

Date: June 01, 2022

To: College/School Deans

From: Vice Provost Daniel R. Jeske

A handwritten signature in black ink, appearing to read "Daniel R. Jeske".

Re: UCR Academic Salary Program 2022-2023AY

A summary of the UCR 2022-2023AY faculty salary program was previously announced by Provost Watkins on May 12, 2022. The announcement provided information on the salary scale increases, increases for both off-scale and above-scale salary components, the increases associated with merit and promotion actions and the special equity program approved by President Michael V. Drake. The effective date of salary rates on the Academic Salary Scales is indicated on each scale. For information regarding the 2022-2023AY Academic Salary Scales please consult the [May 18, 2022 issuance letter](#) from Vice Provost Susan L. Carlson. The Regent's plan covers faculty ladder rank and related titles; scales will increase by an annualized amount of 4% (subject to rounding), effective October 1, 2022. Salary scales for all non-faculty and non-represented academic appointees will be increased by approximately 4% (subject to rounding), effective July 1, 2022. UCR will implement a plan that raises the salary of faculty for both off-scale and above- scale salary components by 3%, effective October 1, 2022.

UCR Academic Salary Program for 2022-2023AY will consist of the following:

Special Salary Equity Program for Senate Ladder Rank Faculty

The equity study was based upon a data set consisting of the 2021-2022AY faculty salaries (base plus off-scale), excluding full-time faculty administrators and above-scale faculty members. The data set was used to construct a statistical regression model that provided the predicted median salaries for UCR faculty members based on their discipline, their type of professor series (professor versus professor of teaching), their rank, and their step. The model identified 207 faculty members whose 2021-2022AY salaries were more than 3% below their projected median salary. The equity adjustments will bring those 207 faculty members to within 3% of their projected median, and represent a campus investment of \$1,300,000, which is nearly one-third of what has been invested in annual merit and promotion actions in recent years. Further details about the salary equity study can be found in the [APO Salary Equity Study Report](#). Please direct any questions to me.

- Faculty members who were identified through the UCR Salary Equity Study will receive an equity increase, effective October 1, 2022. A separate salary letter from me was sent on June 2nd to all those faculty members who were identified informing them of the amount of that increase.
- APO will work with UCR UCPATH Campus Support Center (CSC) to implement the salary equity amounts in UCPATH as part of the range adjustment process with UCPATH Center.

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

Salary Scales for Faculty will see a 4% scale rate increase effective October 1, 2022 (subject to rounding up to nearest \$100). Off-scale and above-scale salary component adjustment so that minimum raise is 3% (subject to rounding up to nearest \$100).

- Faculty ladder rank, equivalent faculty, and other faculty [Tables 1-4](#).
- Faculty ladder rank, participants of Health Sciences Compensation Plan [Table 5, Scales 0-9](#)
- Faculty Lecturer with Security of Employment Series [Tables 1L-4L](#)
- Faculty Lecturer with Security of Employment Series, participants of Health Sciences Compensation Plan [Tables 5L, Scales 0-9](#)
- Minimum Salary Scales [Tables 1M, 3M](#)

Salary Scales for Policy-covered Non-faculty Academic Appointees will see a 4% scale increase effective July 1, 2022, for monthly paid and July 10, 2022, for biweekly paid appointees.

- Assistant and Associate University Librarian [Table 27 \(exempt\); Table 27N \(non-exempt\)](#)
- Cooperative Extension Advisor Series [Table 28 \(exempt\); Table 28N \(non-exempt\)](#)
- Specialist in Cooperative Extension Series [Table 29 \(exempt\); Table 29N \(non-exempt\)](#)
- Non-represented Coordinators of Public Programs [Table 30-A](#)
- Continuing Educators [Table 31 \(exempt\); Table 31N \(non-exempt\)](#)
- Academic Administrator Series [Table 34 I-VII \(exempt\); Table 34N I-VII \(non-exempt\)](#)
- Academic Coordinator Series [Tables 35 I-III and 36 I-III \(exempt\); Table 36N I-III \(non-exempt\)](#)

Salary Scales for non-represented Librarians and Academic Researchers will see a 4% scale increase effective July 1, 2022, for monthly paid and July 10, 2022, for biweekly paid appointees. A general and parity adjustment to Junior Specialist Rank to maintain parity with corresponding represented salary scale.

- Non-represented Professional Research Series [Tables 13-A and 14-A \(exempt\); Tables 13-A\(N\) and 14-A\(N\) \(non-exempt\)](#)
- Non-represented Specialist Series [Table 24-A \(exempt\); Table 24-A\(N\) \(non-exempt\)](#)

- Non-represented Librarian Series [Table 26-A \(exempt\)](#); [Table 26-A\(N\) \(non-exempt\)](#)
- Non-represented Project (e.g., Scientist) Series [Tables 37-A and 38-A \(exempt\)](#); [Tables 37-A\(N\) and Table 38-A\(N\) \(non-exempt\)](#)

Salary Scales for Training Titles will see a 4% increase effective July 1, 2022. UCR Resident Physicians will not be adjusted until contract negotiations are finalized.

- Trainee, Intern, Resident, Post D.D.S., Non-Physician Clinical Trainee [Table 21](#)

Salary Scales for Represented Academic Appointees will continue to be compensated according to their contracts.

- Unit 18 Faculty, Lecturer and Unit 18 Faculty, Supervisor of Teacher Education (IX-unit titles) will be adjusted by a general range adjustment of 3% increase effective July 1, 2022. Positions and/or titles paid on a “By Agreement” basis may continue to be paid on a “By Agreement” basis insofar as the amount paid to each “By Agreement” Unit 18 faculty is at or above the minimum of the salary range for that position. [Tables 15-16](#); [Tables 32-33](#)
- Professional Librarian Unit (LX- unit titles) will receive 3% increase effective July 1, 2022, for monthly paid appointees and July 10, 2022, for biweekly paid appointees. [Table 26-B \(exempt\)](#); [Table 26-B\(N\) \(non-exempt\)](#)
- Academic Researchers Unit (RA-unit titles) will receive 3% effective July 1, 2022, for monthly paid appointees and July 10, 2022, for biweekly paid appointees. In addition, equity adjustments and smoothing of the represented Project Scientist Series and represented Specialist Series salary scales will be made in accordance with the terms of the contract.
 - Represented Professional Research Series [Tables 13-B and 14-B \(exempt\)](#); [Tables 13-B\(N\) and 14-B\(N\) \(non-exempt\)](#)
 - Represented Specialist Series [Table 24-B \(exempt\)](#); [Table 24-B\(N\) \(non-exempt\)](#)
 - Represented Coordinators of Public Programs [Table 30-B \(exempt\)](#); [Table 30-B\(N\) \(non-exempt\)](#)
 - Represented Project (e.g., Scientist) Series [Tables 37-B and 38-B \(exempt\)](#); [Tables 37-B\(N\) and 38-B\(N\) \(non-exempt\)](#)
- Questions on range adjustments for all represented Academic titles should be directed to Nick Weston-Dawkes, Director Academic Personnel Policy and Employee Relations, at Nicholas.Weston-Dawkes@ucr.edu.

Academic Student Employee Unit. Academic Student Employees in Unit BX are currently in contract negotiations. Accordingly, no scales will be adjusted at this time. [Tables 18-20 \(please use rates as of 10/1/21\)](#)

Graduate Student Researchers Unit. Graduate Student Researchers in Unit BR are currently in contract negotiations. Accordingly, no scales will be adjusted at this time. Table 22 (please use rates as of 10/1/21)

Additional Compensation Adjustments for 2022-2023AY

- Deans and other faculty administrators will be eligible for consideration for a salary merit increase of no greater than 4.0%, effective July 1, 2022, based on individual meritorious performance judged at their annual assessment review.
- Faculty Recruitment Allowance maximum is increased by 4.0% from \$75,800 to \$78,900, effective July 1, 2022. Chancellors maintain the authority to approve exceptional allowances up to \$150,000. Table 40
- Salary scales in effect for 2022-23 will be available online at <https://www.ucop.edu/academic-personnel-programs/compensation/2022-23-academic-salary-scales.html>
- For questions, please send an email to academicpersonnel@ucr.edu.

The Academic Personnel Office (APO) will work with UCR UCPATH Campus Support Center (CSC) to implement the range adjustment for Academics. This process requires collaboration with UCPath Center for automatic updates to UCPath to adjust the salary scales for eligible academic Job Codes.

Enclosures:

President Drake Announcement

Provost Watkins Announcement on UCR 2022-2023AY Faculty Salary Program (5/12/2022)

Vice Provost Carlson Issuance Letter (5/18/22)