

September 03, 2019

To: Department Chairs, Directors, and Business Officers (via SBCHR-L, SBDIR-L, and SBADM-L)

From: Cindy Doherty, Director
Academic Personnel

Re: October 1, 2019 Increase Programs for Academic Employees

As previously announced, President Napolitano approved a salary increase program for academic employees for the 2019-20 academic year. Chancellor Yang shared further details regarding the application of the campus application of Senate Faculty salary increase program in his announcement of August 30 sent to all Senate Faculty. October 1, 2019 increases for the will take place as follows:

- **Senate Faculty**

Effective October 1, 2019, Senate Faculty (Professorial and Lecturer SOE series) salary scales will be increased by the 3% general range adjustment. In addition, a special targeted salary scale adjustment equivalent to 1% will be applied. In order to implement the approximately 4% annual increase with an effective date of October 1, Office of the President raised the salary scales at a proportionately higher rate, resulting in an effective scale increase of approximately 5.33%. The same methodology will be applied to off-scale and above scale components of salary.

- **Academic Student Employees (TAs, Associates, Readers, and Tutors, Graduate Student Researchers):**

In accord with the contractual agreement between the UAW and the University, represented student salary scales will be increased by 3% effective October 1, 2019. In accord with the 2019-20 academic salary program for other non-represented faculty and academic personnel, the Graduate Student Researcher scale will be increased by 3% effective October 1, 2019.

- **Postdoctoral Scholars and Represented Librarians:**

Salary scales are unchanged at this time.

- **Academic Researchers (Research, Project Scientist, Specialist series):**

Salary increases will be determined as part of ongoing negotiations to establish the contract between the University and the UAW.

Please share this information with your academic employees as appropriate.

The October 1, 2019 increases will be processed centrally from September 30 through October 4, 2019. **Further detail regarding the increase implementation is attached.**

Questions may be directed as follows:

Temporary research series: Joanna Kettmann joanna.kettmann@ucsb.edu x 5048
Student titles and Postdoctoral Scholars: Billy Ko billy.ko@ucsb.edu x4441
All other academic series: Lia Cabello lia.cabello@ucsb.edu x5979 or
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Guidelines and Implementation Process for Academic Employees Salary Increases effective October 1, 2019

General Salary Scale Increase Guidelines

- **Senate Faculty**

Effective October 1, 2019, Senate Faculty (Professorial and Lecturer SOE series) salary scales will be increased by the 3% general range adjustment. In addition, a special targeted salary scale adjustment equivalent to 1% will be applied. In order to implement the approximately 4% annual increase with an effective date of October 1, Office of the President raised the salary scales at a proportionately higher rate, resulting in an effective scale increase of approximately 5.33%. The same methodology will be applied to off-scale and above scale components of salary.

- **Academic Student Employees (TAs, Associates, Readers, and Tutors, Graduate Student Researchers):** In accord with the contractual agreement between the UAW and the University, represented student salary scales will be increased by 3% effective October 1, 2019. In accord with the 2019-20 academic salary program for other non-represented faculty and academic personnel, the Graduate Student Researcher scale will be increased by 3% effective October 1, 2019.

Academic Senate faculty will receive an increase of approximately 5.33%. Actual percentages will vary slightly due to rounding as well as smoothing of the salary scales at some steps.

Academic Student Employees appointed on a four-month basis for fall will receive the increase effective September 1 in order to assure they receive the full 3% increase.

Administrative 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 Professorial 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 October 1, 2019 salary scales will be posted to the Academic Personnel web site later this week. **The new scales for all impacted populations will be in UCPATH effective September 30, 2019.** UCPATH will continue to derive the pre-ranged rates up until that time.

The salary increase will be processed centrally in collaboration with the UCPATH Center beginning September 30, 2019. A UCPATH freeze on impacted employees will take place as follows:

Senate Faculty: September 30 at 8:00 AM through October 4, 2019 at 5:00 PM

Student employees: October 7 at 8:00 AM through October 10, 2019 at 5:00 PM

A reminder of the freeze will be sent out to UCPATH transactional users prior to each freeze.

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