

UNIVERSITY OF CALIFORNIA
ACADEMIC SALARY SCALES

OCTOBER 1, 2008
and
OCTOBER 1, 2009

You can navigate the salary scales by using the bookmark menu.

**FACULTY--LADDER RANKS--PROFESSOR SERIES*
ACADEMIC YEAR**

<u>Rank</u>	<u>Step</u>	Years at <u>Step</u>	Salary Scale		<u>Off-scale salary limits</u>
			<u>Annual</u>	<u>Monthly</u>	
			10/1/2007	10/1/2008	
			10/1/2009		
Assistant Professor (1300)	1	2	53,200	4,433.33	66,000
	2	2	56,400	4,700.00	69,200
	3	2	59,500	4,958.33	73,100
	4	2	62,900	5,241.67	77,600
	5	2	66,000	5,500.00	77,600
	6	2	69,200	5,766.67	77,600
Associate Professor (1200)	1	2	66,100	5,508.33	83,700
	2	2	69,300	5,775.00	89,800
	3	2	73,200	6,100.00	96,300
	4	3	77,700	6,475.00	96,300
	5	3	83,700	6,975.00	96,300
Professor (1100)	1	3	77,800	6,483.33	111,700
	2	3	83,800	6,983.33	111,700
	3	3	89,900	7,491.67	111,700
	4	3	96,400	8,033.33	111,700
	5	--	103,300	8,608.33	111,700
	6	--	111,800	9,316.67	154,000
	7	--	121,000	10,083.33	154,000
	8	--	131,000	10,916.67	154,000
	9	--	142,000	11,833.33	154,000

BUC: A7
Comp Group A02

*The Acting Professorial titles, Adjunct Professor Series, Professor in Residence Series, Curator Series, and the Agronomist in the Agricultural Experiment Station Series are also paid on the Academic-Year Ladder Ranks Salary Scale.

FACULTY--LADDER RANKS--BUSINESS/ECONOMICS/ENGINEERING*
ACADEMIC YEAR

<u>Rank</u>	<u>Step</u>	Years at <u>Step</u>	Salary Scale		<u>Off-scale salary limits</u>
			<u>10/1/2007</u>	<u>10/1/2008</u>	
			<u>10/1/2009</u>	<u>Monthly</u>	
Assistant Professor (1343)	1	2	70,900	5,908.33	85,900
	2	2	74,600	6,216.67	89,000
	3	2	78,200	6,516.67	92,600
	4	2	82,400	6,866.67	95,400
	5	2	85,900	7,158.33	95,400
	6	2	89,000	7,416.67	95,400
Associate Professor (1243)	1	2	86,000	7,166.67	98,300
	2	2	89,100	7,425.00	103,900
	3	2	92,700	7,725.00	110,000
	4	3	95,500	7,958.33	110,000
	5	3	98,300	8,191.67	110,000
Professor (1143)	1	3	95,600	7,966.67	125,300
	2	3	98,400	8,200.00	125,300
	3	3	104,000	8,666.67	125,300
	4	3	110,100	9,175.00	125,300
	5	--	116,600	9,716.67	125,300
	6	--	125,400	10,450.00	168,700
	7	--	134,500	11,208.33	168,700
	8	--	144,000	12,000.00	168,700
	9	--	155,600	12,966.67	168,700

BUC: A7
 Comp Group A06

*The Acting Professorial titles, Adjunct Professor Series, Professor in Residence Series, Curator Series, and the Agronomist in the Agricultural Experiment Station Series in the appropriate disciplines are also paid on the Business/ Economics/ Engineering Academic-Year Ladder Ranks Salary Scale.

FACULTY--LADDER RANKS--PROFESSOR SERIES*
FISCAL YEAR

<u>Rank</u>	<u>Step</u>	Years at <u>Step</u>	Salary Scale		<u>Off-scale salary limits</u>
			<u>Annual</u>	<u>Monthly</u>	
			10/1/2007	10/1/2008	
			10/1/2009		
Assistant	1	2	61,700	5,141.67	76,600
Professor	2	2	65,400	5,450.00	80,300
(1310)	3	2	69,000	5,750.00	84,800
	4	2	73,000	6,083.33	90,000
	5	2	76,600	6,383.33	90,000
	6	2	80,300	6,691.67	90,000
Associate	1	2	76,700	6,391.67	97,100
Professor	2	2	80,400	6,700.00	104,200
(1210)	3	2	84,900	7,075.00	111,700
	4	3	90,100	7,508.33	111,700
	5	3	97,100	8,091.67	111,700
Professor	1	3	90,200	7,516.67	129,600
(1110)	2	3	97,200	8,100.00	129,600
	3	3	104,300	8,691.67	129,600
	4	3	111,800	9,316.67	129,600
	5	--	119,800	9,983.33	129,600
	6	--	129,700	10,808.33	178,600
	7	--	140,400	11,700.00	178,600
	8	--	152,000	12,666.67	178,600
	9	--	164,700	13,725.00	178,600

BUC: A7
 Comp Group A04

*The Acting Professorial titles, Adjunct Professor Series, Professor in Residence Series, Curator Series, and the Agronomist in the Agricultural Experiment Station Series are also paid on the Fiscal-Year Ladder Ranks Salary Scale.

**FACULTY--LADDER RANKS--BUSINESS/ECONOMICS/ENGINEERING*
FISCAL YEAR**

<u>Rank</u>	<u>Step</u>	Years at <u>Step</u>	Salary Scale		<u>Off-scale salary limits</u>
			<u>Annual</u>	<u>Monthly</u>	
			10/1/2007	10/1/2008	
			10/1/2009		
Assistant	1	2	82,200	6,850.00	99,700
Professor	2	2	86,500	7,208.33	103,300
(1344)	3	2	90,700	7,558.33	107,400
	4	2	95,600	7,966.67	110,700
	5	2	99,700	8,308.33	110,700
	6	2	103,300	8,608.33	110,700
Associate	1	2	99,800	8,316.67	114,000
Professor	2	2	103,400	8,616.67	120,500
(1244)	3	2	107,500	8,958.33	127,600
	4	3	110,800	9,233.33	127,600
	5	3	114,000	9,500.00	127,600
Professor	1	3	110,900	9,241.67	145,400
(1144)	2	3	114,100	9,508.33	145,400
	3	3	120,600	10,050.00	145,400
	4	3	127,700	10,641.67	145,400
	5	--	135,300	11,275.00	145,400
	6	--	145,500	12,125.00	195,700
	7	--	156,000	13,000.00	195,700
	8	--	167,000	13,916.67	195,700
	9	--	180,500	15,041.67	195,700

BUC: A7
Comp Group A08

*The Acting Professorial titles, Adjunct Professor Series, Professor in Residence Series, Curator Series, and the Agronomist in the Agricultural Experiment Station Series in the appropriate disciplines are also paid on the Business/ Economics/ Engineering Fiscal-Year Ladder Ranks Salary Scale.

**FACULTY--RECALL TEACHING STIPENDS
ACADEMIC YEAR**

Base Salary at Retirement*	Salary Scale**
	10/1/2007
	10/1/2008
	<u>10/1/2009</u>
less than \$60,000	6,900
\$60,000 - \$65,000	7,100
\$65,000 - \$70,000	7,500
\$70,000 - \$75,000	8,100
\$75,000 - \$80,000	8,700
\$80,000 - \$85,000	9,400
\$85,000 - \$90,000	9,900
more than \$90,000	10,100

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

**Stipend per regular quarter course. Stipend per regular semester course is 1.5 times these amounts.

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

FACULTY RECRUITMENT ALLOWANCE

	Salary Scale
	10/1/2007
	10/1/2008
	<u>10/1/2009</u>
Maximum Allowable	58,000

Deans have authority to approve housing allowances up to \$100,000 by exception. See delegation of authority memo dated 12/21/04.

PROVOSTS AND DEPARTMENT CHAIRS

Provosts (1099)	Department Funds (in millions)	Scale	Scale
		<u>10/1/2006</u>	<u>10/1/2007</u> <u>10/1/2008</u> <u>10/1/2009</u>
		Stipend	Stipend
	up to \$1M	5,070.00	5,197.00
	\$1+M - \$2M	6,588.00	6,753.00
	\$2+M or more	8,125.00	8,328.00
Department Chairs (1096)			
	up to \$1M	7,854.00	8,050.00
	\$1+M - \$2M	9,384.00	9,619.00
	\$2+M - \$3M	10,914.00	11,187.00
	\$3+M or more	12,444.00	12,755.00

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

**SUPERVISOR OF PHYSICAL EDUCATION
ACADEMIC YEAR**

Rank	Step	Years at Step	Salary Scale	
			10/1/2007 10/1/2008 10/1/2009	Monthly
Junior Supervisor (2160)	--	1	37,800	3,150.00
Assistant Supervisor (2140)	1	2	42,600	3,550.00
	2	2	44,600	3,716.67
	3	2	47,100	3,925.00
	4	2	49,500	4,125.00
	5	2	52,100	4,341.67
Associate Supervisor (2120)	1	2	52,200	4,350.00
	2	2	55,100	4,591.67
	3	--	58,300	4,858.33
Supervisor (2100)	1	3	62,100	5,175.00
	2	3	66,300	5,525.00
	3	3	72,300	6,025.00
	4	--	79,200	6,600.00
	5	--	86,200	7,183.33
	6	--	92,000	7,666.67
	7	--	98,600	8,216.67

BUC:99
Comp Group A38

**LECTURERS AND SENIOR LECTURERS WITH SECURITY OF EMPLOYMENT and
LECTURERS AND SENIOR LECTURERS WITH POTENTIAL SECURITY OF EMPLOYMENT-100% TIME
(Use SOE Table of Pay Rates)**

	Salary Scale	
	10/1/2007	
	10/1/2008	
	10/1/2009	
	<u>Annual Range</u>	<u>Monthly Range</u>
<u>ACADEMIC YEAR</u>		
Lecturer	43,908 - 118,596	3,659.00 - 9,883.00
With Security of Employment (1607)		
With Potential Security of Employment - 100% Time (1680)		
Senior Lecturer	78,516 - 118,596	6,543.00 - 9,883.00
With Security of Employment (1603)		
With Potential Security of Employment - 100% Time (1683)		
<u>FISCAL YEAR</u>		
Lecturer	50,292 - 140,724	4,191.00 - 11,727.00
With Security of Employment (1617)		
With Potential Security of Employment - 100% Time (1682)		
Senior Lecturer	92,400 - 140,724	7,700.00 - 11,727.00
With Security of Employment (1613)		
With Potential Security of Employment - 100% Time (1685)		
BUC:A7		
Comp Group A44		

For salary levels within range, see Lecturers and Senior Lecturers with Security of Employment, and with Potential Security of Employment - 100% Time rates in Table 11B . The minimum pay level for the Senior Lecturer SOE title is set at no less than Professor, Step I, in accordance with Academic Personnel Manual Section 285-18.

**LECTURERS AND SENIOR LECTURERS
WITH SECURITY OF EMPLOYMENT
and
LECTURERS AND SENIOR LECTURERS
WITH POTENTIAL SECURITY OF EMPLOYMENT- 100% TIME**

Salary Scale 10/1/06		Salary Scale 10/1/2007 10/1/2008 10/1/2009	
<u>Annual</u>	<u>Monthly</u>	<u>Annual</u>	<u>Monthly</u>
42,552	3,546.00	43,908	3,659.00
43,500	3,625.00	44,892	3,741.00
44,472	3,706.00	45,900	3,825.00
45,528	3,794.00	46,980	3,915.00
46,584	3,882.00	48,072	4,006.00
47,688	3,974.00	49,212	4,101.00
48,732	4,061.00	50,292	4,191.00
49,860	4,155.00	51,456	4,288.00
51,060	4,255.00	52,692	4,391.00
52,212	4,351.00	53,880	4,490.00
53,496	4,458.00	55,212	4,601.00
54,744	4,562.00	56,496	4,708.00
56,016	4,668.00	57,804	4,817.00
57,276	4,773.00	59,112	4,926.00
58,680	4,890.00	60,552	5,046.00
60,012	5,001.00	61,932	5,161.00
61,404	5,117.00	63,372	5,281.00
62,940	5,245.00	64,956	5,413.00
64,488	5,374.00	66,552	5,546.00
66,192	5,516.00	68,316	5,693.00
67,632	5,636.00	69,792	5,816.00
69,228	5,769.00	71,448	5,954.00
70,632	5,886.00	72,888	6,074.00
72,132	6,011.00	74,436	6,203.00
74,148	6,179.00	76,524	6,377.00
76,080	6,340.00	78,516	6,543.00
77,628	6,469.00	80,112	6,676.00

BUC: A7
Comp Group A44

**LECTURERS AND SENIOR LECTURERS
WITH SECURITY OF EMPLOYMENT
and
LECTURERS AND SENIOR LECTURERS
WITH POTENTIAL SECURITY OF EMPLOYMENT- 100% TIME
(CONTINUED)**

Salary Scale 10/1/06		Salary Scale 10/1/2007 10/1/2008 10/1/2009	
<u>Annual</u>	<u>Monthly</u>	<u>Annual</u>	<u>Monthly</u>
79,632	6,636.00	82,176	6,848.00
81,708	6,809.00	84,324	7,027.00
83,520	6,960.00	86,196	7,183.00
85,140	7,095.00	87,864	7,322.00
87,132	7,261.00	89,916	7,493.00
89,532	7,461.00	92,400	7,700.00
91,608	7,634.00	94,536	7,878.00
93,612	7,801.00	96,612	8,051.00
95,532	7,961.00	98,592	8,216.00
98,028	8,169.00	101,160	8,430.00
99,960	8,330.00	103,164	8,597.00
101,976	8,498.00	105,240	8,770.00
104,460	8,705.00	107,808	8,984.00
107,076	8,923.00	110,508	9,209.00
109,440	9,120.00	112,944	9,412.00
111,936	9,328.00	115,512	9,626.00
114,924	9,577.00	118,596	9,883.00
117,972	9,831.00	121,752	10,146.00
120,900	10,075.00	124,764	10,397.00
123,732	10,311.00	127,692	10,641.00
126,816	10,568.00	130,872	10,906.00
129,912	10,826.00	134,064	11,172.00
133,092	11,091.00	137,352	11,446.00
136,356	11,363.00	140,724	11,727.00

BUC: A7
Comp Group A44

**NON-SENATE INSTRUCTIONAL (NSI) UNIT 18
PRE-SIX LECTURER
ACADEMIC YEAR**

For Continuing Lecturers, use Continuing Non-Senate Instructional (NSI) Unit 18 table

Salary Scale 10/1/2008			Salary Scale 10/1/2009		
<u>Annual</u>	<u>Monthly</u>	<u>1/9 Monthly</u>	<u>Annual</u>	<u>Monthly</u>	<u>1/9 Monthly</u>
43,336	3,611.33	4,815.11	44,636	3,719.67	4,959.56
44,420	3,701.67	4,935.56	45,753	3,812.75	5,083.67
45,530	3,794.17	5,058.89	46,896	3,908.00	5,210.67
46,668	3,889.00	5,185.33	48,068	4,005.67	5,340.89
47,835	3,986.25	5,315.00	49,270	4,105.83	5,474.44
49,031	4,085.92	5,447.89	50,502	4,208.50	5,611.33
50,257	4,188.08	5,584.11	51,765	4,313.75	5,751.67
51,513	4,292.75	5,723.67	53,058	4,421.50	5,895.33
52,801	4,400.08	5,866.78	54,385	4,532.08	6,042.78
54,121	4,510.08	6,013.44	55,745	4,645.42	6,193.89
55,474	4,622.83	6,163.78	57,138	4,761.50	6,348.67
56,861	4,738.42	6,317.89	58,567	4,880.58	6,507.44
58,283	4,856.92	6,475.89	60,031	5,002.58	6,670.11
59,739	4,978.25	6,637.67	61,531	5,127.58	6,836.78
61,232	5,102.67	6,803.56	63,069	5,255.75	7,007.67
62,764	5,230.33	6,973.78	64,647	5,387.25	7,183.00
64,333	5,361.08	7,148.11	66,263	5,521.92	7,362.56
65,942	5,495.17	7,326.89	67,920	5,660.00	7,546.67
67,590	5,632.50	7,510.00	69,618	5,801.50	7,735.33
69,280	5,773.33	7,697.78	71,358	5,946.50	7,928.67
71,011	5,917.58	7,890.11	73,141	6,095.08	8,126.78
72,787	6,065.58	8,087.44	74,971	6,247.58	8,330.11
74,606	6,217.17	8,289.56	76,844	6,403.67	8,538.22
76,471	6,372.58	8,496.78	78,765	6,563.75	8,751.67
78,383	6,531.92	8,709.22	80,734	6,727.83	8,970.44
80,343	6,695.25	8,927.00	82,753	6,896.08	9,194.78
82,352	6,862.67	9,150.22	84,823	7,068.58	9,424.78
84,411	7,034.25	9,379.00	86,943	7,245.25	9,660.33
86,521	7,210.08	9,613.44	89,117	7,426.42	9,901.89
88,684	7,390.33	9,853.78	91,345	7,612.08	10,149.44
90,901	7,575.08	10,100.11	93,628	7,802.33	10,403.11
93,173	7,764.42	10,352.56	95,968	7,997.33	10,663.11
95,503	7,958.58	10,611.44	98,368	8,197.33	10,929.78
97,890	8,157.50	10,876.67	100,827	8,402.25	11,203.00
100,337	8,361.42	11,148.56	103,347	8,612.25	11,483.00
102,846	8,570.50	11,427.33	105,931	8,827.58	11,770.11
105,416	8,784.67	11,712.89	108,578	9,048.17	12,064.22
108,052	9,004.33	12,005.78	111,294	9,274.50	12,366.00
110,754	9,229.50	12,306.00	114,077	9,506.42	12,675.22
113,522	9,460.17	12,613.56	116,928	9,744.00	12,992.00
116,360	9,696.67	12,928.89	119,851	9,987.58	13,316.78
119,270	9,939.17	13,252.22	122,848	10,237.33	13,649.78
122,252	10,187.67	13,583.56	125,920	10,493.33	13,991.11
125,308	10,442.33	13,923.11	129,067	10,755.58	14,340.78
128,440	10,703.33	14,271.11	132,293	11,024.42	14,699.22
131,652	10,971.00	14,628.00	135,602	11,300.17	15,066.89

Lecturer - Academic Year (1630)
Lecturer - Academic Year 1/9th (1632)

BUC: IX
Comp Group: A43

**NON-SENATE INSTRUCTIONAL (NSI) UNIT 18
CONTINUING LECTURER
ACADEMIC YEAR**

For Pre-Six Lecturers, use Pre-Six Non-Senate Instructional (NSI) Unit 18 table

<u>Annual</u>	<u>Salary Scale 10/1/2008</u>		<u>Annual</u>	<u>Salary Scale 10/1/2009</u>	
	<u>Monthly</u>	<u>1/9 Monthly</u>		<u>Monthly</u>	<u>1/9 Monthly</u>
49,031	4,085.92	5,447.89	50,502	4,208.50	5,611.33
50,257	4,188.08	5,584.11	51,765	4,313.75	5,751.67
51,513	4,292.75	5,723.67	53,058	4,421.50	5,895.33
52,801	4,400.08	5,866.78	54,385	4,532.08	6,042.78
54,121	4,510.08	6,013.44	55,745	4,645.42	6,193.89
55,474	4,622.83	6,163.78	57,138	4,761.50	6,348.67
56,861	4,738.42	6,317.89	58,567	4,880.58	6,507.44
58,283	4,856.92	6,475.89	60,031	5,002.58	6,670.11
59,739	4,978.25	6,637.67	61,531	5,127.58	6,836.78
61,232	5,102.67	6,803.56	63,069	5,255.75	7,007.67
62,764	5,230.33	6,973.78	64,647	5,387.25	7,183.00
64,333	5,361.08	7,148.11	66,263	5,521.92	7,362.56
65,942	5,495.17	7,326.89	67,920	5,660.00	7,546.67
67,590	5,632.50	7,510.00	69,618	5,801.50	7,735.33
69,280	5,773.33	7,697.78	71,358	5,946.50	7,928.67
71,011	5,917.58	7,890.11	73,141	6,095.08	8,126.78
72,787	6,065.58	8,087.44	74,971	6,247.58	8,330.11
74,606	6,217.17	8,289.56	76,844	6,403.67	8,538.22
76,471	6,372.58	8,496.78	78,765	6,563.75	8,751.67
78,383	6,531.92	8,709.22	80,734	6,727.83	8,970.44
80,343	6,695.25	8,927.00	82,753	6,896.08	9,194.78
82,352	6,862.67	9,150.22	84,823	7,068.58	9,424.78
84,411	7,034.25	9,379.00	86,943	7,245.25	9,660.33
86,521	7,210.08	9,613.44	89,117	7,426.42	9,901.89
88,684	7,390.33	9,853.78	91,345	7,612.08	10,149.44
90,901	7,575.08	10,100.11	93,628	7,802.33	10,403.11
93,173	7,764.42	10,352.56	95,968	7,997.33	10,663.11
95,503	7,958.58	10,611.44	98,368	8,197.33	10,929.78
97,890	8,157.50	10,876.67	100,827	8,402.25	11,203.00
100,337	8,361.42	11,148.56	103,347	8,612.25	11,483.00
102,846	8,570.50	11,427.33	105,931	8,827.58	11,770.11
105,416	8,784.67	11,712.89	108,578	9,048.17	12,064.22
108,052	9,004.33	12,005.78	111,294	9,274.50	12,366.00
110,754	9,229.50	12,306.00	114,077	9,506.42	12,675.22
113,522	9,460.17	12,613.56	116,928	9,744.00	12,992.00
116,360	9,696.67	12,928.89	119,851	9,987.58	13,316.78
119,270	9,939.17	13,252.22	122,848	10,237.33	13,649.78
122,252	10,187.67	13,583.56	125,920	10,493.33	13,991.11
125,308	10,442.33	13,923.11	129,067	10,755.58	14,340.78
128,440	10,703.33	14,271.11	132,293	11,024.42	14,699.22
131,652	10,971.00	14,628.00	135,602	11,300.17	15,066.89

Lecturer - Academic Year - Continuing Appointment (1631)
Lecturer - Academic Year - 1/9th - Continuing Appointment (1633)
Continuing Lecturer - Temporary Augmentation - Academic Year (1652)
Continuing Lecturer - Temporary Augmentation - Academic Year - 1/9th (1653)

BUC: IX
Comp Group A43

**NON-SENATE INSTRUCTIONAL (NSI) UNIT 18
SUPERVISOR OF TEACHER EDUCATION*
ACADEMIC YEAR**

2220 - Supervisor of Teacher Education - Academic Year

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

BUC: IX

		SALARY SCALE 10/1/08						SALARY SCALE 10/1/09					
Level		BA I	BA+12 II	MA III	MA+12 IV	MA+26 V	MA+36 VI	BA I	BA+12 II	MA III	MA+12 IV	MA+26 V	MA+36 VI
1	Annual	40,392	42,360	44,376	45,372	46,056	47,004	41,604	43,632	45,708	46,728	47,436	48,420
	Monthly	3,366	3,530	3,698	3,781	3,838	3,917	3,467	3,636	3,809	3,894	3,953	4,035
2	Annual	41,748	43,716	45,780	46,272	47,304	48,492	42,996	45,024	47,148	47,664	48,720	49,944
	Monthly	3,479	3,643	3,815	3,856	3,942	4,041	3,583	3,752	3,929	3,972	4,060	4,162
3	Annual	43,344	45,312	46,788	47,748	48,840	49,908	44,640	46,668	48,192	49,176	50,304	51,408
	Monthly	3,612	3,776	3,899	3,979	4,070	4,159	3,720	3,889	4,016	4,098	4,192	4,284
4	Annual	44,724	46,116	48,240	49,212	50,304	51,312	46,068	47,496	49,692	50,688	51,816	52,848
	Monthly	3,727	3,843	4,020	4,101	4,192	4,276	3,839	3,958	4,141	4,224	4,318	4,404
5	Annual	45,840	47,676	49,776	50,676	51,780	52,848	47,220	49,104	51,264	52,200	53,328	54,432
	Monthly	3,820	3,973	4,148	4,223	4,315	4,404	3,935	4,092	4,272	4,350	4,444	4,536
6	Annual	47,232	49,032	51,240	52,128	53,100	54,288	48,648	50,508	52,776	53,688	54,696	55,920
	Monthly	3,936	4,086	4,270	4,344	4,425	4,524	4,054	4,209	4,398	4,474	4,558	4,660
7	Annual	48,804	50,604	52,632	53,604	54,600	55,728	50,268	52,128	54,216	55,212	56,244	57,396
	Monthly	4,067	4,217	4,386	4,467	4,550	4,644	4,189	4,344	4,518	4,601	4,687	4,783
8	Annual	50,124	52,068	54,072	55,152	56,088	57,168	51,624	53,628	55,692	56,808	57,768	58,884
	Monthly	4,177	4,339	4,506	4,596	4,674	4,764	4,302	4,469	4,641	4,734	4,814	4,907

**NON-SENATE INSTRUCTIONAL (NSI) UNIT 18
SUPERVISOR OF TEACHER EDUCATION*
ACADEMIC YEAR**

2220 - Supervisor of Teacher Education - Academic Year
2221 - Supervisor of Teacher Education - Academic Year - Continuing Appointment
BUC: IX

		SALARY SCALE 10/1/08						SALARY SCALE 10/1/09					
		BA	BA+12	MA	MA+12	MA+26	MA+36	BA	BA+12	MA	MA+12	MA+26	MA+36
		I	II	III	IV	V	VI	I	II	III	IV	V	VI
Level													
9	Annual	51,744	53,580	55,476	56,472	57,576	58,692	53,292	55,188	57,144	58,164	59,304	60,456
	Monthly	4,312	4,465	4,623	4,706	4,798	4,891	4,441	4,599	4,762	4,847	4,942	5,038
10	Annual	53,076	55,056	56,880	57,912	58,980	60,036	54,672	56,712	58,584	59,652	60,744	61,836
	Monthly	4,423	4,588	4,740	4,826	4,915	5,003	4,556	4,726	4,882	4,971	5,062	5,153
11	Annual	54,504	56,424	58,452	59,424	60,276	61,512	56,136	58,116	60,204	61,212	62,088	63,360
	Monthly	4,542	4,702	4,871	4,952	5,023	5,126	4,678	4,843	5,017	5,101	5,174	5,280
12	Annual	56,028	57,852	59,868	60,876	61,968	62,976	57,708	59,592	61,668	62,700	63,828	64,860
	Monthly	4,669	4,821	4,989	5,073	5,164	5,248	4,809	4,966	5,139	5,225	5,319	5,405
13**	Annual						64,440						66,372
	Monthly						5,370						5,531
14**	Annual						65,844						67,824
	Monthly						5,487						5,652
15**	Annual						67,368						69,384
	Monthly						5,614						5,782
16**	Annual						69,396						71,472
	Monthly						5,783						5,956
17**	Annual						71,460						73,608
	Monthly						5,955						6,134

**NON-SENATE INSTRUCTIONAL (NSI) UNIT 18
SUPERVISOR OF TEACHER EDUCATION*
ACADEMIC YEAR**

2220 - Supervisor of Teacher Education - Academic Year

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

BUC: IX

		SALARY SCALE 10/1/08						SALARY SCALE 10/1/09					
		BA	BA+12	MA	MA+12	MA+26	MA+36	BA	BA+12	MA	MA+12	MA+26	MA+36
		I	II	III	IV	V	VI	I	II	III	IV	V	VI
Level													
18**	Annual						73,608						75,816
	Monthly						6,134						6,318
19**	Annual						75,816						78,096
	Monthly						6,318						6,508
20**	Annual						78,108						80,448
	Monthly						6,509						6,704
21**	Annual						80,448						82,860
	Monthly						6,704						6,905
22**	Annual						82,872						85,356
	Monthly						6,906						7,113

Comp Group A50

**Levels 13-22 allowable only to individuals with a doctoral degree.

**PROFESSIONAL RESEARCH SERIES
ACADEMIC YEAR**

<u>Rank</u>	<u>Step</u>	Years at <u>Step</u>	Salary Scale	
			<u>Annual</u>	<u>Monthly</u>
10/1/2008				
10/1/2009				
Assistant Research ____ (3223)	1	2	53,200	4,433.33
	2	2	56,400	4,700.00
	3	2	59,500	4,958.33
	4	2	62,900	5,241.67
	5	2	66,000	5,500.00
	6	2	69,200	5,766.67
Associate				
Research ____ (3213)	1	2	66,100	5,508.33
	2	2	69,300	5,775.00
	3	2	73,200	6,100.00
	4	3	77,700	6,475.00
	5	3	83,700	6,975.00
Research ____ (3203)				
	1	3	77,800	6,483.33
	2	3	83,800	6,983.33
	3	3	89,900	7,491.67
	4	3	96,400	8,033.33
	5	--	103,300	8,608.33
	6	--	111,800	9,316.67
	7	--	121,000	10,083.33
	8	--	131,000	10,916.67
	9	--	142,000	11,833.33

BUC:A7
Comp Group A90

*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.

**PROFESSIONAL RESEARCH SERIES--
BUSINESS/ ECONOMICS/ ENGINEERING
ACADEMIC YEAR**

<u>Rank</u>	<u>Step</u>	<u>Years at Step</u>	<u>Salary Scale</u>	
			<u>10/1/2008 Annual</u>	<u>10/1/2009 Monthly</u>
Assistant Research ____ (1985)	1	2	70,900	5,908.33
	2	2	74,600	6,216.67
	3	2	78,200	6,516.67
	4	2	82,400	6,866.67
	5	2	85,900	7,158.33
	6	2	89,000	7,416.67
Associate Research ____ (1983)	1	2	86,000	7,166.67
	2	2	89,100	7,425.00
	3	2	92,700	7,725.00
	4	3	95,500	7,958.33
	5	3	98,300	8,191.67
Research ____ (1981)	1	3	95,600	7,966.67
	2	3	98,400	8,200.00
	3	3	104,000	8,666.67
	4	3	110,100	9,175.00
	5	--	116,600	9,716.67
	6	--	125,400	10,450.00
	7	--	134,500	11,208.33
	8	--	144,000	12,000.00
	9	--	155,600	12,966.67

BUC:A7
Comp Group A90

*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.

**PROFESSIONAL RESEARCH SERIES
ACADEMIC YEAR 1/9th**

<u>Rank</u>	<u>Step</u>	Years at <u>Step</u>	Salary Scale	
			<u>Annual</u>	<u>Monthly</u>
Assistant Research ____ (3225)	1	2	53,200	5,911.11
	2	2	56,400	6,266.67
	3	2	59,500	6,611.11
	4	2	62,900	6,988.89
	5	2	66,000	7,333.33
	6	2	69,200	7,688.89
Associate Research ____ (3215)	1	2	66,100	7,344.44
	2	2	69,300	7,700.00
	3	2	73,200	8,133.33
	4	3	77,700	8,633.33
	5	3	83,700	9,300.00
Research ____ (3205)	1	3	77,800	8,644.44
	2	3	83,800	9,311.11
	3	3	89,900	9,988.89
	4	3	96,400	10,711.11
	5	--	103,300	11,477.78
	6	--	111,800	12,422.22
	7	--	121,000	13,444.44
	8	--	131,000	14,555.56
	9	--	142,000	15,777.78

BUC:A7
Comp Group A90

*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.

**PROFESSIONAL RESEARCH SERIES--
BUSINESS/ ECONOMICS/ ENGINEERING
ACADEMIC YEAR 1/9th**

<u>Rank</u>	<u>Step</u>	<u>Years at Step</u>	<u>Salary Scale</u>	
			<u>10/1/2008 Annual</u>	<u>10/1/2009 Monthly</u>
Assistant Research ____ (1986)	1	2	70,900	7,877.78
	2	2	74,600	8,288.89
	3	2	78,200	8,688.89
	4	2	82,400	9,155.56
	5	2	85,900	9,544.44
	6	2	89,000	9,888.89
Associate Research ____ (1984)	1	2	86,000	9,555.56
	2	2	89,100	9,900.00
	3	2	92,700	10,300.00
	4	3	95,500	10,611.11
	5	3	98,300	10,922.22
Research ____ (1982)	1	3	95,600	10,622.22
	2	3	98,400	10,933.33
	3	3	104,000	11,555.56
	4	3	110,100	12,233.33
	5	--	116,600	12,955.56
	6	--	125,400	13,933.33
	7	--	134,500	14,944.44
	8	--	144,000	16,000.00
	9	--	155,600	17,288.89

BUC:A7
Comp Group A90

*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.

**PROFESSIONAL RESEARCH SERIES
FISCAL YEAR**

<u>Rank</u>	<u>Step</u>	<u>Years at Step</u>	<u>Salary Scale</u>		<u>Off-scale salary limits</u>
			<u>10/1/2008 Annual</u>	<u>10/1/2009 Monthly</u>	
Assistant Research ____ (3220)	1	2	61,700	5,141.67	76,600
	2	2	65,400	5,450.00	80,300
	3	2	69,000	5,750.00	84,800
	4	2	73,000	6,083.33	90,000
	5	2	76,600	6,383.33	90,000
	6	2	80,300	6,691.67	97,000
Associate Research ____ (3210)	1	2	76,700	6,391.67	97,100
	2	2	80,400	6,700.00	104,200
	3	2	84,900	7,075.00	111,700
	4	3	90,100	7,508.33	111,700
	5	3	97,100	8,091.67	111,700
Research ____ (3200)	1	3	90,200	7,516.67	129,600
	2	3	97,200	8,100.00	129,600
	3	3	104,300	8,691.67	129,600
	4	3	111,800	9,316.67	129,600
	5	--	119,800	9,983.33	129,600
	6	--	129,700	10,808.33	178,600
	7	--	140,400	11,700.00	178,600
	8	--	152,000	12,666.67	178,600
	9	--	164,700	13,725.00	178,600

BUC: FX
Comp Group A91

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

<u>Rank</u>	<u>Step</u>	<u>Years at Step</u>	<u>Salary Scale</u>		<u>Off-scale salary limits</u>
			<u>10/1/2008 Annual</u>	<u>10/1/2009 Monthly</u>	
Assistant Research ____ (1989)	1	2	82,200	6,850.00	99,700
	2	2	86,500	7,208.33	103,300
	3	2	90,700	7,558.33	107,400
	4	2	95,600	7,966.67	110,700
	5	2	99,700	8,308.33	110,700
	6	2	103,300	8,608.33	110,700
Associate Research ____ (1988)	1	2	99,800	8,316.67	114,000
	2	2	103,400	8,616.67	120,500
	3	2	107,500	8,958.33	127,600
	4	3	110,800	9,233.33	127,600
	5	3	114,000	9,500.00	127,600
Research ____ (1987)	1	3	110,900	9,241.67	145,400
	2	3	114,100	9,508.33	145,400
	3	3	120,600	10,050.00	145,400
	4	3	127,700	10,641.67	145,400
	5	--	135,300	11,275.00	145,400
	6	--	145,500	12,125.00	195,700
	7	--	156,000	13,000.00	195,700
	8	--	167,000	13,916.67	195,700
	9	--	180,500	15,041.67	195,700

BUC: FX
Comp Group A93

**PROJECT ____ (E.G., SCIENTIST) SERIES
FISCAL YEAR**

<u>Rank</u>	<u>Step</u>	Years at <u>Step</u>	Salary Scale	
			<u>Annual</u>	<u>Monthly</u>
			10/1/2007	
			10/1/2008	
			10/1/2009	
Assistant Project ____ (3394)	1	2	49,100	4,091.67
	2	2	51,900	4,325.00
	3	2	54,600	4,550.00
	4	2	57,700	4,808.33
	5	2	60,600	5,050.00
	6	2	63,600	5,300.00
Associate Project ____ (3392)	1	2	60,700	5,058.33
	2	2	63,700	5,308.33
	3	2	67,400	5,616.67
	4	3	71,500	5,958.33
	5	3	76,800	6,400.00
Project ____ (3390)	1	3	71,600	5,966.67
	2	3	76,900	6,408.33
	3	3	83,400	6,950.00
	4	3	90,400	7,533.33
	5	--	98,000	8,166.67
	6	--	106,400	8,866.67
	7	--	115,500	9,625.00
	8	--	125,100	10,425.00
	9	--	135,800	11,316.67

BUC: FX
Comp Group A95

**PROJECT ____ (E.G., SCIENTIST) SERIES
BUSINESS/ECONOMICS/ENGINEERING
FISCAL YEAR**

<u>Rank</u>	<u>Step</u>	<u>Years at Step</u>	<u>Salary Scale</u>	
			<u>10/1/2007</u>	<u>10/1/2008</u>
			<u>Annual</u>	<u>Monthly</u>
Assistant	1	2	65,100	5,425.00
Project ____	2	2	68,500	5,708.33
(3395)	3	2	72,000	6,000.00
	4	2	75,300	6,275.00
	5	2	78,800	6,566.67
	6	2	81,800	6,816.67
Associate	1	2	78,900	6,575.00
Project ____	2	2	81,900	6,825.00
(3393)	3	2	85,000	7,083.33
	4	3	87,600	7,300.00
	5	3	90,500	7,541.67
Project ____	1	3	87,700	7,308.33
(3391)	2	3	90,600	7,550.00
	3	3	96,100	8,008.33
	4	3	103,200	8,600.00
	5	--	111,000	9,250.00
	6	--	119,500	9,958.33
	7	--	128,000	10,666.67
	8	--	137,000	11,416.67
	9	--	148,800	12,400.00

BUC: FX
Comp Group A96

**SPECIALIST SERIES
FISCAL YEAR**

<u>Rank</u>	<u>Step</u>	<u>Years at Step</u>	<u>Salary Scale</u>	
			<u>10/1/2007</u>	<u>10/1/2008</u>
			<u>Annual</u>	<u>Monthly</u>
Junior Specialist (3330)	1	1	33,672	2,806.00
	2	1	35,904	2,992.00
Assistant Specialist (3320)	1	2	38,952	3,246.00
	2	2	41,496	3,458.00
	3	2	44,400	3,700.00
Associate Specialist (3310)	1	2	48,372	4,031.00
	2	2	51,720	4,310.00
	3	2	55,464	4,622.00
	4	--	58,224	4,852.00
Specialist (3300)	1	3	62,532	5,211.00
	2	3	68,748	5,729.00
	3	--	76,872	6,406.00
	4	--	86,316	7,193.00
	5	--	95,736	7,978.00

BUC: FX
Comp Group A40

ACADEMIC STUDENT EMPLOYEES

	Salary Scale		
	10/1/2008		
	10/1/2009		
	<u>Annual</u>	<u>1/9 Monthly</u>	<u>Quarterly</u>
Teaching Assistant (2310) GSHIP (2311) Non-GSHIP*	33,274	3,697.11	11,091.33
Teaching Fellow (2300) GSHIP	39,012	4,334.67	13,004.00
Associate In -			
Academic Year	34,863	3,873.67	11,621.00
(1501) 9 month GSHIP	35,539	3,948.78	11,846.33
Summer Session	36,347	4,038.56	12,115.67
	37,139	4,126.56	12,379.67
(1506) 1/9 GSHIP	37,903	4,211.44	12,634.33
Academic Year	38,755	4,306.11	12,918.33
	39,651	4,405.67	13,217.00
(1507) 1/9th Non-GSHIP	40,412	4,490.22	13,470.67
	41,326	4,591.78	13,775.33

BUC: BX
Comp Group A67

*Hiring an undergraduate student as a Teaching Assistant is an exception to normal practice. Those undergraduate students who meet the campus requirements for an exceptional appointment as a TA shall be appointed in title code 2311.

STUDENT READERS AND TUTORS

	Salary Scale <u>10/1/2007</u>	Salary Scale 10/1/2008 <u>10/1/2009</u>
Reader	<u>Hourly</u>	<u>Hourly</u>
(2854) GSHIP		
(2855) Non-GSHIP		
With Baccalaureate	12.53	12.72
Without Baccalaureate	11.90	12.08
Remedial Tutor I	<u>Hourly</u>	<u>Hourly</u>
(2271) GSHIP		
(2270) NON-GSHIP		
Single Student Sessions	12.53	12.72
Group Student Sessions	16.85	17.10
Remedial Tutor II	<u>Hourly</u>	<u>Hourly</u>
(2273) GSHIP		
(2272) Non-GSHIP		
Single Student Sessions	15.05	15.28
Group Student Sessions	19.73	19.66
	<u>1/9 Monthly Range</u>	<u>1/9 Monthly Range</u>
Tutor		
(2862) GSHIP	2,634.00 - 3,642.44	2,673.51 - 3,697.11
(2863) NON-GSHIP		

BUC: 99

NON-STUDENT READERS AND TUTORS

	Salary Scale <u>10/1/2007</u>	Salary Scale 10/1/2008 <u>10/1/2009</u>
	<u>Hourly</u>	<u>Hourly</u>
Reader (2520) Professional Reader	12.53	12.72
	<u>1/9 Monthly Range</u>	<u>1/9 Monthly Range</u>
Tutor (2521) Course Assistant	2,634.00 - 3,642.44	2,673.51 - 3,697.11

BUC: 99

**GRADUATE STUDENT RESEARCHER
FISCAL YEAR**

Salary Scale
10/1/2007
10/1/2008
10/1/2009

	<u>Step</u>	<u>Annual</u>	<u>Monthly</u>	<u>Hourly</u>
Graduate Student Researcher	1	32,424	2,702.00	15.53
(3266) GRAD STDNT RES - NO REMISSION	2	34,944	2,912.00	16.74
(3276) GRAD STDNT RES - PARTIAL FEE REM	3	38,748	3,229.00	18.56
	4	41,856	3,488.00	20.05
	5	44,640	3,720.00	21.38
	6	46,716	3,893.00	22.37
	7	50,460	4,205.00	24.17
	8	54,480	4,540.00	26.09
	9	58,860	4,905.00	28.19
	10	63,552	5,296.00	30.44

BUC: 99
Comp Group A58

**POSTDOCTORAL SCHOLAR-EMPLOYEE
POSTDOCTORAL SCHOLAR-FELLOW
POSTDOCTORAL SCHOLAR-PAID DIRECT
FISCAL YEAR**

Salary/Stipend Scale 10/1/2008		Salary/Stipend Scale 10/1/2009	
<u>Annual Range</u>	<u>Monthly Range</u>	<u>Annual Range</u>	<u>Monthly Range</u>
35,904 - 80,880	2,992.00 - 6,740.00	38,088 *- 80,880	3,174.00 - 6,740.00

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 Standard Table of Pay Rates

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

BUC: PX

Comp Group B69

*The minimum salary is adjusted to \$37,400 effective October 1, 2009, as the third year of a three-year salary plan to increase UC's Postdoctoral Scholar annual minimum salary by October 1, 2009, to the annual level established by the NIH for NRSA Postdoctoral Fellowships and Training Grants.

**POSTDOCTORAL SCHOLAR
STANDARD TABLE OF PAY RATES**

Salary Scale 10/1/2007		Salary Scale 10/1/2008		Salary Scale 10/1/2009	
<u>Annual</u>	<u>Monthly</u>	<u>Annual</u>	<u>Monthly</u>	<u>Annual</u>	<u>Monthly</u>
34,404	2,867.00				
35,100	2,925.00				
35,904	2,992.00	35,904	2,992.00		
36,540	3,045.00	36,540	3,045.00		
37,248	3,104.00	37,248	3,104.00		
38,088	3,174.00	38,088	3,174.00	38,088	3,174.00
38,952	3,246.00	38,952	3,246.00	38,952	3,246.00
39,840	3,320.00	39,840	3,320.00	39,840	3,320.00
40,776	3,398.00	40,776	3,398.00	40,776	3,398.00
41,496	3,458.00	41,496	3,458.00	41,496	3,458.00
42,456	3,538.00	42,456	3,538.00	42,456	3,538.00
43,500	3,625.00	43,500	3,625.00	43,500	3,625.00
44,400	3,700.00	44,400	3,700.00	44,400	3,700.00
45,024	3,752.00	45,024	3,752.00	45,024	3,752.00
46,128	3,844.00	46,128	3,844.00	46,128	3,844.00
47,148	3,929.00	47,148	3,929.00	47,148	3,929.00
48,372	4,031.00	48,372	4,031.00	48,372	4,031.00
49,452	4,121.00	49,452	4,121.00	49,452	4,121.00
50,628	4,219.00	50,628	4,219.00	50,628	4,219.00
51,720	4,310.00	51,720	4,310.00	51,720	4,310.00
52,944	4,412.00	52,944	4,412.00	52,944	4,412.00
54,192	4,516.00	54,192	4,516.00	54,192	4,516.00
55,464	4,622.00	55,464	4,622.00	55,464	4,622.00
56,856	4,738.00	56,856	4,738.00	56,856	4,738.00
58,224	4,852.00	58,224	4,852.00	58,224	4,852.00
59,772	4,981.00	59,772	4,981.00	59,772	4,981.00
61,080	5,090.00	61,080	5,090.00	61,080	5,090.00
62,532	5,211.00	62,532	5,211.00	62,532	5,211.00
63,816	5,318.00	63,816	5,318.00	63,816	5,318.00
65,136	5,428.00	65,136	5,428.00	65,136	5,428.00
66,972	5,581.00	66,972	5,581.00	66,972	5,581.00
68,748	5,729.00	68,748	5,729.00	68,748	5,729.00
70,116	5,843.00	70,116	5,843.00	70,116	5,843.00
71,928	5,994.00	71,928	5,994.00	71,928	5,994.00
73,776	6,148.00	73,776	6,148.00	73,776	6,148.00
75,444	6,287.00	75,444	6,287.00	75,444	6,287.00
76,872	6,406.00	76,872	6,406.00	76,872	6,406.00
78,660	6,555.00	78,660	6,555.00	78,660	6,555.00
80,880	6,740.00	80,880	6,740.00	80,880	6,740.00

**NON-STUDENT POSTGRADUATE RESEARCHER
FISCAL YEAR**

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

For postdoctoral scholars appointed to this title, see the Postdoctoral Scholar Standard Table of Pay Rates.

BUC: PX
Comp Group B75

**LIBRARIAN SERIES
FISCAL YEAR**

<u>Rank</u>	<u>Step</u>	<u>Years at Step</u>	<u>Salary Scale 4/1/2008</u>		<u>Salary Scale 10/1/2008 10/1/2009</u>	
			<u>Annual</u>	<u>Monthly</u>	<u>Annual</u>	<u>Monthly</u>
Assistant Librarian	1	2	46,164	3,847.00	46,164	3,847.00
3620-Career	2	2	47,087	3,923.92	47,087	3,923.92
3621-Potential Career	3	2	48,029	4,002.42	48,029	4,002.42
3622-Temporary						
Associate Librarian	1	2	48,029	4,002.42	48,029	4,002.42
3616-Career	2	2	49,404	4,117.00	49,404	4,117.00
3617-Potential Career	3	2	52,860	4,405.00	52,860	4,405.00
3618-Temporary	4	2	56,496	4,708.00	56,496	4,708.00
	5	2	60,408	5,034.00	60,408	5,034.00
	6	2	64,560	5,380.00	64,560	5,380.00
	7	3	68,892	5,741.00	68,892	5,741.00
Librarian	1	3	68,892	5,741.00	68,892	5,741.00
3612-Career	2	3	75,708	6,309.00	75,708	6,309.00
3613-Potential Career	3	3	82,524	6,877.00	82,524	6,877.00
3614-Temporary	4	3	88,488	7,374.00	88,488	7,374.00
	5	---	95,388	7,949.00	95,388	7,949.00
	6	---	102,540	8,545.00	102,540	8,545.00
	7	---	110,028	9,169.00	110,028	9,169.00

BUC: LX
Comp Group A74

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). As such, for employees covered by an MOU, the Salary Scale applies only to the extent provided for in the MOU.

ASSISTANT AND ASSOCIATE UNIVERSITY LIBRARIANS

FISCAL YEAR

	Salary Scale 10/1/06		Salary Scale 10/1/2007 10/1/2008 10/1/2009	
	<u>Annual Range</u>	<u>Monthly Range</u>	<u>Annual Range</u>	<u>Monthly Range</u>
Assistant University Librarian (3610)	60,000 - 110,100	5,000.00 - 9,175.00	80,800 - 145,500	6,733.33 - 12,125.00
Associate University Librarian (3600)	63,300 - 121,100	5,275.00 - 10,091.67	88,900 - 160,100	7,408.33 - 13,341.67

BUC: 99
Comp Group A76

**CONTINUING EDUCATOR
FISCAL YEAR
Salary Scale
10/1/2007
10/1/2008
10/1/2009**

Level	I (3520)		II (3521)		III (3522)	
	Salary Range		Salary Range		Salary Range	
	<u>Annual</u>	<u>Monthly</u>	<u>Annual</u>	<u>Monthly</u>	<u>Annual</u>	<u>Monthly</u>
Minimum	43,500	3,625.00	52,944	4,412.00	63,816	5,318.00
Maximum	78,660	6,555.00	93,420	7,785.00	131,124	10,927.00

BUC: FX
Comp Group A40

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

**ACADEMIC COORDINATOR
ACADEMIC YEAR**

**Salary Scale
10/1/2007
10/1/2008
10/1/2009**

I (0840)				II (0842)				III (0844)			
<u>Step</u>	Years at <u>Step</u>	<u>Annual</u>	<u>Monthly</u>	<u>Step</u>	Years at <u>Step</u>	<u>Annual</u>	<u>Monthly</u>	<u>Step</u>	Years at <u>Step</u>	<u>Annual</u>	<u>Monthly</u>
1	2	38,952	3,246	1	2	50,628	4,219	1	3	63,816	5,318
2	2	40,776	3,398	2	2	52,944	4,412	2	3	68,748	5,729
3	2	42,456	3,538	3	2	55,464	4,622	3	3	73,776	6,148
4	2	44,400	3,700	4	2	58,224	4,852	4	3	78,660	6,555
5	2	46,128	3,844	5	2	61,080	5,090	5	3	84,528	7,044
6	2	48,372	4,031	6	2	63,816	5,318	6	3	91,176	7,598
7	2	50,628	4,219	7	2	66,972	5,581	7	3	97,920	8,160
8	2	52,944	4,412	8	2	70,116	5,843	8	3	105,540	8,795
9	2	55,464	4,622	9	2	73,776	6,148	9	--	113,436	9,453
10	2	58,224	4,852	10	2	76,872	6,406				
11	2	61,080	5,090	11	2	80,880	6,740				
12	2	63,816	5,318	12	2	84,528	7,044				
13	2	66,972	5,581	13	2	88,548	7,379				
14	2	70,116	5,843	14	2	93,420	7,785				
15	--	73,776	6,148	15	--	97,920	8,160				

BUC: 99
Comp Group A40

**ACADEMIC COORDINATOR
FISCAL YEAR**

**Salary Scale
10/1/2007
10/1/2008
10/1/2009**

I (0841)

<u>Step</u>	Years at		<u>Annual</u>	<u>Monthly</u>
	<u>Step</u>			
1	2		44,400	3,700
2	2		46,128	3,844
3	2		48,372	4,031
4	2		50,628	4,219
5	2		52,944	4,412
6	2		55,464	4,622
7	2		58,224	4,852
8	2		61,080	5,090
9	2		63,816	5,318
10	2		66,972	5,581
11	2		70,116	5,843
12	2		73,776	6,148
13	2		76,872	6,406
14	2		80,880	6,740
15	--		84,528	7,044

II (0843)

<u>Step</u>	Years at		<u>Annual</u>	<u>Monthly</u>
	<u>Step</u>			
1	2		58,224	4,852
2	2		61,080	5,090
3	2		63,816	5,318
4	2		66,972	5,581
5	2		70,116	5,843
6	2		73,776	6,148
7	2		76,872	6,406
8	2		80,880	6,740
9	2		84,528	7,044
10	2		88,548	7,379
11	2		93,420	7,785
12	2		97,920	8,160
13	2		102,768	8,564
14	2		108,084	9,007
15	--		113,436	9,453

III (0845)

<u>Step</u>	Years at		<u>Annual</u>	<u>Monthly</u>
	<u>Step</u>			
1	3		73,776	6,148
2	3		78,660	6,555
3	3		84,528	7,044
4	3		91,176	7,598
5	3		97,920	8,160
6	3		105,540	8,795
7	3		113,436	9,453
8	3		121,956	10,163
9	--		131,124	10,927

BUC: 99
Comp Group A40

ACADEMIC STANDARD TABLE OF PAY RATES

Salary Scale
10/1/2007
10/1/2008
10/1/2009

<u>Annual</u>	<u>Monthly</u>	<u>1/9 Monthly</u>
29,916	2,493.00	3,324.00
30,552	2,546.00	3,394.67
31,284	2,607.00	3,476.00
31,620	2,635.00	3,513.33
32,292	2,691.00	3,588.00
32,928	2,744.00	3,658.67
33,672	2,806.00	3,741.33
34,404	2,867.00	3,822.67
35,100	2,925.00	3,900.00
35,904	2,992.00	3,989.33
36,540	3,045.00	4,060.00
37,248	3,104.00	4,138.67
38,088	3,174.00	4,232.00
38,952	3,246.00	4,328.00
39,840	3,320.00	4,426.67
40,776	3,398.00	4,530.67
41,496	3,458.00	4,610.67
42,456	3,538.00	4,717.33
43,500	3,625.00	4,833.33
44,400	3,700.00	4,933.33
45,024	3,752.00	5,002.67
46,128	3,844.00	5,125.33
47,148	3,929.00	5,238.67
48,372	4,031.00	5,374.67
49,452	4,121.00	5,494.67
50,628	4,219.00	5,625.33
51,720	4,310.00	5,746.67
52,944	4,412.00	5,882.67
54,192	4,516.00	6,021.33
55,464	4,622.00	6,162.67
56,856	4,738.00	6,317.33
58,224	4,852.00	6,469.33
59,772	4,981.00	6,641.33

**ACADEMIC STANDARD TABLE OF PAY RATES
(continued)**

**Salary Scale
10/1/2007
10/1/2008
10/1/2009**

<u>Annual</u>	<u>Monthly</u>	<u>1/9 Monthly</u>
61,080	5,090.00	6,786.67
62,532	5,211.00	6,948.00
63,816	5,318.00	7,090.67
65,136	5,428.00	7,237.33
66,972	5,581.00	7,441.33
68,748	5,729.00	7,638.67
70,116	5,843.00	7,790.67
71,928	5,994.00	7,992.00
73,776	6,148.00	8,197.33
75,444	6,287.00	8,382.67
76,872	6,406.00	8,541.33
78,660	6,555.00	8,740.00
80,880	6,740.00	8,986.67
82,680	6,890.00	9,186.67
84,528	7,044.00	9,392.00
86,316	7,193.00	9,590.67
88,548	7,379.00	9,838.67
89,400	7,450.00	9,933.33
91,176	7,598.00	10,130.67
93,420	7,785.00	10,380.00
95,736	7,978.00	10,637.33
97,920	8,160.00	10,880.00
100,128	8,344.00	11,125.33
102,768	8,564.00	11,418.67
105,540	8,795.00	11,726.67
108,084	9,007.00	12,009.33
110,652	9,221.00	12,294.67
113,436	9,453.00	12,604.00
116,196	9,683.00	12,910.67
119,076	9,923.00	13,230.67
121,956	10,163.00	13,550.67
124,968	10,414.00	13,885.33
128,040	10,670.00	14,226.67
131,124	10,927.00	14,569.33



OFFICE OF THE PROVOST AND EXECUTIVE VICE PRESIDENT –
ACADEMIC AFFAIRS

OFFICE OF THE PRESIDENT
1111 Franklin Street, 12th Floor
Oakland, California 94607-5200

November 10, 2008

CHANCELLORS

Dear Colleagues:

On October 21, 2008, the President delegated to the Provost and Executive Vice President—Academic Affairs the authority to approve individual academic personnel salary actions at or above the Regental compensation threshold, also referred to as the Indexed Compensation Level (ICL). The covered actions include any request from a Chancellor involving a salary above the ICL in new appointment and retention cases; requests for merit increases greater than ten percent; requests for academic administrators in the academic personnel program; and requests for non-faculty academic appointees.

Effective immediately, the new 2008-09 thresholds which require the Provost's approval have been adjusted in light of the ICL of \$275,000 approved by The Regents on September 9, 2008. The full text of the item may be found at:
<http://www.universityofcalifornia.edu/regents/regmeet/sept08/c8.pdf>.

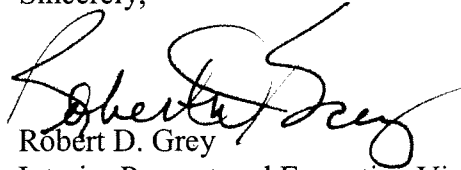
In accordance with the President's Delegation of Authority letter dated December 1, 2004, Chancellors are authorized to approve salaries above the thresholds in cases involving faculty merit increases of 10 percent or less. These approval actions shall be reported biannually to The Regents via the President.

The new 2008-09 thresholds are as follows:

<u>Faculty Ladder Ranks Scale</u>	<u>Threshold</u>
Faculty Ladder Ranks Scale – Academic Year	\$275,000
Faculty Ladder Ranks Scale – Fiscal Year	\$319,000
Faculty Ladder Ranks Scale – Business/Economics/ Engineering – Academic Year	\$301,400
Faculty Ladder Ranks Scale – Business/Economics/ Engineering – Fiscal Year	\$349,600
Faculty Ladder Ranks - Law School – Academic Year	\$386,000

If you have any questions about applying these parameters, please contact Interim Executive Director Patricia Price at (510) 987-9482 in the Academic Advancement Office.

Sincerely,

A handwritten signature in black ink, appearing to read "Robert D. Grey". The signature is fluid and cursive, with a large initial "R" and "D".

Robert D. Grey
Interim Provost and Executive Vice President
Academic Affairs

cc: President Yudof
Principal Officer of The Regents
Executive Vice President Lapp
Acting Associate Vice President Cammidge
Academic Council Chair Croughan
Council of Vice Chancellors
Interim Executive Director Price

FURLOUGH/ SALARY REDUCTION PLAN OVERVIEW

The University of California has authorized a Furlough/Salary Reduction Plan (Plan) as a cost savings measure in response to cuts in state funding. Savings from the Plan will cover about one-quarter of UC's budget gap.

PLAN BASICS

- The Plan is effective September 1, 2009 until August 31, 2010 (or a different 12 calendar months if bargained).
- Part-time employees will be allotted furlough days and have their salary reduced in proportion to their full-time equivalent salary rate and appointment percentage.
- Participation in the Plan will not change the applicability of layoff or termination policies consistent with an employee's regular appointment.
- Participation in the Plan applies during periods of leave with pay, e.g. sabbatical leave.

PARTICIPATION IN THE PLAN

As of 09/15/09, the Plan applies as follows to employee groups:

Type of Employee	Academic or Staff	Participation Status
Professor series	Academic	Participating
Astronomer series	Academic	Participating
Lecturer with Security of Employment series	Academic	Participating
Visiting and Acting titles	Academic	Participating
Adjunct Professor series	Academic	Participating
Professional Research series	Academic	Participating
Project (e.g., <i>Scientist</i>) series	Academic	Participating
Specialist series	Academic	Participating
Academic Coordinator series	Academic	Participating
College Provost	Academic	Participating
Recalled retirees	Academic and Staff	Participating
Non-represented staff (e.g., Analyst, Buyer, Manager, Supervisor, Senior Management Group)	Staff	Participating
Non-Senate Instructional Unit (Unit 18), including Lecturer, Senior Lecturer, Coordinator of Field Work, Teacher-Special Projects, Supervisor of Teacher Education	Academic	Currently not participating; subject to bargaining
Librarian	Academic	Currently not participating; subject to bargaining
Service (e.g., Custodian, Groundskeeper)	Staff	Currently not participating; subject to bargaining
Skilled Crafts (e.g., Electrician, Plumber)	Staff	Currently not participating; subject to bargaining
Clerical (e.g., Administrative Assistant)	Staff	Currently not participating; subject to bargaining
Technical (e.g., Computer Resource Specialist, Lab Assistant)	Staff	Currently not participating; subject to bargaining
Research Support (e.g., Staff Research Associate, Marine Technician)	Staff	Currently not participating; subject to bargaining
Student titles (e.g., Readers, Tutors, TA's, GSR's, Career Center)	Academic and Staff	Exempt; Not participating
On-call Hourly Variable Non-student Readers and Tutors at UCSC (Percent-time Course Assistants are not exempt)	Academic	Exempt. Not Participating
Postdoctoral Scholars	Academic	Exempt; Not participating
Foreign national employees with H-type and E3 visas	Academic	Exempt; Not participating
Employees enrolled in the START program whose reduction in time is <u>equal to or exceeds</u> the targeted reduction	Academic and Staff	Exempt; Not participating (If the START reduction in time is less than the targeted reduction, the difference in the percent time reduction is participating in the Plan)
All without salary (WOS) appointments	Academic and Staff	Exempt; Not participating

FURLOUGH/ SALARY REDUCTION PLAN OVERVIEW (Continued)

SALARY

- Salary reductions range from 4 to 10 percent for affected employees.
- Salary reductions will be spread out equally over the year.
- Salary reductions will be reflected in the September 2009 paycheck, which is issued around October 1, 2009.

FURLOUGH / SALARY REDUCTION PLAN BANDS

Band	1/1/09 Full-time Annual Salary Rate (including stipends)	Salary Reduction	Furlough Days: • Staff • Fiscal-Year Non-faculty Academics	Furlough Days: • Academic-Year Faculty • Academic-Year Non-faculty Academics	Furlough Days: • Fiscal-Year Faculty
1	\$0 - 40,000	4%	11	7	10
2	\$40,001 - 46,000	5%	13	9	12
3	\$46,001 - 60,000	6%	16	10	14
4	\$60,001 - 90,000	7%	18	12	16
5	\$90,001 - 180,000	8%	21	14	19
6	\$180,001 - 240,000	9%	24	15	22
7	Over \$240,000	10%	26	17	24

*For the Plan, currently participating faculty titles include all ranks of the following: Professorial series, Acting and Visiting titles in the Professor series, Adjunct Professor series, and Lecturer with SOE series.

HOW SALARY BANDS ARE DETERMINED

- An employee's full-time salary rate as of January 1, 2009 (or the hire date, if later) is used to determine the salary band. This is the same methodology used to determine salary bands for employee medical contributions.
- The salary rate is the highest full-time regular salary rate including stipends that is paid through the University.
- Subsequent changes in salary rate will not change the assigned band.

COMPENSATION SUBJECT TO SALARY REDUCTION

Type of Pay	Reduced
Regular base pay from most non-extramural funds	Yes
Stipends from most non-extramural funds	Yes
Summer additional compensation, including faculty summer salary, research, and outreach programs, regardless of fund source	No
Summer Session and University Extension teaching, regardless of fund source	No
"By-agreement" payments, including honoraria, faculty recruitment allowances, payments to Emeriti recalled to teach	No
All pay from most extramural fund sources: federal, state, local, and private contracts and grants; cooperative agreements; DOE labs; and special government appropriations for AIDS, tobacco, and breast cancer research. See the Academic Personnel Office home page (apo.ucsc.edu) or the PPS Service Center Toolbox (pps.ucsc.edu/toolbox) for a list of fund sources not affected by the Plan. Note: this may not be a complete list due to new grants being added.	No
Terminal vacation and severance pay	No
Overtime and shift differential; Bonus and incentive pay	No
Workers' Compensation supplement	No

FURLOUGH/ SALARY REDUCTION PLAN OVERVIEW (Continued)

SALARY REDUCTION CALCULATION EXAMPLES

1. Determine the annual salary rate on January 1, 2009, plus any stipend received.
2. Based on 1. above, locate the appropriate salary band in the FURLOUGH/ SALARY REDUCTION PLAN BANDS table.
3. Multiply % salary reduction by current annual salary. Multiply by any relevant percent time lower than 100%. This will give you the total reduction for the 12 month period. Divide by 12 to find the monthly reduction.
4. For current stipends, multiply % salary reduction by annual stipend amount. Divide by 12 to find the monthly reduction.
5. Locate the furlough days that go along with the salary band that was determined in Step 2. Multiply by any relevant percent time. This will give you the number of furlough days that the faculty member may take over the 12 month period.

Example 1 (For 9-month academic senate faculty):

Professor X had a salary of \$83,800 on January 1, 2009.

This places Professor X in salary band 4, which amounts to a 7% salary reduction with 12 furlough days

Professor X's current salary is \$96,300 (received a merit on 7/1/09)

$.07 * \$96,300 = \$6,741 / 12 = \$561.75/\text{month salary reduction}$

Example 2 (For 9-month academic senate faculty on a paid leave):

If the same Professor X from Example 1 was on a 67% sabbatical for the year, then $07 * \$96,300 * .67 = \$4,516.47 / 12 = \$376.37/\text{month salary reduction for 9/1/09- 6/30/10}$.

However, starting 7/1/10, Professor X will have a \$561.75/month salary reduction until the end of the Plan, 8/31/10.

Professor X accrues 12 furlough days * 0.67 / 12 months = 0.67 furlough days/month for 9/1/09-6/30/10 and 12 days / 12 months = 1 furlough day/month for 7/1/10-8/31/10, for a total of 8.7 furlough days.

Example 3 (For staff or fiscal-year non-faculty academics):

Staff Person Y had a salary of \$59,500 on January 1, 2009.

This places Staff Person Y in salary band 4, which amounts to a 6% salary reduction with 16 furlough days.

Staff Person Y's current salary is \$59,500 and $.06 * \$59,500 = \$3,570/12 = \$297.50/\text{month salary reduction}$

Staff Person Y accrues approximately 1.33 days (or ~10.67 hours) per month of furlough.

FURLOUGH DAYS

- On the Santa Cruz campus, **the use of furlough days will NOT be mandated** by the campus or by individual departments or units.
- Use of furlough days is subject to supervisor approval.
- Furlough days are not vacation days. They are days off of work that correspond to a reduction in pay.
- Furlough days cannot be donated through the catastrophic leave donation program.
- Furlough days are intended to be used on a monthly basis spread over the course of the Plan term. However, accrued furlough days may be saved up and used in blocks prior to the end of the Plan term with the supervisor's approval. Alternatively, furlough days may be used before they are accrued, up to the total number of days in the applicable band, with supervisor approval.
- Furlough days that are not used during the Plan term will expire at the end of the Plan term and are not carried forward nor paid out.
- Supervisors are strongly encouraged to work with their employees to develop individual furlough schedules and to accommodate reasonable requests for the use of furlough days.
- Faculty furlough days are to be taken on days when the faculty member is not scheduled to give lectures, lead classes or workshops, have scheduled office hours, or have other scheduled face-to-face responsibilities for students.
- Faculty furlough days are to be arranged in advance with the Department or Program Chair.
- Faculty furlough days are not considered service days for faculty members, and thus can be considered for remuneration as follows:
 - a) Furlough days can be used to augment the current 39/48 days for outside professional activities that may be remunerated per current policy (see APM 025, Conflict of Commitment and Outside Activities of Faculty Members).
 - b) Eligible faculty may be remunerated from extramural funds for research effort in lieu of participation in the Furlough Plan through participation in the UC Systemwide Furlough Exchange Program (FEP).

FURLOUGH/ SALARY REDUCTION PLAN OVERVIEW (Continued)

BENEFITS NOT IMPACTED BY THE PLAN

- Highest Average Plan Compensation (HAPC) will not be affected.
- Vacation and sick leave credit accrual will not be affected.
- UCRP service credit accrual will not be affected provided that the employee is on pay status for at least 50% time
- UC health and welfare, retirement, disability and survivor benefits will not be affected.

CAMPUS CURTAILMENT

As in previous years, UC Santa Cruz plans to observe a winter curtailment of services (closure) during the 2009–10 fall-winter intersession. This annual closure allows the campus to achieve significant energy savings and designate a period of time when most employees do not work. This year, the curtailment period is lengthened and one additional curtailment day is added during the winter-spring intersession to allow employees ample opportunities to use their furlough days if they choose.

- Winter Campus Curtailment: All but essential operations will be curtailed for 16 days between Saturday, December 19, 2009, and Sunday, January 3, 2010, and will reopen on Monday, January 4, 2010. This period includes several weekends and University paid holidays (December 24, 25 and 31 and January 1). However, six of these days are unpaid (December 21, 22, 23, 28, 29 and 30, 2009).
- Spring Campus Curtailment: All but essential operations will be curtailed on March 25 -26, 2010. This yields a four-day weekend curtailment with one University paid holiday and one unpaid day.
- **Use of furlough days during campus curtailment is not mandatory.** Employees who accrue furlough days are encouraged to use them during curtailment periods. Employees affected by the campus curtailment will be allowed to use furlough days, vacation days, compensatory time off, and/or leave without pay, where applicable.
- Units needing to maintain normal operations during the campus curtailment period will be allowed to do so under the established “Exceptions to Campus Curtailment” procedures which are issued annually.
- Due to the diverse responsibilities of academic employees and the flexibility in performing their obligations, it is anticipated that some academic employees will need to continue working during campus curtailment periods.
- Employees who accrue furlough and/or vacation days and who are without sufficient accrued days to cover the curtailment periods will be allowed to use such days in advance of their actual accrual. Vacation days, up to the number allowed by policy or contract, and furlough days, up to an employee’s allotted number of days per their salary band, may be used in advance of accrual.

UNIT OR DEPARTMENT CURTAILMENT

To manage workloads and schedule furlough days as a result of the Plan and to realize further financial savings, supervisors or department chairs may decide to curtail services or establish limited service availability on set days of the week or month for their unit. Should this case arise, supervisors and chairs are urged to coordinate such periods with their principal officer and communicate broadly to customers in order to set service expectations in alignment with service availability. A campus website will be available to document the service hours of campus offices.

It is strongly recommended that supervisors and chairs consult with Staff Human Resources and/or Academic Personnel if they are developing a plan to curtail services.

For more detailed information, the UC Office of the President has posted four documents: 1) Q&A for Administrators, 2) Employee Q&A, 3) Furlough Resources for Employees, and 4) Provisions Governing the Use of Furlough Time. See the Academic Personnel Office home page (apo.ucsc.edu) or the UC Santa Cruz budget web page (ucsc.edu/budget_update) for a link to the UCOP site.

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<u>TITLE CODE</u>	<u>ACADEMIC TITLE</u>
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
3999	Academic Miscellaneous
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/Econ/Eng
1977	Acting Assistant Professor - Academic Year - Bus/Econ/Eng
1317	Acting Assistant Professor - Fiscal Year
1978	Acting Assistant Professor - Fiscal Year - Bus/Econ/Eng
3117	Acting Associate Astronomer
0917	Acting Associate Director
0927	Acting Associate Director
1207	Acting Associate Professor - Academic Year
1201	Acting Associate Professor - Academic Year - 1/9
1976	Acting Associate Professor - Academic Year - 1/9 - Bus/Econ/Eng
1974	Acting Associate Professor - Academic Year - Bus/Econ/Eng
1217	Acting Associate Professor - Fiscal Year
1975	Acting Associate Professor - Fiscal Year - Bus/Econ/Eng
3107	Acting Astronomer
1095	Acting Department Chair
0907	Acting Director
1037	Acting Divisional Dean
1107	Acting Professor - Academic Year
1101	Acting Professor - Academic Year - 1/9
1973	Acting Professor - Academic Year - 1/9 - Bus/Econ/Eng
1971	Acting Professor - Academic Year - Bus/Econ/Eng
1117	Acting Professor - Fiscal Year
1972	Acting Professor - Fiscal Year - Bus/Econ/Eng
3258	Adjunct Professor - Academic Year
3363	Adjunct Professor - Academic Year - 1/9
3379	Adjunct Professor - Academic Year - 1/9 - Bus/Econ/Eng
3377	Adjunct Professor - Academic Year - Bus/Econ/Eng
3259	Adjunct Professor - Fiscal Year

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TITLE CODE	ACADEMIC TITLE
3378	Adjunct Professor - Fiscal Year - Bus/Econ/Eng
1099	Administrative Stipend
3278	Assistant Adjunct Professor - Academic Year
3361	Assistant Adjunct Professor - Academic Year - 1/9
3373	Assistant Adjunct Professor - Academic Year - 1/9 - Bus/Econ/Eng
3371	Assistant Adjunct Professor - Academic Year - Bus/Econ/Eng
3279	Assistant Adjunct Professor - Fiscal Year
3372	Assistant Adjunct Professor - Fiscal Year - Bus/Econ/Eng
3120	Assistant Astronomer
0920	Assistant Director
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/Econ/Eng
1343	Assistant Professor - Academic Year - Bus/Econ/Eng
1306	Assistant Professor - Academic Year - Recalled
1310	Assistant Professor - Fiscal Year
1344	Assistant Professor - Fiscal Year - Bus/Econ/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/Econ/Eng
3387	Assistant Professor in Residence - Academic Year - Bus/Econ/Eng
3271	Assistant Professor in Residence - Fiscal Year
3388	Assistant Professor in Residence - Fiscal Year - Bus/Econ/Eng
3394	Assistant Project _____ - Fiscal Year
3395	Assistant Project _____ - Fiscal Year - Bus/Econ/Eng
3223	Assistant Research _____ - Academic Year
3225	Assistant Research _____ - Academic Year - 1/9
1986	Assistant Research _____ - Academic Year - 1/9 - Bus/Econ/Eng
1985	Assistant Research _____ - Academic Year - Bus/Econ/Eng
3220	Assistant Research _____ - Fiscal Year
1989	Assistant Research _____ - Fiscal Year - Bus/Econ/Eng
3320	Assistant Specialist
2140	Assistant Supervisor of Physical Education - Academic Year
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/Econ/Eng
3374	Associate Adjunct Professor - Academic Year - Bus/Econ/Eng
3269	Associate Adjunct Professor - Fiscal Year
3375	Associate Adjunct Professor - Fiscal Year - Bus/Econ/Eng
3110	Associate Astronomer
0910	Associate Director

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<u>TITLE CODE</u>	<u>ACADEMIC TITLE</u>
1072	Associate Director of EAP Study Center
1032	Associate Divisional Dean
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/Econ/Eng
1248	Associate Professor - Academic Year - 1/9 - Bus/Econ/Eng - Recalled
1243	Associate Professor - Academic Year - Bus/Econ/Eng
1246	Associate Professor - Academic Year - Bus/Econ/Eng - Recalled
1206	Associate Professor - Academic Year - Recalled
1210	Associate Professor - Fiscal Year
1244	Associate Professor - Fiscal Year - Bus/Econ/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/Econ/Eng
3384	Associate Professor in Residence - Academic Year - Bus/Econ/Eng
3261	Associate Professor in Residence - Fiscal Year
3385	Associate Professor in Residence - Fiscal year - Bus/Econ/Eng
3392	Associate Project _____ - Fiscal Year
3393	Associate Project _____ - Fiscal Year - Bus/Econ/Eng
3213	Associate Research _____ - Academic Year
3215	Associate Research _____ - Academic Year - 1/9
1984	Associate Research _____ - Academic Year - 1/9 - Bus/Econ/Eng
1983	Associate Research _____ - Academic Year - Bus/Econ/Eng
3210	Associate Research _____ - Fiscal Year
1988	Associate Research _____ - Fiscal Year - Bus/Econ/Eng
3310	Associate Specialist
2120	Associate Supervisor of Physical Education - Academic Year
3600	Associate University Librarian
3100	Astronomer
3106	Astronomer - Recalled
1652	Continuing Appointment - Temporary Augmentation
1653	Continuing Appointment - Temporary Augmentation - Academic Year - 1/9 Payment
3520	Continuing Educator I
3521	Continuing Educator II

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TITLE CODE	ACADEMIC TITLE
3522	Continuing Educator III
1096	Department Chair
1094	Department Vice Chair
0900	Director
1070	Director of EAP Study Center
1030	Divisional Dean
3800	_____ Emeritus (WOS)
3993	Faculty Recruitment Allowance
3282	Graduate Student Researcher - Full Fee Remission
3283	Graduate Student Researcher - Full Tuition and Partial Fee Remission
3266	Graduate Student Researcher - No Remission
3276	Graduate Student Researcher - Partial Fee Remission
3284	Graduate Student Researcher - Tuition and Fee Remission
3630	Hourly Intermittent Librarian
1969	Hughes Investigator
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 - Continuing Appointment
1631	Lecturer - Academic Year - Continuing Appointment
1634	Lecturer - Fiscal Year
1635	Lecturer - Fiscal Year - Continuing Appointment
1650	Lecturer - Miscellaneous
1681	Lecturer Potential SOE - Academic Year - 1/9 - 100%
1606	Lecturer Potential SOE - Academic Year - 1/9 - Part Time
1605	Lecturer Potential SOE - Academic Year - Part Time
1680	Lecturer Potential SOE - Academic Year -100%
1682	Lecturer Potential SOE - Fiscal Year - 100%
1615	Lecturer Potential SOE - Fiscal Year - Part Time
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 (WOS)
1617	Lecturer with SOE - Fiscal Year
1667	Lecturer with SOE - Fiscal Year - Recalled
1675	Lecturer Without Salary - Academic Year
1676	Lecturer Without Salary - Fiscal Year
3612	Librarian - Career Status
3613	Librarian - Potential Career Status
3614	Librarian - Temporary Status
3252	Postdoctoral Scholar - Employee
3253	Postdoctoral Scholar - Fellow
3254	Postdoctoral Scholar - Paid Direct

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<u>TITLE CODE</u>	<u>ACADEMIC TITLE</u>
3240	Postgraduate Research _____ - Fiscal Year
1100	Professor - Academic Year
1103	Professor - Academic Year - 1/9
1145	Professor - Academic Year - 1/9 - Bus/Econ/Eng
1148	Professor - Academic Year - 1/9 - Bus/Econ/Eng - Recalled
1143	Professor - Academic Year - Bus/Econ/Eng
1146	Professor - Academic Year - Bus/Econ/Eng - Recalled
1106	Professor - Academic Year - Recalled
1109	Professor - Academic Year - Recalled - 1/9
1110	Professor - Fiscal Year
1144	Professor - Fiscal Year - Bus/Econ/Eng
1116	Professor - Fiscal Year - Recalled
1132	Professor Emeritus (WOS)
3250	Professor in Residence - Academic Year
3353	Professor in Residence - Academic Year - 1/9
3383	Professor in Residence - Academic Year - 1/9 - Bus/Econ/Eng
3381	Professor in Residence - Academic Year - Bus/Econ/Eng
3251	Professor in Residence - Fiscal Year
3382	Professor in Residence - Fiscal Year - Bus/Econ/Eng
3390	Project _____ - Fiscal Year
3391	Project _____ - Fiscal Year - Bus/Econ/Eng
1060	Provost of ___ College
2850	Reader - GSHIP
2854	Reader - GSHIP/Non-Represented
2851	Reader - Non-GSHIP
2855	Reader - Non-GSHIP/Non-Represented
2500	Reader - Non-Student
2520	Reader - Non-Student/Non-Represented
3802	_____ Recall
2288	Remedial Tutor I - GSHIP
2271	Remedial Tutor I - GSHIP/Non-Represented
2280	Remedial Tutor I - Non-GSHIP
2270	Remedial Tutor I - Non-GSHIP/Non-Represented
2289	Remedial Tutor II - GSHIP
2273	Remedial Tutor II - GSHIP/Non-Represented
2290	Remedial Tutor II - Non-GSHIP
2272	Remedial Tutor II - Non-GSHIP/Non-Represented
3203	Research _____ - Academic Year
3205	Research _____ - Academic Year - 1/9
1982	Research _____ - Academic Year - 1/9 - Bus/Econ/Eng
1981	Research _____ - Academic Year - Bus/Econ/Eng
3200	Research _____ - Fiscal Year
1987	Research _____ - Fiscal Year - Bus/Econ/Eng
3209	Research _____ - Recalled
3298	Research Associate - WOS

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<u>TITLE CODE</u>	<u>ACADEMIC TITLE</u>
3296	Research Fellow - WOS
1707	Research Professor
1640	Senior Lecturer - Academic Year
1642	Senior Lecturer - Academic Year - 1/9
1643	Senior Lecturer - Academic Year - 1/9th - Continuing Appointment
1641	Senior Lecturer - Academic Year - Continuing Appointment
1644	Senior Lecturer - Fiscal Year
1645	Senior Lecturer - Fiscal Year - Continuing Appointment
1684	Senior Lecturer Potential SOE - Academic Year - 1/9 - 100%
1602	Senior Lecturer Potential SOE - Academic Year - 1/9 - Part Time
1683	Senior Lecturer Potential SOE - Academic Year - 100%
1600	Senior Lecturer Potential SOE - Academic Year - Part Time
1685	Senior Lecturer Potential SOE - Fiscal Year - 100%
1610	Senior Lecturer Potential SOE - Fiscal Year - Part Time
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 (WOS)
1613	Senior Lecturer with SOE - Fiscal Year
1663	Senior Lecturer with SOE - Fiscal Year - Recalled
3300	Specialist
2100	Supervisor of Physical Education - Academic Year
2106	Supervisor of Physical Education - Academic Year - Recalled
2220	Supervisor of Teacher Education - Academic Year
2221	Supervisor of Teacher Education - Academic Year - Continuing Appointment
2222	Supervisor of Teacher Education - Fiscal Year
2223	Supervisor of Teacher Education - Fiscal Year - Continuing Appointment
2310	Teaching Assistant - GSHIP
2312	Teaching Assistant - GSHIP/Non-Represented
2311	Teaching Assistant - Non-GSHIP
2313	Teaching Assistant - Non-GSHIP/Non-Represented
2300	Teaching Fellow - GSHIP
2302	Teaching Fellow - GSHIP/Non-Represented
2301	Teaching Fellow - Non-GSHIP
2303	Teaching Fellow - Non-GSHIP/Non-Represented
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/Econ/Eng
1427	Visiting Assistant Professor - Academic Year - Bus/Econ/Eng
1318	Visiting Assistant Professor - Fiscal Year
1428	Visiting Assistant Professor - Fiscal Year - Bus/Econ/Eng
3398	Visiting Assistant Project _____ - Fiscal Year
3228	Visiting Assistant Research _____ - Fiscal Year

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<u>TITLE CODE</u>	<u>ACADEMIC TITLE</u>
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/Econ/Eng
1424	Visiting Associate Professor - Academic Year - Bus/Econ/Eng
1218	Visiting Associate Professor - Fiscal Year
1425	Visiting Associate Professor - Fiscal Year - Bus/Econ/Eng
3397	Visiting Associate Project _____ - Fiscal Year
3218	Visiting Associate Research _____ - Fiscal Year
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/Econ/Eng
1421	Visiting Professor - Academic Year - Bus/Econ/Eng
1118	Visiting Professor - Fiscal Year
1422	Visiting Professor - Fiscal Year - Bus/Econ/Eng
3396	Visiting Project _____ - Fiscal Year
3208	Visiting Research _____ - Fiscal Year

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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
0900	Director
0907	Acting Director
0910	Associate Director
0917	Acting Associate Director
0920	Assistant Director
0927	Acting Assistant Director
1030	Divisional Dean
1032	Associate Divisional Dean
1037	Acting Divisional Dean
1060	Provost of ___ College
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
1070	Director of EAP Study Center
1072	Associate Director of EAP Study Center
1094	Department Vice Chair
1095	Acting Department Chair
1096	Department Chair
1099	Administrative Stipend
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
1132	Professor Emeritus (WOS)
1143	Professor - Academic Year - Bus/Econ/Eng

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<u>TITLE CODE</u>	<u>ACADEMIC TITLE</u>
1144	Professor - Fiscal Year - Bus/Econ/Eng
1145	Professor - Academic Year - 1/9 - Bus/Econ/Eng
1146	Professor - Academic Year - Bus/Econ/Eng - Recalled
1148	Professor - Academic Year - 1/9 - Bus/Econ/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/Econ/Eng
1244	Associate Professor - Fiscal Year - Bus/Econ/Eng
1245	Associate Professor - Academic Year - 1/9 - Bus/Econ/Eng
1246	Associate Professor - Academic Year - Bus/Econ/Eng - Recalled
1248	Associate Professor - Academic Year - 1/9 - Bus/Econ/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/Econ/Eng
1344	Assistant Professor - Fiscal Year - Bus/Econ/Eng
1345	Assistant Professor - Academic Year - 1/9 - Bus/Econ/Eng
1421	Visiting Professor - Academic Year - Bus/Econ/Eng
1422	Visiting Professor - Fiscal Year - Bus/Econ/Eng
1423	Visiting Professor - Academic Year - 1/9 - Bus/Econ/Eng
1424	Visiting Associate Professor - Academic Year - Bus/Econ/Eng
1425	Visiting Associate Professor - Fiscal Year - Bus/Econ/Eng
1426	Visiting Associate Professor - Academic Year - 1/9 - Bus/Econ/Eng
1427	Visiting Assistant Professor - Academic Year - Bus/Econ/Eng
1428	Visiting Assistant Professor - Fiscal Year - Bus/Econ/Eng
1429	Visiting Assistant Professor - Academic year - 1/9 - Bus/Econ/Eng

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**TITLE
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ACADEMIC TITLE

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
1600	Senior Lecturer Potential SOE - Academic Year - Part Time
1602	Senior Lecturer Potential SOE - Academic Year - 1/9 - Part Time
1603	Senior Lecturer with SOE - Academic Year
1604	Senior Lecturer with SOE - Academic Year - 1/9
1605	Lecturer Potential SOE - Academic Year - Part Time
1606	Lecturer Potential SOE - Academic Year - 1/9 - Part Time
1607	Lecturer with SOE - Academic Year
1608	Lecturer with SOE - Academic Year - 1/9
1610	Senior Lecturer Potential SOE - Fiscal Year - Part Time
1613	Senior Lecturer with SOE - Fiscal Year
1615	Lecturer Potential SOE - Fiscal Year - Part Time
1617	Lecturer with SOE - Fiscal Year
1620	Lecturer with SOE - Emeritus (WOS)
1621	Senior Lecturer with SOE - Emeritus (WOS)
1630	Lecturer - Academic Year
1631	Lecturer - Academic Year - Continuing Appointment
1632	Lecturer - Academic Year - 1/9
1633	Lecturer - Academic Year - 1/9th - Continuing Appointment
1634	Lecturer - Fiscal Year
1635	Lecturer - Fiscal Year - Continuing Appointment
1640	Senior Lecturer - Academic Year
1641	Senior Lecturer - Academic Year - Continuing Appointment
1642	Senior Lecturer - Academic Year - 1/9
1643	Senior Lecturer - Academic Year - 1/9th - Continuing Appointment
1644	Senior Lecturer - Fiscal Year
1645	Senior Lecturer - Fiscal Year - Continuing Appointment
1650	Lecturer - Miscellaneous
1652	Continuing Appointment - Temporary Augmentation
1653	Continuing Appointment - Temporary Augmentation - Academic Year - 1/9 Payment
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 Without Salary - Academic Year
1676	Lecturer Without Salary - Fiscal Year

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**TITLE
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ACADEMIC TITLE

1680	Lecturer Potential SOE - Academic Year -100%
1681	Lecturer Potential SOE - Academic Year - 1/9 - 100%
1682	Lecturer Potential SOE - Fiscal Year - 100%
1683	Senior Lecturer Potential SOE - Academic Year - 100%
1684	Senior Lecturer Potential SOE - Academic Year - 1/9 - 100%
1685	Senior Lecturer Potential SOE - Fiscal Year - 100%
1707	Research Professor
1969	Hughes Investigator
1971	Acting Professor - Academic Year - Bus/Econ/Eng
1972	Acting Professor - Fiscal Year - Bus/Econ/Eng
1973	Acting Professor - Academic Year - 1/9 - Bus/Econ/Eng
1974	Acting Associate Professor - Academic Year - Bus/Econ/Eng
1975	Acting Associate Professor - Fiscal Year - Bus/Econ/Eng
1976	Acting Associate Professor - Academic Year - 1/9 - Bus/Econ/Eng
1977	Acting Assistant Professor - Academic Year - Bus/Econ/Eng
1978	Acting Assistant Professor - Fiscal Year - Bus/Econ/Eng
1979	Acting Assistant Professor - Academic Year - 1/9 - Bus/Econ/Eng
1981	Research _____ - Academic Year - Bus/Econ/Eng
1982	Research _____ - Academic Year - 1/9 - Bus/Econ/Eng
1983	Associate Research _____ - Academic Year - Bus/Econ/Eng
1984	Associate Research _____ - Academic Year - 1/9 - Bus/Econ/Eng
1985	Assistant Research _____ - Academic Year - Bus/Econ/Eng
1986	Assistant Research _____ - Academic Year - 1/9 - Bus/Econ/Eng
1987	Research _____ - Fiscal Year - Bus/Econ/Eng
1988	Associate Research _____ - Fiscal Year - Bus/Econ/Eng
1989	Assistant Research _____ - Fiscal Year - Bus/Econ/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 - Academic Year
2221	Supervisor of Teacher Education - Academic Year - Continuing Appointment
2222	Supervisor of Teacher Education - Fiscal Year
2223	Supervisor of Teacher Education - Fiscal Year - Continuing Appointment
2270	Remedial Tutor I - Non-GSHIP/Non-Represented
2271	Remedial Tutor I - GSHIP/Non-Represented
2272	Remedial Tutor II - Non-GSHIP/Non-Represented
2273	Remedial Tutor II - GSHIP/Non-Represented
2280	Remedial Tutor I - Non-GSHIP
2288	Remedial Tutor I - GSHIP
2289	Remedial Tutor II - GSHIP
2290	Remedial Tutor II - Non-GSHIP

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<u>TITLE CODE</u>	<u>ACADEMIC TITLE</u>
2300	Teaching Fellow - GSHIP
2301	Teaching Fellow - Non-GSHIP
2302	Teaching Fellow - GSHIP/Non-Represented
2303	Teaching Fellow - Non-GSHIP/Non-Represented
2310	Teaching Assistant - GSHIP
2311	Teaching Assistant - Non-GSHIP
2312	Teaching Assistant - GSHIP/Non-Represented
2313	Teaching Assistant - Non-GSHIP/Non-Represented
2500	Reader - Non-Student
2520	Reader - Non-Student/Non-Represented
2850	Reader - GSHIP
2851	Reader - Non-GSHIP
2854	Reader - GSHIP/Non-Represented
2855	Reader - Non-GSHIP/Non-Represented
3100	Astronomer
3106	Astronomer - Recalled
3107	Acting Astronomer
3110	Associate Astronomer
3117	Acting Associate Astronomer
3120	Assistant Astronomer
3127	Acting 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
3240	Postgraduate Research _____ - Fiscal Year
3250	Professor in Residence - Academic Year
3251	Professor in Residence - Fiscal Year
3252	Postdoctoral Scholar - Employee
3253	Postdoctoral Scholar - Fellow
3254	Postdoctoral Scholar - Paid Direct
3258	Adjunct Professor - Academic Year
3259	Adjunct Professor - Fiscal Year
3260	Associate Professor in Residence - Academic Year

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<u>TITLE CODE</u>	<u>ACADEMIC TITLE</u>
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 Remission
3283	Graduate Student Researcher - Full Tuition and Partial Fee Remission
3284	Graduate Student Researcher - Tuition and Fee Remission
3296	Research Fellow - WOS
3298	Research Associate - WOS
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
3371	Assistant Adjunct Professor - Academic Year - Bus/Econ/Eng
3372	Assistant Adjunct Professor - Fiscal Year - Bus/Econ/Eng
3373	Assistant Adjunct Professor - Academic Year - 1/9 - Bus/Econ/Eng
3374	Associate Adjunct Professor - Academic Year - Bus/Econ/Eng
3375	Associate Adjunct Professor - Fiscal Year - Bus/Econ/Eng
3376	Associate Adjunct Professor - Academic Year - 1/9 - Bus/Econ/Eng
3377	Adjunct Professor - Academic Year - Bus/Econ/Eng
3378	Adjunct Professor - Fiscal Year - Bus/Econ/Eng
3379	Adjunct Professor - Academic Year - 1/9 - Bus/Econ/Eng
3381	Professor in Residence - Academic Year - Bus/Econ/Eng
3382	Professor in Residence - Fiscal Year - Bus/Econ/Eng
3383	Professor in Residence - Academic Year - 1/9 - Bus/Econ/Eng
3384	Associate Professor in Residence - Academic Year - Bus/Econ/Eng
3385	Associate Professor in Residence - Fiscal year - Bus/Econ/Eng
3386	Associate Professor in Residence - Academic Year - 1/9 - Bus/Econ/Eng
3387	Assistant Professor in Residence - Academic Year - Bus/Econ/Eng
3388	Assistant Professor in Residence - Fiscal Year - Bus/Econ/Eng
3389	Assistant Professor in Residence - Academic Year - 1/9 - Bus/Econ/Eng
3390	Project _____ - Fiscal Year

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<u>TITLE CODE</u>	<u>ACADEMIC TITLE</u>
3391	Project _____ - Fiscal Year - Bus/Econ/Eng
3392	Associate Project _____ - Fiscal Year
3393	Associate Project _____ - Fiscal Year - Bus/Econ/Eng
3394	Assistant Project _____ - Fiscal Year
3395	Assistant Project _____ - Fiscal Year - Bus/Econ/Eng
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
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
3630	Hourly Intermittent Librarian
3800	_____ Emeritus (WOS)
3802	_____ Recall
3993	Faculty Recruitment Allowance
3999	Academic Miscellaneous