

August 31, 2021

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

From: June Betancourt, Director  
Academic Personnel

Re: October 1, 2021 Salary Increase Implementation for Academic Employees

This is a follow-up to the June 10 [campus announcement](#) regarding 2021-22 salary increases for academic employees. As a reminder, salary increases will be applied at UCSB as follows:

- **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%

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.

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 September 16, 2021.

A UCPath freeze for impacted employees will take place as follows:

- Senate faculty: **Thursday, Sep 16 through Tuesday, Sep 21**
- ASEs and GSRs: **Wednesday, Sep 29 through Monday, Oct 4**

### ***Notes During Freeze Periods:***

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

- Departments should not initiate/approve PayPath transactions for ASE and GSR Job Data updates during the respective freeze dates.
- Hire transactions can be processed during freeze dates, but data should be validated 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.

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

The October 1, 2021 salary scales will be posted shortly.

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

Questions may be directed as follows:

Academic Researcher series:

Joanna Kettmann [joanna.kettmann@ucsb.edu](mailto:joanna.kettmann@ucsb.edu)

Student titles and Postdoctoral Scholars:

Billy Ko [billy.ko@ucsb.edu](mailto:billy.ko@ucsb.edu)

All other academic series:

Lia Cabello [lia.cabello@ucsb.edu](mailto:lia.cabello@ucsb.edu) or

Helly Kwee [helly.kwee@ucsb.edu](mailto:helly.kwee@ucsb.edu)