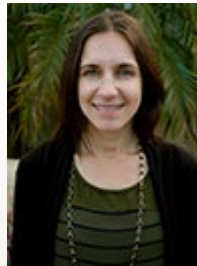


# Academic Research Titles





# Academic Personnel Contacts

**Joanna Kettmann**

**joanna.kettmann@ucsb.edu**

Research Titles

**Billy Ko**

**billy.ko@ucsb.edu**

Postdoctoral Scholars, Graduate Student Employees

**Helly Kwee**

**helly.kwee@ucsb.edu**

Additional Compensation

- Additional contacts listed on AP website.
- For UCPATH questions, email [AP-PATH@ucsb.edu](mailto:AP-PATH@ucsb.edu)



# Written Resources

**Red Binder** – UCSB Academic Personnel policies and procedures

**Academic Personnel Manual (APM)** – UC System-Wide Academic Personnel policies and procedures

**Academic Researcher Collective Bargaining Agreement**  
– At UCSB, this agreement covers the following series:  
Researcher, Project Scientist, and Specialists

**UCSB salary scales**

**All online via AP Folio:** <https://ap.ucsb.edu>



# Academic Titles and Salary

- ▶ What the PI says he or she would like may not be the appropriate title(s) to ultimately use
- ▶ Have to hire within policy
- ▶ Series is based on the kind of work being done
- ▶ Salary is based on experience and qualifications, not how much money is budgeted
- ▶ Budget considerations: UCSB salary scales (represented and non-represented scales), off-scale salaries, & for continuing individuals estimating merit increases, range adjustments, etc.



# Research Titles – Section III. of Red Binder

Temporary

Fiscal Year  
Basis

No Teaching  
Component

Contract &  
Grant  
Funded

Search  
Required



# Specialist Series

## (RB III-16)

- Academic fiscal year appointees who engage in **specialized research**
- Expected to use professional expertise to make scientific & scholarly contributions to research enterprise of University & to achieve recognition in professional and scientific community
- Ph.D. not required
- 4 ranks (Junior through Full Specialist)
  - Specific education/experience requirements at each rank
- Single salary scale – Table **24B** (Monthly) – use this one for budget purposes. Additionally, Table **24A** (Non-Rep) – supervisory designation (Monthly).
- **MOU Article 26**

# Project Scientist Series

## (RB III-14; MOU Article 22)

### Description

Academic fiscal year appointees who make **significant & creative contributions** to a research or creative project

### Independence

Higher level of independence than in the Specialist series

- Fully independent research or research leadership are not required in this series

### Qualifications

Ph.D. required

# Professional Research Series

(RB III-12; MOU Article 21)

## Description

Academic fiscal year appointees who engage in **independent** research **equivalent** to that required for the **Professor series**.

- Review requirements same as Professor series.

## Independence

Demonstrated continuous and effective engagement in independent/creative activity of high quality and significance.

## Qualifications

Ph.D. required



**TABLE 37B**  
**REPRESENTED PROJECT (e.g., SCIENTIST) SERIES**  
**FISCAL YEAR**

<u>Rank</u>	<u>Step</u>	<u>Years at Step</u>	<u>7/1/2020 Annual</u>	<u>7/1/2020 Monthly</u>	<u>7/1/2021 Annual</u>	<u>7/1/2021 Monthly</u>	<u>UCSB Minimum Annual</u>	<u>UCSB Minimum Monthly</u>
<b>Assistant Project</b> (3394)	I	2	\$63,100	\$5,258.33	\$65,700	\$5,475.00	\$67,500	\$5,625.00
	II	2	\$66,600	\$5,550.00	\$69,300	\$5,775.00	\$71,400	\$5,950.00
	III	2	\$70,000	\$5,833.33	\$72,800	\$6,066.67	\$74,900	\$6,241.67
	IV	2	\$74,300	\$6,191.67	\$76,900	\$6,408.33	\$79,100	\$6,591.67
	V	2	\$77,500	\$6,458.33	\$80,600	\$6,716.67	\$83,000	\$6,916.67
<b>Associate Project</b> (3392)	I	2	\$77,600	\$6,466.67	\$80,700	\$6,725.00	\$83,100	\$6,916.67
	II	2	\$81,300	\$6,775.00	\$84,500	\$7,041.67	\$87,000	\$7,250.00
	III	2	\$86,100	\$7,175.00	\$88,700	\$7,391.67	\$91,200	\$7,600.00
	IV	3	\$90,300	\$7,525.00	\$93,100	\$7,758.33	\$95,900	\$7,991.67
<b>Project</b> (3390)	I	3	\$90,400	\$7,533.33	\$93,200	\$7,766.67	\$96,000	\$8,000.00
	II	3	\$97,000	\$8,083.33	\$100,000	\$8,333.33	\$103,000	\$8,583.33
	III	3	\$104,700	\$8,725.00	\$107,900	\$8,991.67	\$111,200	\$9,266.67
	IV	3	\$113,200	\$9,433.33	\$116,600	\$9,716.67	\$120,100	\$10,008.33
	V	3	\$122,500	\$10,208.33	\$126,200	\$10,516.67	\$129,900	\$10,825.00
	VI	3	\$133,000	\$11,083.33	\$137,000	\$11,416.67	\$141,200	\$11,766.67
	VII	3	\$144,500	\$12,041.67	\$148,900	\$12,408.33	\$153,400	\$12,783.33
	VIII	3	\$156,300	\$13,025.00	\$161,000	\$13,416.67	\$165,800	\$13,816.67
	IX	4	\$169,800	\$14,150.00	\$174,900	\$14,575.00	\$180,300	\$15,025.00

**NOTES:**

For employees in any of the above-referenced titles who are exclusively represented, the application of the Salary Scale is subject to the requirements of the Higher Education Employer-Employee Relations Act (HEERA). As such, for employees covered by a Memorandum of Understanding (MOU), the Salary Scale applies to the extent provided for in the MOU.

**TABLE 37A**  
**NON-REPRESENTED PROJECT (e.g., SCIENTIST) SERIES**  
**FISCAL YEAR**

<u>Rank</u>	<u>Step</u>	<u>Years at Step</u>	<u>7/1/2019 Annual</u>	<u>7/1/2019 Monthly</u>	<u>7/1/2021 Annual</u>	<u>7/1/2021 Monthly</u>	<u>UCSB Minimum Annual</u>	<u>UCSB Minimum Monthly</u>
<b>Assistant Project</b>	I	2	\$59,200	\$4,933.33	\$65,700	\$5,475.00	\$67,500	\$5,625.00
(3407,	II	2	\$62,500	\$5,208.33	\$69,300	\$5,775.00	\$71,400	\$5,950.00
Visiting-3398,	III	2	\$65,700	\$5,475.00	\$72,800	\$6,066.67	\$74,900	\$6,241.67
WOS-3489)	IV	2	\$69,400	\$5,783.33	\$76,900	\$6,408.33	\$79,100	\$6,591.67
	V	2	\$73,100	\$6,091.67	\$80,600	\$6,716.67	\$83,000	\$6,916.67
<b>Associate Project</b>	I	2	\$73,200	\$6,100.00	\$80,700	\$6,725.00	\$83,100	\$6,925.00
(3405,	II	2	\$76,600	\$6,383.33	\$84,500	\$7,041.67	\$87,000	\$7,250.00
Visiting-3397,	III	2	\$81,100	\$6,758.33	\$88,700	\$7,391.67	\$91,200	\$7,600.00
WOS-3488)	IV	3	\$86,000	\$7,166.67	\$93,100	\$7,758.33	\$95,900	\$7,991.67
<b>Project</b>	I	3	\$86,100	\$7,175.00	\$93,200	\$7,766.67	\$96,000	\$8,000.00
(3403,	II	3	\$92,300	\$7,691.67	\$100,000	\$8,333.33	\$103,000	\$8,583.33
Visiting-3396,	III	3	\$100,200	\$8,350.00	\$107,900	\$8,991.67	\$111,200	\$9,266.67
WOS-3487)	IV	3	\$108,800	\$9,066.67	\$116,600	\$9,716.67	\$120,100	\$10,008.33
	V	3	\$117,800	\$9,816.67	\$126,200	\$10,516.67	\$129,900	\$10,825.00
	VI	3	\$127,900	\$10,658.33	\$137,000	\$11,416.67	\$141,200	\$11,766.67
	VII	3	\$138,900	\$11,575.00	\$148,900	\$12,408.33	\$153,400	\$12,783.33
	VIII	3	\$150,200	\$12,516.67	\$161,000	\$13,416.67	\$165,800	\$13,816.67
	IX	4	\$163,200	\$13,600.00	\$174,900	\$14,575.00	\$180,300	\$15,025.00



# Visiting Appointments

## (RB III-23)

- Researcher, Project Scientist, and Specialist series
- Two year maximum; usually shorter – each appointment or reappointment shall not exceed one year
- Must hold a similar title at another academic institution. If they do not, they must be appointed in the regular series (which means having a search), regardless of how short of a time they are here.
- Salary may not be below the UCSB minimum rate for the rank. No Steps.
  - Visiting appointments are not in the union. Please see **non-represented scales** in each of the series.



# Postdoctoral Scholars

## (RB III-17)

- Employed in a full-time training program of advanced academic preparation & research training under the mentorship of a faculty member (ladder faculty or professional researcher).
- **Ph.D. required by the start of the appointment**
- Initial appointment shall be for a minimum of one year
  - For Postdoc Fellow and Postdoc Paid-Direct – Appointment shall be equal to the **duration of fellowship or extramural funding award**
- For Postdoc Employee – First reappointment shall be for a minimum of two years
- Five-year maximum employment as Postdoc at UC-campus-wide. Includes previous employment as a postdoc with other institutions, both domestic and foreign.
  - 6<sup>th</sup> year exception may be requested based on special circumstances.
- \*Represented employees\*; Terms and conditions of employment covered by both University policy (APM/Red Binder) and the Memorandum of Understanding (MOU) between UC and the UAW

# Postdoctoral Scholars cont.

- Payroll titles:
  - Employee – 3252 / Employee Non-Exempt – 3255
  - Fellow – 3253
  - Paid Direct – 3254
  - Interim Postdoc Scholar-Employee – 3256
  
- Salary scales – Table 23 & 23N
  - Based on NIH-NRSA Postdoc Fellowship Stipend Rates
  - Salary minimum is based on prior months of postdoc service
  - Salary increases to next step on the Anniversary Date or a 2% minimum increase if Postdoc is paid above his/her experience level minimum
  - For Fellows (3253) and Paid Directs (3254): PI is responsible for providing additional funding if the postdoc's extramural funding or fellowship award falls below the established minimum, i.e. experience level minimum



**TABLE 23**  
**Postdoctoral Scholar - Employee**  
**Postdoctoral Scholar - Fellow**  
**Postdoctoral Scholar - Paid Direct**  
**Interim Postdoctoral Scholar - Employee**

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**FISCAL YEAR**

**Salary Scale**  
**3/1/20**

**Salary Scale**  
**2/1/21**

<b><u>Experience level</u></b>	<b><u>Annual Minimum</u></b>	<b><u>Monthly Minimum</u></b>	<b><u>Annual Minimum</u></b>	<b><u>Monthly Minimum</u></b>
Level 0 ( 0 - 11 months)	53,460	4,455.00	54,540	4545.00
Level 1 (12 - 23 months)	55,596	4,633.00	56,712	4726.00
Level 2 (24 - 35 months)	57,456	4,788.00	58,608	4884.00
Level 3 (36 - 47 months)	59,580	4,965.00	60,780	5065.00
Level 4 (48 - 59 months)	61,800	5,150.00	63,036	5253.00
Level 5 (60 - 71 months)	64,008	5,334.00	65,292	5441.00


Comp Group B69

(3252- Postdoc Scholar- Employee

3253- Postdoc Scholar- Fellow


3254- Postdoc Scholar- Paid Direct

3256- Interim Postdoc Scholar- Employee)



## Postdoctoral Scholars – additional things to keep in mind

- PI pays the UC contribution (Employer's cost) towards the UC Postdoc Health Benefits Plan.
- UC Postdoc Benefit Plans & Rates here ~ [https://clients.garnett-powers.com/pd/uc/plans\\_benefits/](https://clients.garnett-powers.com/pd/uc/plans_benefits/)
- Cost to grant is set by Composite Benefits Rate (CBR)
- The PI shall provide a maximum of four (4) workweeks of paid parental leave.



# Graduate Student Researchers

## (RB IV-10)

- Must be a registered UC graduate student
- Fiscal year employees – service and payroll dates must start/end on the same day
- Employment is limited to a maximum of 50% time in all titles (100% employment is permissible during off-quarter periods and during summer break)
- GSR appointments during the academic quarter will qualify for partial fee and tuition remission if combined appointments are at least 25%; at 35% or higher = full payment of fees & health insurance (GSHIP)



**TABLE 22**  
**STUDENT TITLES**  
**GRADUATE STUDENT RESEARCHER**  
**FISCAL YEAR**  
**SALARY SCALE**

<u>Rank</u>	<u>Grade</u>	<u>Step</u>	<u>10/1/2020</u> <u>Annual</u>	<u>10/1/2020</u> <u>Monthly</u>	<u>10/1/2021</u> <u>Annual</u>	<u>10/1/2021</u> <u>Monthly</u>
<b>Graduate Student Researcher</b>	IV	1	\$42,729	\$3,560.75	\$44,011	\$3,667.58
(3284)	IV	2	\$46,053	\$3,837.75	\$47,435	\$3,952.92
	IV	3	\$51,072	\$4,256.00	\$52,604	\$4,383.67
	IV	4	\$55,163	\$4,596.92	\$56,818	\$4,734.83
	IV	5	\$58,834	\$4,902.83	\$60,599	\$5,049.92
	IV	6	\$61,565	\$5,130.42	\$63,412	\$5,284.33
	IV	7	\$66,497	\$5,541.42	\$68,492	\$5,707.67
	IV	8	\$71,787	\$5,982.25	\$73,941	\$6,161.75
	IV	9	\$77,547	\$6,462.25	\$79,873	\$6,656.08
	IV	10	\$83,727	\$6,977.25	\$86,239	\$7,186.58



# Graduate Student Researchers – additional things to keep in mind

- Other costs to keep in mind...
  - Eligible for child-care reimbursement of up to \$1100 per quarter for expenses incurred during the academic quarter of appointment, including summer-session term
  - Leave from employment (RB VI-3 Sick Leave and RB VI-4 Childbearing Leave, Parental Leave) – for additional details contact Billy Ko at AP



# Ladder Faculty grant funding (RB VI-10 Additional Compensation)

- Summer
  - $\frac{1}{9}$  the rate = annual salary divided by 9
  - Total can not exceed  $\frac{3}{9}$ ths even if they have more funds available
  - Use dates and processes outlined in Red Binder or contact AP for assistance (Helly Kwee)
- Academic year
  - “Release to grant” – a replacement, not a supplement; i.e. cannot exceed current salary
  - Make sure faculty understands implications
  - Department must be in agreement



# Emeriti Faculty

## (RB I-70)

- Not paid 1/9ths but they may ask for it to be budgeted this way
- Academic Recall Appointment Form required to appoint as Research Professor
- Retirement system limits – 43% time max.
- For Recalls other than Emeriti, i.e. Professional Researcher Recall appointment, please contact me at AP (may be hourly vs. monthly)



# Odds and Ends Payments

- No “stipends” for miscellaneous work
- No payment over 100% (REG) time for academics
- Must be appropriate title and pay rate
- Approval in advance of the work