

2021-22 Academic Salary Program Guidelines

Implementation Guidelines:

1. Some scale adjustments go into effect July 1, and others October 1; effective dates are noted by title series in the table below.
2. The scale increase for ladder-rank, security of employment, and LR-equivalent title series is effective October 1, 2021 and will therefore not be applied to summer2021 research (ACR) and summer administration (ACA) salary rates.
3. For off-scale employees, the on-scale component of salary will be adjusted to the new scale rate. The existing off-scale component is not subject to the increase.
4. For above-scale employees, the increase will apply to the portion of the salary up to the campus salary limit (step 9 plus 11%). The remaining portion of the salary is NOT subject to the increase.
5. For NSTP participants, the on-scale portion of the salary will be adjusted to the new scale rate, and the negotiated salary component will remain at the same dollar amount
6. If an eligible employee has a merit/promotion action effective on the same date as their salary program increase, the merit/promotion is applied before the 2021-22 salary increases.
7. New hires are eligible for the salary program unless alternate terms were specified in writing at the time of hire.
8. The salary increases will be implemented in UCPath and DivData by APO and the UCPath Center, except where noted in the chart below.
9. Percentage increases may be approximate due to rounding and smoothing between steps; refer to [salary scales](#) for new rates.
10. The effective dates listed here apply to monthly-paid appointees. The effective date for biweekly-paid appointees is the beginning of the first biweekly pay period following the monthly effective date.

TITLE SERIES	Increase	Effective
Academic Coordinator	3% to on-scale	July 1, 2021
Acting Professor	3% to on-scale	Oct 1, 2021
Adjunct Professor	3% to on-scale	Oct 1, 2021
Associate In ___	3% increase in accordance with ASE contract	Oct 1, 2021
Asst/Assoc University Librarian	3% to on-scale	July 1, 2021
Astronomer	3% to on-scale	Oct 1, 2021
Clinical Psychology Intern	3% increase to range; appointments beginning on or after this date must be at or above the minimum. Divisions must process any increases.	July 1, 2021
College Provost	3% stipend increase	July 1, 2021
Continuing Educator (UNEX)	3% to on-scale	July 1, 2021
Coordinator of Fieldwork	No– represented titles subject to collective bargaining	
Department Chair	3% stipend increase	July 1, 2021
Deans & Faculty Administrators	With the exception of College Provost and Department Chair stipends (listed separately), administrative salaries and/or stipends are eligible for up to a 3% increase for meritorious performance, as determined by the appointing authority.	July 1, 2021

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TITLE SERIES	Increase	Effective
Graduate Student Researcher	3% increase to scales	Oct 1, 2021
Lecturer & Continuing Lecturer	No— represented titles subject to collective bargaining	
Librarian	3% to on-scale in accordance with UC-AFT LX contract; scale parity for nonrepresented librarians	July 1, 2021
Non-Student Tutor (Course Assistant)	3% increase to scales in accordance with ASE contract	Oct 1, 2021
Non-Physician Clinical Trainee	3% increase to range; appointments beginning on or after this date must be at or above the new minimum. Divisions must process any increases.	July 1, 2021
Postdoctoral Scholar	No— represented title subject to collective bargaining	
Professional Researcher	3% increase to scales for represented titles in accordance with ARU contract; scale parity for nonrepresented titles	July 1, 2021
Professor	3% to on-scale	Oct 1, 2021
Program Coordinator (UNEX)	No— individually negotiated contracts	
Project Scientist	General 3% increase to scales, with equity and smoothing adjustments, for represented titles in accordance with ARU contract; scale parity for nonrepresented titles	July 1, 2021
Reader (student, non-student)	3% increase in accordance with ASE contract	Oct 1, 2021
Recall (all recall titles)	Recall salaries and stipends may be adjusted with the concurrence of the PI and appointing authority. Divisions must process any increases.	
Remedial Tutor	3% increase to scales in accordance with ASE contract	Oct 1, 2021
Salary Supplements (3998)	Salary supplements are individually negotiated, so the increase will be applied based on the supplement agreement. Divisions must process any increases.	
Specialist	General 3% increase to scales, with equity and smoothing adjustments, for represented titles in accordance with ARU contract; scale parity for nonrepresented titles	July 1, 2021
Summer Session	No— summer 2021 payments are based on rates in effect as of June 30, 2021.	
Supervisor of Teacher Education	No— represented titles subject to collective bargaining	
Teacher- UNEX	No— individually negotiated contracts	
Teaching Assistant	3% increase to scales in accordance with ASE contract	Oct 1, 2021
Teaching Fellow	3% increase to scales in accordance with ASE contract	Oct 1, 2021
Teaching Professor (Lecturer with SOE)	3% to on-scale	Oct 1, 2021
Tutor	3% increase to scales in accordance with ASE contract	Oct 1, 2021
Visiting titles	Salaries are individually negotiated, so they will not be increased unless requested by the appointing authority. Divisions must process any increases.	