9	2	71,484	5,957	9		109,920	9,160
10	2	56,424	4,702	10	2	74,484	6,207				
11	2	59,184	4,932	11	2	78,372	6,531				
12	2	61,836	5,153	12	2	81,912	6,826				
13	2	64,896	5,408	13	2	85,800	7,150				
14	2	67,944	5,662	14	2	90,528	7,544				
15		71,484	5,957	15	--	94,884	7,907				

**ACADEMIC COORDINATOR - Fiscal Year (11 months)**

Salary Scale 10/1/2006

**I (0841)**

**II (0843)**

**III (0845)**

I (0841)				II (0843)				III (0845)			
Step	Years at Step	Annual	Monthly	Step	Years at Step	Annual	Monthly	Step	Years at Step	Annual	Monthly
1	2	43,020	3,585	1	2	56,424	4,702	1	3	71,484	5,957
2	2	44,700	3,725	2	2	59,184	4,932	2	3	76,224	6,352
3	2	46,872	3,906	3	2	61,836	5,153	3	3	81,912	6,826
4	2	49,056	4,088	4	2	64,896	5,408	4	3	88,344	7,362
5	2	51,300	4,275	5	2	67,944	5,662	5	3	94,884	7,907
6	2	53,748	4,479	6	2	71,484	5,957	6	3	102,264	8,522
7	2	56,424	4,702	7	2	74,484	6,207	7	3	109,920	9,160
8	2	59,184	4,932	8	2	78,372	6,531	8	3	118,176	9,848
9	2	61,836	5,153	9	2	81,912	6,826	9	--	127,056	10,588
10	2	64,896	5,408	10	2	85,800	7,150				
11	2	67,944	5,662	11	2	90,528	7,544				
12	2	71,484	5,957	12	2	94,884	7,907				
13	2	74,484	6,207	13	2	99,576	8,298				
14	2	78,372	6,531	14	2	104,736	8,728				
15	--	81,912	6,826	15	--	109,920	9,160				

**ACADEMIC STANDARD TABLE OF PAY RATES**

<b>Salary Scale 10/1/05</b>			<b>Salary Scale 10/1/06</b>			<b>Salary Scale 4/1/07</b>		
<b>Annual</b>	<b>Monthly</b>	<b>1/9 Monthly</b>	<b>Annual</b>	<b>Monthly</b>	<b>1/9 Monthly</b>	<b>Annual</b>	<b>Monthly</b>	<b>1/9 Monthly</b>
27,876	2,323.00	3,097.33	28,428	2,369.00	3,158.67	28,992	2,416.00	3,221.33
28,464	2,372.00	3,162.67	29,028	2,419.00	3,225.33	29,604	2,467.00	3,289.33
29,124	2,427.00	3,236.00	29,712	2,476.00	3,301.33	30,312	2,526.00	3,368.00
29,736	2,478.00	3,304.00	30,336	2,528.00	3,370.67	30,636	2,553.00	3,404.00
30,372	2,531.00	3,374.67	30,984	2,582.00	3,442.67	31,296	2,608.00	3,477.33
30,972	2,581.00	3,441.33	31,596	2,633.00	3,510.67	31,908	2,659.00	3,545.33
31,668	2,639.00	3,518.67	32,304	2,692.00	3,589.33	32,628	2,719.00	3,625.33
32,352	2,696.00	3,594.67	33,000	2,750.00	3,666.67	33,336	2,778.00	3,704.00
33,012	2,751.00	3,668.00	33,672	2,806.00	3,741.33	34,008	2,834.00	3,778.67
33,768	2,814.00	3,752.00	34,440	2,870.00	3,826.67	34,788	2,899.00	3,865.33
34,536	2,878.00	3,837.33	35,232	2,936.00	3,914.67	35,412	2,951.00	3,934.67
35,208	2,934.00	3,912.00	35,916	2,993.00	3,990.67	36,096	3,008.00	4,010.67
36,012	3,001.00	4,001.33	36,732	3,061.00	4,081.33	36,912	3,076.00	4,101.33
36,816	3,068.00	4,090.67	37,548	3,129.00	4,172.00	37,740	3,145.00	4,193.33
37,656	3,138.00	4,184.00	38,412	3,201.00	4,268.00	38,604	3,217.00	4,289.33
38,556	3,213.00	4,284.00	39,324	3,277.00	4,369.33	39,516	3,293.00	4,390.67
39,420	3,285.00	4,380.00	40,212	3,351.00	4,468.00	40,212	3,351.00	4,468.00
40,332	3,361.00	4,481.33	41,136	3,428.00	4,570.67	41,136	3,428.00	4,570.67
41,328	3,444.00	4,592.00	42,156	3,513.00	4,684.00	42,156	3,513.00	4,684.00
42,180	3,515.00	4,686.67	43,020	3,585.00	4,780.00	43,020	3,585.00	4,780.00
42,780	3,565.00	4,753.33	43,632	3,636.00	4,848.00	43,632	3,636.00	4,848.00
43,824	3,652.00	4,869.33	44,700	3,725.00	4,966.67	44,700	3,725.00	4,966.67
44,784	3,732.00	4,976.00	45,684	3,807.00	5,076.00	45,684	3,807.00	5,076.00
45,948	3,829.00	5,105.33	46,872	3,906.00	5,208.00	46,872	3,906.00	5,208.00
46,980	3,915.00	5,220.00	47,916	3,993.00	5,324.00	47,916	3,993.00	5,324.00
48,096	4,008.00	5,344.00	49,056	4,088.00	5,450.67	49,056	4,088.00	5,450.67
49,128	4,094.00	5,458.67	50,112	4,176.00	5,568.00	50,112	4,176.00	5,568.00
50,292	4,191.00	5,588.00	51,300	4,275.00	5,700.00	51,300	4,275.00	5,700.00
51,480	4,290.00	5,720.00	52,512	4,376.00	5,834.67	52,512	4,376.00	5,834.67
52,692	4,391.00	5,854.67	53,748	4,479.00	5,972.00	53,748	4,479.00	5,972.00
54,012	4,501.00	6,001.33	55,092	4,591.00	6,121.33	55,092	4,591.00	6,121.33
55,320	4,610.00	6,146.67	56,424	4,702.00	6,269.33	56,424	4,702.00	6,269.33
56,784	4,732.00	6,309.33	57,924	4,827.00	6,436.00	57,924	4,827.00	6,436.00

**ACADEMIC STANDARD TABLE OF PAY RATES**

Salary Scale 10/1/05			Salary Scale 10/1/06			Salary Scale 4/1/07		
Annual	Monthly	1/9 Monthly	Annual	Monthly	1/9 Monthly	Annual	Monthly	1/9 Monthly
58,020	4,835.00	6,446.67	59,184	4,932.00	6,576.00	59,184	4,932.00	6,576.00
59,400	4,950.00	6,600.00	60,588	5,049.00	6,732.00	60,588	5,049.00	6,732.00
60,624	5,052.00	6,736.00	61,836	5,153.00	6,870.67	61,836	5,153.00	6,870.67
61,884	5,157.00	6,876.00	63,120	5,260.00	7,013.33	63,120	5,260.00	7,013.33
63,624	5,302.00	7,069.33	64,896	5,408.00	7,210.67	64,896	5,408.00	7,210.67
65,304	5,442.00	7,256.00	66,612	5,551.00	7,401.33	66,612	5,551.00	7,401.33
66,612	5,551.00	7,401.33	67,944	5,662.00	7,549.33	67,944	5,662.00	7,549.33
68,328	5,694.00	7,592.00	69,696	5,808.00	7,744.00	69,696	5,808.00	7,744.00
70,080	5,840.00	7,786.67	71,484	5,957.00	7,942.67	71,484	5,957.00	7,942.67
71,676	5,973.00	7,964.00	73,104	6,092.00	8,122.67	73,104	6,092.00	8,122.67
73,020	6,085.00	8,113.33	74,484	6,207.00	8,276.00	74,484	6,207.00	8,276.00
74,724	6,227.00	8,302.67	76,224	6,352.00	8,469.33	76,224	6,352.00	8,469.33
76,836	6,403.00	8,537.33	78,372	6,531.00	8,708.00	78,372	6,531.00	8,708.00
78,540	6,545.00	8,726.67	80,112	6,676.00	8,901.33	80,112	6,676.00	8,901.33
80,304	6,692.00	8,922.67	81,912	6,826.00	9,101.33	81,912	6,826.00	9,101.33
81,996	6,833.00	9,110.67	83,640	6,970.00	9,293.33	83,640	6,970.00	9,293.33
84,120	7,010.00	9,346.67	85,800	7,150.00	9,533.33	85,800	7,150.00	9,533.33
84,924	7,077.00	9,436.00	86,628	7,219.00	9,625.33	86,628	7,219.00	9,625.33
86,616	7,218.00	9,624.00	88,344	7,362.00	9,816.00	88,344	7,362.00	9,816.00
88,752	7,396.00	9,861.33	90,528	7,544.00	10,058.67	90,528	7,544.00	10,058.67
90,948	7,579.00	10,105.33	92,772	7,731.00	10,308.00	92,772	7,731.00	10,308.00
93,024	7,752.00	10,336.00	94,884	7,907.00	10,542.67	94,884	7,907.00	10,542.67
95,112	7,926.00	10,568.00	97,020	8,085.00	10,780.00	97,020	8,085.00	10,780.00
97,620	8,135.00	10,846.67	99,576	8,298.00	11,064.00	99,576	8,298.00	11,064.00
100,260	8,355.00	11,140.00	102,264	8,522.00	11,362.67	102,264	8,522.00	11,362.67
102,684	8,557.00	11,409.33	104,736	8,728.00	11,637.33	104,736	8,728.00	11,637.33
105,120	8,760.00	11,680.00	107,220	8,935.00	11,913.33	107,220	8,935.00	11,913.33
107,760	8,980.00	11,973.33	109,920	9,160.00	12,213.33	109,920	9,160.00	12,213.33
110,388	9,199.00	12,265.33	112,596	9,383.00	12,510.67	112,596	9,383.00	12,510.67
113,112	9,426.00	12,568.00	115,380	9,615.00	12,820.00	115,380	9,615.00	12,820.00
115,860	9,655.00	12,873.33	118,176	9,848.00	13,130.67	118,176	9,848.00	13,130.67
118,716	9,893.00	13,190.67	121,092	10,091.00	13,454.67	121,092	10,091.00	13,454.67
121,632	10,136.00	13,514.67	124,068	10,339.00	13,785.33	124,068	10,339.00	13,785.33
124,560	10,380.00	13,840.00	127,056	10,588.00	14,117.33	127,056	10,588.00	14,117.33

54,012	4,501.00	6,001.33	55,092	4,591.00	6,121.33
55,320	4,610.00	6,146.67	56,424	4,702.00	6,269.33
56,784	4,732.00	6,309.33	57,924	4,827.00	6,436.00

**ACADEMIC COORDINATOR - Fiscal Year (11 months)**

Salary Scale 10/1/2006

<b>I (0841)</b>				<b>II (0843)</b>				<b>III (0845)</b>			
<u>Step</u>	<u>Years at Step</u>	<u>Annual</u>	<u>Monthly</u>	<u>Step</u>	<u>Years at Step</u>	<u>Annual</u>	<u>Monthly</u>	<u>Step</u>	<u>Years at Step</u>	<u>Annual</u>	<u>Monthly</u>
1	2	43,020	3,585	1	2	56,424	4,702	1	3	71,484	5,957
2	2	44,700	3,725	2	2	59,184	4,932	2	3	76,224	6,352
3	2	46,872	3,906	3	2	61,836	5,153	3	3	81,912	6,826
4	2	49,056	4,088	4	2	64,896	5,408	4	3	88,344	7,362
5	2	51,300	4,275	5	2	67,944	5,662	5	3	94,884	7,907
6	2	53,748	4,479	6	2	71,484	5,957	6	3	102,264	8,522
7	2	56,424	4,702	7	2	74,484	6,207	7	3	109,920	9,160
8	2	59,184	4,932	8	2	78,372	6,531	8	3	118,176	9,848
9	2	61,836	5,153	9	2	81,912	6,826	9	--	127,056	10,588
10	2	64,896	5,408	10	2	85,800	7,150				
11	2	67,944	5,662	11	2	90,528	7,544				
12	2	71,484	5,957	12	2	94,884	7,907				
13	2	74,484	6,207	13	2	99,576	8,298				
14	2	78,372	6,531	14	2	104,736	8,728				
15	--	81,912	6,826	15	--	109,920	9,160				

# PROJECT (E.G. SCIENTIST) SERIES

Fiscal Year (11 months)

Rank	Step	Year at Step	Salary Scale		Salary Scale	
			Annual	Monthly	Annual	Monthly
			10/ 1/2 00 5	3,891.67	47,600	3,966.67
				4,108.33	50,900	4,191.67
				4,325.00	52,900	4,408.33
				4,566.67	55,900	4,658.33
				4,791.67	58,700	4,891.67
				5,033.33	61,600	5,133.33
<b>Assistant</b>	1	2	46,700			
<b>Project</b>	2	2	49,300	4,800.00	58,800	4,900.00
3394	3	2	51,900	5,041.67	61,700	5,141.67
	4	2	54,800	5,333.33	65,300	5,441.67
	5	2	57,500	5,658.33	69,300	5,775.00
	6	2	60,400	6,075.00	74,400	6,200.00
<b>Associate</b>	1	2	57,600	5,666.67	69,400	5,783.33
<b>Project</b>	2	2	60,500	6,083.33	74,500	6,208.33
3392	3	2	64,000	6,600.00	80,800	6,733.33
	4	3	67,900	7,158.33	87,600	7,300.00
	5	3	72,900	7,758.33	95,000	7,916.67
				8,425.00	103,100	8,591.67
<b>Project</b>	1	3	68,000	9,141.67	111,900	9,325.00
3390	2	3	73,000	9,900.00	121,200	10,100.00
	3	3	79,200	10,750.00	131,600	10,966.67
	4	3	85,900			
	5	-	93,100			
6	-		101,100			
7	-		109,700			
	8	-	118,800			
	9	-	129,000			

**PROJECT (E.G. SCIENTIST) SERIES - Fiscal Year (11 months)**  
**BUSINESS/MANAGEMENT and ENGINEERING**

			Salary Scale 10/1/2004		Salary Scale 10/1/2006	
			Year at			
<u>Rank</u>	<u>Step</u>	<u>Step</u>	<u>Annual</u>	<u>Monthly</u>	<u>Annual</u>	<u>Monthly</u>
<b>Assistant</b>	1	2	61,900	5,158.33	63,100	5,258.33
<b>Project</b>	2	2	65,100	5,425.00	66,400	5,533.33
3395	3	2	68,400	5,700.00	69,800	5,816.67
	4	2	71,600	5,966.67	73,000	6,083.33
	5	2	74,900	6,241.67	76,400	6,366.67
	6	2	77,700	6,475.00	79,300	6,608.33
<b>Associate</b>	1	2	75,000	6,250.00	76,500	6,375.00
<b>Project</b>	2	2	77,800	6,483.33	79,400	6,616.67
3393	3	2	80,800	6,733.33	82,400	6,866.67
	4	3	83,200	6,933.33	84,900	7,075.00
	5	3	86,000	7,166.67	87,700	7,308.33
<b>Project</b>	1	3	83,300	6,941.67	85,000	7,083.33
3391	2	3	86,100	7,175.00	87,800	7,316.67
	3	3	91,300	7,608.33	93,100	7,758.33
	4	3	98,000	8,166.67	100,000	8,333.33
	5	-	105,500	8,791.67	107,600	8,966.67
	6	-	113,500	9,458.33	115,800	9,650.00
	7	-	121,600	10,133.33	124,000	10,333.33
	8	-	130,200	10,850.00	132,800	11,066.67
	9	-	141,400	11,783.33	144,200	12,016.67

**COORDINATOR OF FIELD WORK**

	<b>Scale 10/1/2005</b>	<b>Scale 10/1/2006</b>
Academic Year (9 months) - 2240	38,328 - 101,448	39,096 - 103,476
Academic Year (9 months) Continuing - 2241	42,552 - 101,448	43,404 - 103,476
Fiscal Year (11 months) - 2245	44,472 - 120,456	45,360 - 122,868
Fiscal Year (11 months) Continuing - 2246	48,840 - 120,456	49,812 - 122,868

For salary levels within range, see Lecturer & Other Unit 18 Titles Table of Pay Rates

BUC: IX

**FACULTY RECRUITMENT ALLOWANCE PROGRAM**  
(formerly known as Salary Differential Housing Allowance)

	<b>Effective 10/1/05</b>	<b>Effective 10/1/06</b>
<b>Maximum Allowable</b>	54,400 *	55,500*

**\*By Exception:** Effective 12/04, Deans have authority to approve housing allowances up to \$100,000.  
See delegation of authority memo dated 12/21/04.

## PROVOSTS AND DEPARTMENT CHAIRS

<b>Provosts</b> (1099)		<b>Scale 10/1/2005</b>	<b>Scale 10/1/2006</b>
	Department Funds		
	(in millions)	<b>Stipend</b>	<b>Stipend</b>
	up to \$1 M	4,971.00	5,070.00
	\$1 ~M - \$2M	6,459.00	6,588.00
	\$2~M or more	7,966.00	8,125.00
<b>Department Chairs</b> (1096)			
	up to \$1 M	7,700.00	7,854.00
	\$1 ~M - \$2M	9,200.00	9,384.00
	\$2~M - \$3M	10,700.00	10,914.00
	\$3~M or more	12,200.00	12,444.00

Stipends are paid in equal installments on a fiscal-year basis (7/1 through 6/30) using DOS code SIP.

## APPENDIX

### Thresholds for Approval of Academic Salaries

Effective August 14, 2007

**Ladder-rank faculty base salaries above the thresholds that involve a new appointment, retention of faculty, and faculty merit increases greater than 10 percent, require Presidential approval. Chancellors are authorized to approve salaries above the thresholds in cases involving faculty merit increases of 10 percent or less.**

Regular - Academic Year Faculty Ladder Ranks Scale	\$205,000
Regular - Fiscal Year Faculty Ladder Ranks Scale	\$237,800
Academic-Year Business/Management and Engineering Faculty Ladder Ranks Scale	\$226,100
Fiscal-Year Business/Management and Engineering Faculty Ladder Ranks Scale	\$260,500
Law School Scale	\$276,500

For all other academic base salaries, the threshold is \$205,000.

**TITLE**

**CODE ACADEMIC TITLE**

3802	_____ Recall
1061	Academic Administrator I
1062	Academic Administrator II
1063	Academic Administrator III
1064	Academic Administrator IV
1065	Academic Administrator V
1066	Academic Administrator VI
1067	Academic Administrator VII
0840	Academic Coordinator I - Academic Year
0841	Academic Coordinator I - Fiscal Year
0842	Academic Coordinator II - Academic Year
0843	Academic Coordinator II - Fiscal Year
0844	Academic Coordinator III - Academic Year
0845	Academic Coordinator III - Fiscal Year
0846	Academic Coordinator IV - Academic Year
0847	Academic Coordinator IV - Fiscal Year
0848	Academic Coordinator V - Academic Year
0849	Academic Coordinator V - Fiscal Year
3127	Acting Assistant Astronomer
1307	Acting Assistant Professor - Academic Year
1301	Acting Assistant Professor - Academic Year - 1/9
1979	Acting Assistant Professor - Academic Year - 1/9 - Bus/Eng
1977	Acting Assistant Professor - Academic Year - Bus/Eng
1317	Acting Assistant Professor - Fiscal Year
1978	Acting Assistant Professor - Fiscal Year - Bus/Eng
3117	Acting Associate Astronomer
1207	Acting Associate Professor - Academic Year
1201	Acting Associate Professor - Academic Year - 1/9
1976	Acting Associate Professor - Academic Year - 1/9 - Bus/Eng
1974	Acting Associate Professor - Academic Year - Bus/Eng
1217	Acting Associate Professor - Fiscal Year
1975	Acting Associate Professor - Fiscal Year - Bus/Eng
3107	Acting Astronomer
1107	Acting Professor - Academic Year
1101	Acting Professor - Academic Year - 1/9
1973	Acting Professor - Academic Year - 1/9 - Bus/Eng
1971	Acting Professor - Academic Year - Bus/Eng
1117	Acting Professor - Fiscal Year
1972	Acting Professor - Fiscal Year - Bus/Eng
3258	Adjunct Professor - Academic Year
3363	Adjunct Professor - Academic Year - 1/9
3379	Adjunct Professor - Academic Year - 1/9 - Bus/Eng
3377	Adjunct Professor - Academic Year - Bus/Eng
3259	Adjunct Professor - Fiscal Year
3378	Adjunct Professor - Fiscal Year - Bus/Eng
3278	Assistant Adjunct Professor - Academic Year
3361	Assistant Adjunct Professor - Academic Year - 1/9
3373	Assistant Adjunct Professor - Academic Year - 1/9 - Bus/Eng
3371	Assistant Adjunct Professor - Academic Year - Bus/Eng
3279	Assistant Adjunct Professor - Fiscal Year
3372	Assistant Adjunct Professor - Fiscal Year - Bus/Eng
3120	Assistant Astronomer
3620	Assistant Librarian - Career Status
3621	Assistant Librarian - Potential Career
3622	Assistant Librarian - Temporary Status
1300	Assistant Professor - Academic Year

1303 Assistant Professor - Academic Year - 1/9  
1345 Assistant Professor - Academic Year - 1/9 - Bus/Eng  
1343 Assistant Professor - Academic Year - Bus/Eng  
1306 Assistant Professor - Academic Year - Recalled  
1310 Assistant Professor - Fiscal Year  
1344 Assistant Professor - Fiscal Year - Bus/Eng  
3270 Assistant Professor In-Residence - Academic Year  
3351 Assistant Professor In-Residence - Academic Year - 1/9  
3389 Assistant Professor In-Residence - Academic Year - 1/9 - Bus/Eng  
3387 Assistant Professor In-Residence - Academic Year - Bus/Eng  
3271 Assistant Professor In-Residence - Fiscal Year  
3388 Assistant Professor In-Residence - Fiscal Year - Bus/Eng  
3394 Assistant Project \_\_\_\_\_ - Fiscal Year  
3395 Assistant Project \_\_\_\_\_ Business/Management/Engineering - Fiscal Year  
3223 Assistant Research \_\_\_\_\_ - Academic Year  
3225 Assistant Research \_\_\_\_\_ - Academic Year - 1/9  
1986 Assistant Research \_\_\_\_\_ - Academic Year - 1/9 - Bus/Eng  
1985 Assistant Research \_\_\_\_\_ - Academic Year - Bus/Eng  
3220 Assistant Research \_\_\_\_\_ - Fiscal Year  
1989 Assistant Research \_\_\_\_\_ - Fiscal Year - Bus/Eng  
3320 Assistant Specialist  
2140 Assistant Supervisor of Physical Education - Academic Year  
3572 Assistant Teacher - University Extension  
3610 Assistant University Librarian  
3268 Associate Adjunct Professor - Academic Year  
3362 Associate Adjunct Professor - Academic Year - 1/9  
3376 Associate Adjunct Professor - Academic Year - 1/9 - Bus/Eng  
3374 Associate Adjunct Professor - Academic Year - Bus/Eng  
3269 Associate Adjunct Professor - Fiscal Year  
3375 Associate Adjunct Professor - Fiscal Year - Bus/Eng  
3110 Associate Astronomer  
1506 Associate In - Graduate Student - Academic Year - 1/9 - GSHIP  
1507 Associate In - Graduate Student - Academic Year - 1/9 - Non-GSHIP  
1501 Associate In - Graduate Student - Academic Year - GSHIP  
1502 Associate in - Graduate Student - Academic Year - Non-GSHIP  
1511 Associate In - Graduate Student - Fiscal Year - GSHIP  
1512 Associate In - Graduate Student - Fiscal Year - Non-GSHIP  
3616 Associate Librarian - Career Status  
3617 Associate Librarian - Potential Career Status  
3618 Associate Librarian - Temporary Status  
1200 Associate Professor - Academic Year  
1203 Associate Professor - Academic Year - 1/9  
1245 Associate Professor - Academic Year - 1/9 - Bus/Eng  
1248 Associate Professor - Academic Year - 1/9 - Bus/Eng - Recalled  
1243 Associate Professor - Academic Year - Bus/Eng  
1246 Associate Professor - Academic Year - Bus/Eng - Recalled  
1206 Associate Professor - Academic Year - Recalled  
1210 Associate Professor - Fiscal Year  
1244 Associate Professor - Fiscal Year - Bus/Eng  
1216 Associate Professor - Fiscal Year - Recalled  
1209 Associate Professor - Recalled - Academic Year - 1/9  
3260 Associate Professor In-Residence - Academic Year  
3352 Associate Professor In-Residence - Academic Year - 1/9  
3386 Associate Professor In-Residence - Academic Year - 1/9 - Bus/Eng  
3384 Associate Professor In-Residence - Academic Year - Bus/Eng  
3261 Associate Professor In-Residence - Fiscal Year  
3385 Associate Professor In-Residence - Fiscal year - Bus/Eng  
3392 Associate Project \_\_\_\_\_ - Fiscal Year  
3393 Associate Project \_\_\_\_\_ Business/Management/Engineering - Fiscal Year

3213 Associate Research \_\_\_\_\_ - Academic Year  
3215 Associate Research \_\_\_\_\_ - Academic Year - 1/9  
1984 Associate Research \_\_\_\_\_ - Academic Year - 1/9 - Bus/Eng  
1983 Associate Research \_\_\_\_\_ - Academic Year - Bus/Eng  
3210 Associate Research \_\_\_\_\_ - Fiscal Year  
1988 Associate Research \_\_\_\_\_ - Fiscal Year - Bus/Eng  
3310 Associate Specialist  
2120 Associate Supervisor of Physical Education - Academic Year  
3600 Associate University Librarian  
3100 Astronomer  
3106 Astronomer - Recalled  
3520 Continuing Educator I  
3521 Continuing Educator II  
3522 Continuing Educator III  
2240 Coordinator of Field Work - Academic Year  
2241 Coordinator of Field Work - Academic Year - 3-Year Contract  
2245 Coordinator of Field Work - Fiscal Year  
2246 Coordinator of Field Work - Fiscal Year - 3-Year Contract  
3580 Course Author - University Extension  
3237 Faculty Fellow Researcher  
3238 Faculty Fellow Researcher - 9 months  
3266 Graduate Student Researcher - No Remission  
3276 Graduate Student Researcher - Partial Fee Remission  
3282 Graduate Student Researcher - Full Fee Rem  
3283 Graduate Student Researcher - Full Tuit & Pfr  
3284 Graduate Student Researcher - Tuit & Fee Rem  
3330 Junior Specialist  
2160 Junior Supervisor of Physical Education - Academic Year  
1630 Lecturer - Academic Year  
1632 Lecturer - Academic Year - 1/9  
1633 Lecturer - Academic Year - 1/9th - 3-Year Contract  
1631 Lecturer - Academic Year - 3-Year Contract  
1634 Lecturer - Fiscal Year  
1635 Lecturer - Fiscal Year - 3-Year Contract  
1680 Lecturer Potential SOE - Academic Year  
1681 Lecturer Potential SOE - Academic Year - 1/9  
1682 Lecturer Potential SOE - Fiscal Year  
1607 Lecturer with SOE - Academic Year  
1608 Lecturer with SOE - Academic Year - 1/9  
1665 Lecturer with SOE - Academic Year - Recalled  
1666 Lecturer with SOE - Academic Year - Recalled - 1/9  
1620 Lecturer with SOE - Emeritus  
1617 Lecturer with SOE - Fiscal Year  
1667 Lecturer with SOE - Fiscal Year - Recalled  
1675 Lecturer/Senior Lecturer - Academic Year - (without salary)  
1676 Lecturer/Senior Lecturer - Fiscal Year - (without salary)  
3612 Librarian - Career Status  
3613 Librarian - Potential Career Status  
3614 Librarian - Temporary Status  
3253 Postdoctoral Scholars - Fellow  
3254 Postdoctoral Scholars - Paid direct  
3240 Postgraduate Research \_\_\_\_\_ - Fiscal Year  
3241 Postgraduate Research Stdnt\_\_\_\_\_ - Fiscal Year - GSHIP  
3242 Postgraduate Research Stdnt\_\_\_\_\_ - Fiscal Year NON-GSHIP  
1100 Professor - Academic Year  
1103 Professor - Academic Year - 1/9  
1145 Professor - Academic Year - 1/9 - Bus/Eng  
1148 Professor - Academic Year - 1/9 - Bus/Eng - Recalled  
1143 Professor - Academic Year - Bus/Eng

1146 Professor - Academic Year - Bus/Eng - Recalled  
1106 Professor - Academic Year - Recalled  
1109 Professor - Academic Year - Recalled - 1/9  
1110 Professor - Fiscal Year  
1144 Professor - Fiscal Year - Bus/Eng  
1116 Professor - Fiscal Year - Recalled  
3250 Professor In-Residence - Academic Year  
3353 Professor In-Residence - Academic Year - 1/9  
3383 Professor In-Residence - Academic Year - 1/9 - Bus/Eng  
3381 Professor In-Residence - Academic Year - Bus/Eng  
3251 Professor In-Residence - Fiscal Year  
3382 Professor In-Residence - Fiscal Year - Bus/Eng  
3390 Project \_\_\_\_\_ - Fiscal Year  
3391 Project \_\_\_\_\_ Business/Management/Engineering - Fiscal Year  
3540 Program Coordinator  
2854 Reader - GSHIP  
2855 Reader - non-GSHIP  
2520 Reader - Non-student  
2271 Remedial Tutor I - GSHIP  
2270 Remedial Tutor I - Non-GSHIP  
2273 Remedial Tutor II - GSHIP  
2272 Remedial Tutor II - Non-GSHIP  
3203 Research \_\_\_\_\_ - Academic Year  
3205 Research \_\_\_\_\_ - Academic Year - 1/9  
1982 Research \_\_\_\_\_ - Academic Year - 1/9 - Bus/Eng  
1981 Research \_\_\_\_\_ - Academic Year - Bus/Eng  
3200 Research \_\_\_\_\_ - Fiscal Year  
1987 Research \_\_\_\_\_ - Fiscal Year - Bus/Eng  
3209 Research \_\_\_\_\_ - Recalled  
3298 Research Associate (without salary)  
3296 Research Fellow (without salary)  
1707 Research Professor  
1640 Senior Lecturer - Academic Year  
1642 Senior Lecturer - Academic Year - 1/9  
1643 Senior Lecturer - Academic Year - 1/9th - 3-Year Contract  
1641 Senior Lecturer - Academic Year - 3-Year Contract  
1644 Senior Lecturer - Fiscal Year  
1645 Senior Lecturer - Fiscal Year - 3-Year Contract  
1683 Senior Lecturer Potential SOE - Academic Year  
1684 Senior Lecturer Potential SOE - Academic Year - 1/9  
1685 Senior Lecturer Potential SOE - Fiscal Year  
1603 Senior Lecturer with SOE - Academic Year  
1604 Senior Lecturer with SOE - Academic Year - 1/9  
1660 Senior Lecturer with SOE - Academic Year - Recalled  
1662 Senior Lecturer with SOE - Academic Year - Recalled - 1/9  
1621 Senior Lecturer with SOE - Emeritus  
1613 Senior Lecturer with SOE - Fiscal Year  
1663 Senior Lecturer with SOE - Fiscal Year - Recalled  
3575 Speaker - University Extension  
3300 Specialist  
2100 Supervisor of Physical Education - Academic Year  
2106 Supervisor of Physical Education - Academic Year - Recalled  
2220 Supervisor of Teacher Education  
2221 Supervisor of Teacher Education - 3-Year Contract  
2460 Teacher-Special Programs  
2461 Teacher-Special Programs - 3-Year Contract  
3574 Teacher - University Extension  
3570 Teacher - University Extension - Contract Year  
2310 Teaching Assistant - GSHIP

2311 Teaching Assistant - non-GSHIP  
2300 Teaching Fellow - GSHIP  
2301 Teaching Fellow - non-GSHIP  
2862 Tutor - GSHIP  
2863 Tutor - Non-GSHIP  
2521 Tutor - Non-studnet  
3370 Visiting \_\_\_\_\_ Postdoctoral  
3128 Visiting Assistant Astronomer  
3623 Visiting Assistant Librarian - Fiscal Year  
1308 Visiting Assistant Professor - Academic Year  
1302 Visiting Assistant Professor - Academic Year - 1/9  
1429 Visiting Assistant Professor - Academic year - 1/9 - Bus/Eng  
1427 Visiting Assistant Professor - Academic Year - Bus/Eng  
1318 Visiting Assistant Professor - Fiscal Year  
1428 Visiting Assistant Professor - Fiscal Year - Bus/Eng  
3398 Visiting Assistant Project \_\_\_\_\_ - Fiscal Year  
3228 Visiting Assistant Research \_\_\_\_\_ - Fiscal Year  
3118 Visiting Associate Astronomer  
3619 Visiting Associate Librarian - Fiscal Year  
1208 Visiting Associate Professor - Academic Year  
1202 Visiting Associate Professor - Academic Year - 1/9  
1426 Visiting Associate Professor - Academic Year - 1/9 - Bus/Eng  
1424 Visiting Associate Professor - Academic Year - Bus/Eng  
1218 Visiting Associate Professor - Fiscal Year  
1425 Visiting Associate Professor - Fiscal Year - Bus/Eng  
3397 Visiting Associate Project \_\_\_\_\_ - Fiscal Year  
3218 Visiting Associate Research \_\_\_\_\_ - Fiscal Year  
3108 Visiting Astronomer  
3615 Visiting Librarian - Fiscal Year  
1108 Visiting Professor - Academic Year  
1102 Visiting Professor - Academic Year - 1/9  
1423 Visiting Professor - Academic Year - 1/9 - Bus/Eng  
1421 Visiting Professor - Academic Year - Bus/Eng  
1118 Visiting Professor - Fiscal Year  
1422 Visiting Professor - Fiscal Year - Bus/Eng  
3396 Visiting Project \_\_\_\_\_ -Fiscal Year  
3208 Visiting Research \_\_\_\_\_ - Fiscal Year

**TITLE**  
**CODE ACADEMIC TITLE**

1061	Academic Administrator I
1062	Academic Administrator II
1063	Academic Administrator III
1064	Academic Administrator IV
1065	Academic Administrator V
1066	Academic Administrator VI
1067	Academic Administrator VII
1100	Professor - Academic Year
1101	Acting Professor - Academic Year - 1/9
1102	Visiting Professor - Academic Year - 1/9
1103	Professor - Academic Year - 1/9
1106	Professor - Academic Year - Recalled
1107	Acting Professor - Academic Year
1108	Visiting Professor - Academic Year
1109	Professor - Academic Year - Recalled - 1/9
1110	Professor - Fiscal Year
1116	Professor - Fiscal Year - Recalled
1117	Acting Professor - Fiscal Year
1118	Visiting Professor - Fiscal Year
1143	Professor - Academic Year - Bus/Eng
1144	Professor - Fiscal Year - Bus/Eng
1145	Professor - Academic Year - 1/9 - Bus/Eng
1146	Professor - Academic Year - Bus/Eng - Recalled
1148	Professor - Academic Year - 1/9 - Bus/Eng - Recalled
1200	Associate Professor - Academic Year
1201	Acting Associate Professor - Academic Year - 1/9
1202	Visiting Associate Professor - Academic Year - 1/9
1203	Associate Professor - Academic Year - 1/9
1206	Associate Professor - Academic Year - Recalled
1207	Acting Associate Professor - Academic Year
1208	Visiting Associate Professor - Academic Year
1209	Associate Professor - Recalled - Academic Year - 1/9
1210	Associate Professor - Fiscal Year
1216	Associate Professor - Fiscal Year - Recalled
1217	Acting Associate Professor - Fiscal Year
1218	Visiting Associate Professor - Fiscal Year
1243	Associate Professor - Academic Year - Bus/Eng
1244	Associate Professor - Fiscal Year - Bus/Eng
1245	Associate Professor - Academic Year - 1/9 - Bus/Eng
1246	Associate Professor - Academic Year - Bus/Eng - Recalled
1248	Associate Professor - Academic Year - 1/9 - Bus/Eng - Recalled
1300	Assistant Professor - Academic Year
1301	Acting Assistant Professor - Academic Year - 1/9
1302	Visiting Assistant Professor - Academic Year - 1/9
1303	Assistant Professor - Academic Year - 1/9
1306	Assistant Professor - Academic Year - Recalled
1307	Acting Assistant Professor - Academic Year
1308	Visiting Assistant Professor - Academic Year
1310	Assistant Professor - Fiscal Year
1317	Acting Assistant Professor - Fiscal Year
1318	Visiting Assistant Professor - Fiscal Year
1343	Assistant Professor - Academic Year - Bus/Eng
1344	Assistant Professor - Fiscal Year - Bus/Eng
1345	Assistant Professor - Academic Year - 1/9 - Bus/Eng
1421	Visiting Professor - Academic Year - Bus/Eng
1422	Visiting Professor - Fiscal Year - Bus/Eng

1423	Visiting Professor - Academic Year - 1/9 - Bus/Eng
1424	Visiting Associate Professor - Academic Year - Bus/Eng
1425	Visiting Associate Professor - Fiscal Year - Bus/Eng
1426	Visiting Associate Professor - Academic Year - 1/9 - Bus/Eng
1427	Visiting Assistant Professor - Academic Year - Bus/Eng
1428	Visiting Assistant Professor - Fiscal Year - Bus/Eng
1429	Visiting Assistant Professor - Academic year - 1/9 - Bus/Eng
1501	Associate In - Graduate Student - Academic Year - GSHIP
1502	Associate in - Graduate Student - Academic Year - Non-GSHIP
1506	Associate In - Graduate Student - Academic Year - 1/9 - GSHIP
1507	Associate In - Graduate Student - Academic Year - 1/9 - Non-GSHIP
1511	Associate In - Graduate Student - Fiscal Year - GSHIP
1512	Associate In - Graduate Student - Fiscal Year - Non-GSHIP
1603	Senior Lecturer with SOE - Academic Year
1604	Senior Lecturer with SOE - Academic Year - 1/9
1607	Lecturer with SOE - Academic Year
1608	Lecturer with SOE - Academic Year - 1/9
1613	Senior Lecturer with SOE - Fiscal Year
1617	Lecturer with SOE - Fiscal Year
1620	Lecturer with SOE - Emeritus
1621	Senior Lecturer with SOE - Emeritus
1630	Lecturer - Academic Year
1631	Lecturer - Academic Year - 3-Year Contract
1632	Lecturer - Academic Year - 1/9
1633	Lecturer - Academic Year - 1/9th - 3-Year Contract
1634	Lecturer - Fiscal Year
1635	Lecturer - Fiscal Year - 3-Year Contract
1640	Senior Lecturer - Academic Year
1641	Senior Lecturer - Academic Year - 3-Year Contract
1642	Senior Lecturer - Academic Year - 1/9
1643	Senior Lecturer - Academic Year - 1/9th - 3-Year Contract
1644	Senior Lecturer - Fiscal Year
1645	Senior Lecturer - Fiscal Year - 3-Year Contract
1660	Senior Lecturer with SOE - Academic Year - Recalled
1662	Senior Lecturer with SOE - Academic Year - Recalled - 1/9
1663	Senior Lecturer with SOE - Fiscal Year - Recalled
1665	Lecturer with SOE - Academic Year - Recalled
1666	Lecturer with SOE - Academic Year - Recalled - 1/9
1667	Lecturer with SOE - Fiscal Year - Recalled
1675	Lecturer/Senior Lecturer - Academic Year - (without salary)
1676	Lecturer/Senior Lecturer - Fiscal Year - (without salary)
1680	Lecturer Potential SOE - Academic Year
1681	Lecturer Potential SOE - Academic Year - 1/9
1682	Lecturer Potential SOE - Fiscal Year
1683	Senior Lecturer Potential SOE - Academic Year
1684	Senior Lecturer Potential SOE - Academic Year - 1/9
1685	Senior Lecturer Potential SOE - Fiscal Year
1707	Research Professor
1971	Acting Professor - Academic Year - Bus/Eng
1972	Acting Professor - Fiscal Year - Bus/Eng
1973	Acting Professor - Academic Year - 1/9 - Bus/Eng
1974	Acting Associate Professor - Academic Year - Bus/Eng
1975	Acting Associate Professor - Fiscal Year - Bus/Eng
1976	Acting Associate Professor - Academic Year - 1/9 - Bus/Eng
1977	Acting Assistant Professor - Academic Year - Bus/Eng
1978	Acting Assistant Professor - Fiscal Year - Bus/Eng
1979	Acting Assistant Professor - Academic Year - 1/9 - Bus/Eng
1981	Research _____ - Academic Year - Bus/Eng
1982	Research _____ - Academic Year - 1/9 - Bus/Eng

1983 Associate Research \_\_\_\_\_ - Academic Year - Bus/Eng  
 1984 Associate Research \_\_\_\_\_ - Academic Year - 1/9 - Bus/Eng  
 1985 Assistant Research \_\_\_\_\_ - Academic Year - Bus/Eng  
 1986 Assistant Research \_\_\_\_\_ - Academic Year - 1/9 - Bus/Eng  
 1987 Research \_\_\_\_\_ - Fiscal Year - Bus/Eng  
 1988 Associate Research \_\_\_\_\_ - Fiscal Year - Bus/Eng  
 1989 Assistant Research \_\_\_\_\_ - Fiscal Year - Bus/Eng  
 2100 Supervisor of Physical Education - Academic Year  
 2106 Supervisor of Physical Education - Academic Year - Recalled  
 2120 Associate Supervisor of Physical Education - Academic Year  
 2140 Assistant Supervisor of Physical Education - Academic Year  
 2160 Junior Supervisor of Physical Education - Academic Year  
 2220 Supervisor of Teacher Education  
 2221 Supervisor of Teacher Education - 3-Year Contract  
 2240 Coordinator of Field Work - Academic Year  
 2241 Coordinator of Field Work - Academic Year - 3-Year Contract  
 2245 Coordinator of Field Work - Fiscal Year  
 2246 Coordinator of Field Work - Fiscal Year - 3-Year Contract  
 2270 Remedial Tutor I - Non-GSHIP  
 2271 Remedial Tutor I - GSHIP  
 2272 Remedial Tutor II - Non-GSHIP  
 2273 Remedial Tutor II - GSHIP  
 2300 Teaching Fellow - GSHIP  
 2301 Teaching Fellow - non-GSHIP  
 2310 Teaching Assistant - GSHIP  
 2311 Teaching Assistant - non-GSHIP  
 2460 Teacher-Special Programs  
 2461 Teacher-Special Programs - 3-Year Contract  
 2520 Reader - Non-student  
 2521 Tutor - Non-student  
 2854 Reader - GSHIP  
 2855 Reader - non-GSHIP  
 2862 Tutor - GSHIP  
 2863 Tutor - Non-GSHIP  
 3100 Astronomer  
 3106 Astronomer - Recalled  
 3107 Acting Astronomer  
 3108 Visiting Astronomer  
 3110 Associate Astronomer  
 3117 Acting Associate Astronomer  
 3118 Visiting Associate Astronomer  
 3120 Assistant Astronomer  
 3127 Acting Assistant Astronomer  
 3128 Visiting Assistant Astronomer  
 3200 Research \_\_\_\_\_ - Fiscal Year  
 3203 Research \_\_\_\_\_ - Academic Year  
 3205 Research \_\_\_\_\_ - Academic Year - 1/9  
 3208 Visiting Research \_\_\_\_\_ - Fiscal Year  
 3209 Research \_\_\_\_\_ - Recalled  
 3210 Associate Research \_\_\_\_\_ - Fiscal Year  
 3213 Associate Research \_\_\_\_\_ - Academic Year  
 3215 Associate Research \_\_\_\_\_ - Academic Year - 1/9  
 3218 Visiting Associate Research \_\_\_\_\_ - Fiscal Year  
 3220 Assistant Research \_\_\_\_\_ - Fiscal Year  
 3223 Assistant Research \_\_\_\_\_ - Academic Year  
 3225 Assistant Research \_\_\_\_\_ - Academic Year - 1/9  
 3228 Visiting Assistant Research \_\_\_\_\_ - Fiscal Year  
 3237 Faculty Fellow Researcher  
 3238 Faculty Fellow Researcher - 9 months

3240	Postgraduate Research _____ - Fiscal Year
3241	Postgraduate Research Stdnt_____ - Fiscal Year - GSHIP
3242	Postgraduate Research Stdnt_____ - Fiscal Year NON-GSHIP
3250	Professor In-Residence - Academic Year
3251	Professor In-Residence - Fiscal Year
3253	Postdoctoral Scholars - Fellow
3254	Postdoctoral Scholars - Paid direct
3258	Adjunct Professor - Academic Year
3259	Adjunct Professor - Fiscal Year
3260	Associate Professor In-Residence - Academic Year
3261	Associate Professor In-Residence - Fiscal Year
3266	Graduate Student Researcher - No Remission
3268	Associate Adjunct Professor - Academic Year
3269	Associate Adjunct Professor - Fiscal Year
3270	Assistant Professor In-Residence - Academic Year
3271	Assistant Professor In-Residence - Fiscal Year
3276	Graduate Student Researcher - Partial Fee Remission
3278	Assistant Adjunct Professor - Academic Year
3279	Assistant Adjunct Professor - Fiscal Year
3282	Graduate Student Researcher - Full Fee Rem
3283	Graduate Student Researcher - Full Tuit & Pfr
3284	Graduate Student Researcher - Tuit & Fee Rem
3296	Research Fellow (without salary)
3298	Research Associate (without salary)
3300	Specialist
3310	Associate Specialist
3320	Assistant Specialist
3330	Junior Specialist
3351	Assistant Professor In-Residence - Academic Year - 1/9
3352	Associate Professor In-Residence - Academic Year - 1/9
3353	Professor In-Residence - Academic Year - 1/9
3361	Assistant Adjunct Professor - Academic Year - 1/9
3362	Associate Adjunct Professor - Academic Year - 1/9
3363	Adjunct Professor - Academic Year - 1/9
3370	Visiting _____ Postdoctoral
3371	Assistant Adjunct Professor - Academic Year - Bus/Eng
3372	Assistant Adjunct Professor - Fiscal Year - Bus/Eng
3373	Assistant Adjunct Professor - Academic Year - 1/9 - Bus/Eng
3374	Associate Adjunct Professor - Academic Year - Bus/Eng
3375	Associate Adjunct Professor - Fiscal Year - Bus/Eng
3376	Associate Adjunct Professor - Academic Year - 1/9 - Bus/Eng
3377	Adjunct Professor - Academic Year - Bus/Eng
3378	Adjunct Professor - Fiscal Year - Bus/Eng
3379	Adjunct Professor - Academic Year - 1/9 - Bus/Eng
3381	Professor In-Residence - Academic Year - Bus/Eng
3382	Professor In-Residence - Fiscal Year - Bus/Eng
3383	Professor In-Residence - Academic Year - 1/9 - Bus/Eng
3384	Associate Professor In-Residence - Academic Year - Bus/Eng
3385	Associate Professor In-Residence - Fiscal year - Bus/Eng
3386	Associate Professor In-Residence - Academic Year - 1/9 - Bus/Eng
3387	Assistant Professor In-Residence - Academic Year - Bus/Eng
3388	Assistant Professor In-Residence - Fiscal Year - Bus/Eng
3389	Assistant Professor In-Residence - Academic Year - 1/9 - Bus/Eng
3390	Project _____ - Fiscal Year
3391	Project _____ Business/Management/Engineering - Fiscal Year
3392	Associate Project _____ - Fiscal Year
3393	Associate Project _____ Business/Management/Engineering - Fiscal Year
3394	Assistant Project _____ - Fiscal Year
3395	Assistant Project _____ Business/Management/Engineering - Fiscal Year

3396 Visiting Project \_\_\_\_\_-Fiscal Year  
3397 Visiting Associate Project \_\_\_\_\_ - Fiscal Year  
3398 Visiting Assistant Project \_\_\_\_\_ - Fiscal Year  
3520 Continuing Educator I  
3521 Continuing Educator II  
3522 Continuing Educator III  
3540 Program Coordinator  
3570 Teacher - University Extension - Contract Year  
3572 Assistant Teacher - University Extension  
3574 Teacher - University Extension  
3575 Speaker - University Extension  
3580 Course Author - University Extension  
3600 Associate University Librarian  
3610 Assistant University Librarian  
3612 Librarian - Career Status  
3613 Librarian - Potential Career Status  
3614 Librarian - Temporary Status  
3615 Visiting Librarian - Fiscal Year  
3616 Associate Librarian - Career Status  
3617 Associate Librarian - Potential Career Status  
3618 Associate Librarian - Temporary Status  
3619 Visiting Associate Librarian - Fiscal Year  
3620 Assistant Librarian - Career Status  
3621 Assistant Librarian - Potential Career  
3622 Assistant Librarian - Temporary Status  
3623 Visiting Assistant Librarian - Fiscal Year  
3802 \_\_\_\_\_ Recall  
0840 Academic Coordinator I - Academic Year  
0841 Academic Coordinator I - Fiscal Year  
0842 Academic Coordinator II - Academic Year  
0843 Academic Coordinator II - Fiscal Year  
0844 Academic Coordinator III - Academic Year  
0845 Academic Coordinator III - Fiscal Year  
0846 Academic Coordinator IV - Academic Year  
0847 Academic Coordinator IV - Fiscal Year  
0848 Academic Coordinator V - Academic Year  
0849 Academic Coordinator V - Fiscal Year