

Date: August 10, 2023

To: Department Chairs, Directors, and Business Officers and Staff

From: June Betancourt, Director
Academic Personnel

Re: October 1, 2023 Salary Increase Implementation for Academic Employees

This is a follow-up to the Chancellor's April 26, 2023, memo and the information provided by Academic Personnel on June 12, 2023 regarding 2023-24 salary increases for academic employees. Consistent with recent practice, salary increases will be applied at UCSB as follows:

- Academic Senate Faculty: Salary scales will be increased by 4.6% effective October 1, 2023. The campus is allocating an additional 4.6%, with 3% applied to off-scale salaries and 1.6% set aside for equity adjustments for specific faculty using equity-based criteria, following deans' recommendations, review by CAP, and approval by the Associate Vice Chancellor for Academic Personnel. (At the Above Scale level, the off-scale 3% increase will be applied to the difference between the Professor IX base and the total salary.)
- Academic Student Employees (TAs and Associates): Experience-based salary schedule will be in effect October 1, 2023, accompanied by an approximate 16.5% increase to the scale, per the MOU
- Academic Student Employees (Readers, and Tutors): Salary scales will be increased by \$1.00/hour, per the MOU
- Graduate Student Researchers: Salary scales will be increased by approximately 6.4%, per the MOU
- Postdoctoral Scholars: Salary scales will be increased by approximately 7.47%, per the MOU
- 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.
- Visiting appointments are not subject to the increase unless the salary is currently at the minimum for the rank. Salaries that are at the minimum will be increased to the new minimum.

Process for implementation

The salary increases will be processed centrally in collaboration with the UCPATH Center. UCPATH freezes for impacted employees will take place as follows:

- Senate Faculty – 9/8-9/14
- Postdoctoral Scholars – 9/16 -9/21
- ASEs and GSRs – 9/29-10/5

Notes During Freeze Period:

PayPath transactions to update Senate faculty Job Data will be held by the AP-Path team during the respective freeze dates.

Hire transactions can be processed during freeze dates, but data should be validated upon fulfillment of the Hire to ensure the correct pay rates appear in Job Data.

PayPath transactions processed during the above freeze dates may result in incorrect data in the system and may require corrective action by the department.

The October 1, 2023 salary scales will be posted shortly, and salary information will be updated in AP Folio when the payroll update is run.

Business Officers: Please share this information with your department's Senate Faculty members.

Questions may be directed to:

Lia Cabello, lia.cabello@ucsb.edu, or Mira Lázaro, mrlaza@ucsb.edu (senate faculty)

Billy Ko, billy.ko@ucsb.edu (Postdocs, ASEs and GSRs)