

June 10, 2021

To: AP Department Business Officers and Staff, Academic Department Chairs and Deans, and Academic Unit Directors

From: Cindy Doherty, Director Academic Personnel

Re: 2021-22 Salary Increase Programs for Academic Employees

President Drake has approved a salary increase program for academic employees for the 2021-22 academic year. A general range adjustment of 3% will be applied to the salary scales for policy covered academic employees. Represented academic employees will receive increases as stipulated in the applicable Memorandums of Understanding. Salary increases will be applied at UCSB as follows:

- **Non-Senate, Non-Represented Academic Employees (Academic Coordinators, policy covered Academic Researchers and Librarians):** Salary scales will be increased by 3% effective July 1, 2021 (July 11 for bi-weekly paid employees). Scales for policy covered Academic Researchers and Librarians will receive an additional parity adjustment to bring the scales into alignment with the salary scales for represented employees in the same titles. Off-scale supplements will not be increased.
- **Represented Academic Researchers (Research, Project Scientist, and Specialist series):** Salary scales will be increased by 3% effective July 1, 2021 (July 11 for bi-weekly paid employees), per the Memorandum of Understanding between the University and the UAW. Off-scale supplements will not be increased.
- **Represented Librarians:** Salary scales will be increased by 3% effective July 1, 2021 (July 11 for bi-weekly paid employees), per the Memorandum of Understanding between the University and the UC-AFT.
- **Academic Senate Faculty:** Salary scales will be increased by 3% effective October 1, 2021. Off-scale supplements will not be increased. Above scale appointees will receive an increase equivalent to appointees at Professor IX.
- **Academic Student Employees (TAs, Associates, Readers, and Tutors, Graduate Student Researchers):** Salary scales will be increased by 3% effective October 1, 2021 (October 3 for bi-weekly paid employees), per the Memorandum of Understanding between the University and the UAW for represented student employees. The GSR scales will also be increased by 3%.
- **Postdoctoral Scholars and Non-Senate Faculty (Lecturers and Supervisors of Teacher Education):** Salary scales are unchanged at this time.

Please share this information with your academic employees as appropriate.

The July 1, 2021 increases will be processed centrally from July 2-7, 2021. ***Further detail regarding the July 1, 2021 implementation is attached.*** Details regarding the October 1, 2021 implementation will be shared in September.

Questions may be directed as follows:

Academic Researcher series: Joanna Kettmann joanna.kettmann@ucsb.edu

Student titles and Postdoctoral Scholars: Billy Ko billy.ko@ucsb.edu

All other academic series: Lia Cabello lia.cabello@ucsb.edu or
Helly Kwee helly.kwee@ucsb.edu

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Guidelines and Implementation Process for Academic Employee Salary Increases effective July 1, 2021

General Salary Scale Increase Guidelines

- **Non-Senate, Non-Represented Academic Employees (Academic Coordinators, policy covered Academic Researchers and Librarians):** Salary scales will be increased by 3% effective July 1, 2021 (July 11 for bi-weekly paid employees). Scales for policy covered Academic Researchers and Librarians will receive an additional parity adjustment to bring the scales into alignment with the salary scales for represented employees in the same titles. Off-scale supplements will not be increased.
- **Represented Academic Researchers (Research, Project Scientist, and Specialist series):** Salary scales will be increased by 3% effective July 1, 2021 (July 11 for bi-weekly paid employees), per the Memorandum of Understanding between the University and the UAW. Off-scale supplements will not be increased.
- **Represented Librarians:** Salary scales will be increased by 3% effective July 1, 2021 (July 11 for bi-weekly paid employees), per the Memorandum of Understanding between the University and the UC-AFT.

Employees who received a merit or promotion effective July 1, 2021 will receive the increase in addition to the approved merit or promotion.

By-agreement payments and stipends are not subject to the increase.

Ongoing recall appointments will not be subject to the increase. At the time of reappointment or new appointment the annual salary should be recalculated as described in Red Binder I-70.

Deans and full-time faculty administrators who are covered by Academic Personnel Manual policy will receive a 3% salary increase.

Visiting appointments are not subject to the increase unless the salary is currently at the minimum for the rank (i.e. at the equivalent of the UCSB minimum rate for the rank). Salaries that are at the minimum will be increased to the new minimum.

Employees with off-scale supplements based on prevailing wage requirements will be adjusted according to the terms of the approval letter for the supplement.

Process for implementation

The salary increase will be processed centrally in collaboration with the UCPath Center beginning July 2, 2021. A UCPath freeze for impacted employees will take place from Thursday, July 1 at 5:00 PM through Thursday July 8 at 5:00 PM.

Departments are encouraged to assure that all June 30 or earlier expected end dates have been appropriately managed. Employees with expected end dates of June 30 or earlier will **not** be range adjusted.

The July 1, 2021 salary scales will be posted within the next few weeks.

For titles that are tracked in AP Folio, the salary information will be updated when the payroll update is run.