

Academic Research Titles



Academic Personnel Contacts

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Research Titles

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Postdoctoral Scholars, Graduate Student Employees

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Additional Compensation

- ▶ Additional contacts listed on AP website.
- ▶ For UCPath questions, email 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 Specialist

UCSB salary scales – represented and non-rep 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 <ul style="list-style-type: none">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 . <ul style="list-style-type: none">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



| Rank | Step | Years at Step | 7/1/2021 | 7/1/2021 | 7/1/2022 | 7/1/2022 | UCSB Minimum | UCSB Minimum |
|------------------------------------|------|---------------|-----------|-------------|-----------|-------------|--------------|--------------|
| | | | Annual | Monthly | Annual | Monthly | Annual | Monthly |
| Assistant Project (3394) | I | 2 | \$65,700 | \$5,475.00 | \$68,400 | \$5,700.00 | \$70,200 | \$5,850.00 |
| | II | 2 | \$69,300 | \$5,775.00 | \$72,000 | \$6,000.00 | \$74,100 | \$6,175.00 |
| | III | 2 | \$72,800 | \$6,066.67 | \$75,800 | \$6,316.67 | \$77,900 | \$6,491.67 |
| | IV | 2 | \$76,900 | \$6,408.33 | \$79,300 | \$6,608.33 | \$81,500 | \$6,791.67 |
| | V | 2 | \$80,600 | \$6,716.67 | \$83,100 | \$6,925.00 | \$85,500 | \$7,125.00 |
| Associate Project (3392) | I | 2 | \$80,700 | \$6,725.00 | \$83,200 | \$6,933.33 | \$85,600 | \$7,133.33 |
| | II | 2 | \$84,500 | \$7,041.67 | \$87,100 | \$7,258.33 | \$89,600 | \$7,466.67 |
| | III | 2 | \$88,700 | \$7,391.67 | \$91,400 | \$7,616.67 | \$93,900 | \$7,825.00 |
| | IV | 3 | \$93,100 | \$7,758.33 | \$95,900 | \$7,991.67 | \$98,700 | \$8,225.00 |
| Project (3390) | I | 3 | \$93,200 | \$7,766.67 | \$96,000 | \$8,000.00 | \$98,800 | \$8,233.33 |
| | II | 3 | \$100,000 | \$8,333.33 | \$103,000 | \$8,583.33 | \$106,000 | \$8,833.33 |
| | III | 3 | \$107,900 | \$8,991.67 | \$111,200 | \$9,266.67 | \$114,500 | \$9,541.67 |
| | IV | 3 | \$116,600 | \$9,716.67 | \$120,100 | \$10,008.33 | \$123,600 | \$10,300.00 |
| | V | 3 | \$126,200 | \$10,516.67 | \$130,000 | \$10,833.33 | \$133,700 | \$11,141.67 |
| | VI | 3 | \$137,000 | \$11,416.67 | \$141,200 | \$11,766.67 | \$145,400 | \$12,116.67 |
| | VII | 3 | \$148,900 | \$12,408.33 | \$153,400 | \$12,783.33 | \$157,900 | \$13,158.33 |
| | VIII | 3 | \$161,000 | \$13,416.67 | \$165,900 | \$13,825.00 | \$170,700 | \$14,225.00 |
| | IX | 4 | \$174,900 | \$14,575.00 | \$180,200 | \$15,016.67 | \$185,600 | \$15,466.67 |

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.

Academic Researchers – **represented** – RA Unit

Article 4 - Compensation Article 35 - Duration

- Range Adjustments to Salary Scale
 - July 1, 2023 – 4.5%
 - July 1, 2024 – 3.5%
 - July 1, 2025 – 3.5%
 - July 1, 2026 – 3.5%
 - July 1, 2027 – 4%
- Academic reviews and merit increases continue per respective Series articles
- Duration
 - Contract effective through September 30, 2027

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



| Rank | Step | Years at | | 7/1/2021 | | 7/1/2022 | | UCSB Minimum | |
|---|------|----------|------|-----------|-------------|-----------|-------------|--------------|-------------|
| | | Step | Step | Annual | Monthly | Annual | Monthly | Annual | Monthly |
| Assistant Project (3407, Visiting-3398, WOS-3489) | I | 2 | | \$65,700 | \$5,475.00 | \$68,400 | \$5,700.00 | \$70,200 | \$5,850.00 |
| | II | 2 | | \$69,300 | \$5,775.00 | \$72,100 | \$6,008.33 | \$74,200 | \$6,183.33 |
| | III | 2 | | \$72,800 | \$6,066.67 | \$75,800 | \$6,316.67 | \$77,900 | \$6,491.67 |
| | IV | 2 | | \$76,900 | \$6,408.33 | \$80,000 | \$6,666.67 | \$82,200 | \$6,850.00 |
| | V | 2 | | \$80,600 | \$6,716.67 | \$83,900 | \$6,991.67 | \$86,300 | \$7,191.67 |
| Associate Project (3405, Visiting-3397, WOS-3488) | I | 2 | | \$80,700 | \$6,725.00 | \$84,000 | \$7,000.00 | \$86,400 | \$7,200.00 |
| | II | 2 | | \$84,500 | \$7,041.67 | \$87,900 | \$7,325.00 | \$90,400 | \$7,533.33 |
| | III | 2 | | \$88,700 | \$7,391.67 | \$92,300 | \$7,691.67 | \$94,800 | \$7,900.00 |
| | IV | 3 | | \$93,100 | \$7,758.33 | \$96,900 | \$8,075.00 | \$99,700 | \$8,308.33 |
| Project (3403, Visiting-3396, WOS-3487) | I | 3 | | \$93,200 | \$7,766.67 | \$97,000 | \$8,083.33 | \$99,800 | \$8,316.67 |
| | II | 3 | | \$100,000 | \$8,333.33 | \$104,000 | \$8,666.67 | \$107,000 | \$8,916.67 |
| | III | 3 | | \$107,900 | \$8,991.67 | \$112,300 | \$9,358.33 | \$115,600 | \$9,633.33 |
| | IV | 3 | | \$116,600 | \$9,716.67 | \$121,300 | \$10,108.33 | \$124,800 | \$10,400.00 |
| | V | 3 | | \$126,200 | \$10,516.67 | \$131,300 | \$10,941.67 | \$135,000 | \$11,250.00 |
| | VI | 3 | | \$137,000 | \$11,416.67 | \$142,500 | \$11,875.00 | \$146,700 | \$12,225.00 |
| | VII | 3 | | \$148,900 | \$12,408.33 | \$154,900 | \$12,908.33 | \$159,400 | \$13,283.33 |
| | VIII | 3 | | \$161,000 | \$13,416.67 | \$167,500 | \$13,958.33 | \$172,300 | \$14,358.33 |
| | IX | 4 | | \$174,900 | \$14,575.00 | \$181,900 | \$15,158.33 | \$187,300 | \$15,608.33 |



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**
- ▶ For Postdoc Employee - **Initial** appointment shall be for **2 yrs.** min. Subsequent **reappointments** for **1 yr.** min.
 - ▶ For Postdoc Fellow and Postdoc Paid-Direct – Appointment shall be equal to the **duration of fellowship or extramural funding award**
- ▶ Five-year maximum employment as Postdoc at UC-campus-wide. Includes previous employment as a postdoc with other institutions, both domestic and foreign.
 - ▶ 6th 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
 - ▶ Effective April 1, 2023 will move to a UC Scale – no longer tied to NIH
 - ▶ Salary minimum is based on prior months of postdoc service
 - ▶ Salary increases to next step or a 3% min. increase on either October 1 or the following April 1 – depending on the initial hire date of the Postdoc appt @ UC
 - ▶ 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

POSTDOCTORAL SCHOLAR EXPERIENCE-BASED SALARY/STIPEND MINIMUM
FISCAL YEAR
SALARY SCALE

| <u>Experience Level</u> | <u>5/1/2022</u> | | <u>4/1/2023</u> | | <u>Salary Plan, Grade</u> |
|--------------------------|-----------------|----------------|-----------------|----------------|---------------------------|
| | <u>Annual</u> | <u>Monthly</u> | <u>Annual</u> | <u>Monthly</u> | |
| Level 0 (0 - 11 months) | \$55,632 | \$4,636.00 | \$60,000 | \$5,000.00 | T023, Grade L0 |
| Level 1 (12 - 23 months) | \$57,852 | \$4,821.00 | \$62,220 | \$5,185.00 | T023, Grade L1 |
| Level 2 (24 - 35 months) | \$59,784 | \$4,982.00 | \$64,522 | \$5,376.83 | T023, Grade L2 |
| Level 3 (36 - 47 months) | \$61,992 | \$5,166.00 | \$66,909 | \$5,575.75 | T023, Grade L3 |
| Level 4 (48 - 59 months) | \$64,296 | \$5,358.00 | \$69,385 | \$5,782.08 | T023, Grade L4 |
| Level 5 (60 - 71 months) | \$66,600 | \$5,550.00 | \$71,952 | \$5,996.00 | T023, Grade L5 |

Job Codes:
3252 - Postdoc Scholar - Employee
3253 - Postdoc Scholar - Fellow
3254 - Postdoc Scholar - Paid Direct
3256 - Interim Postdoc Scholar - Employee

NOTES:
1) Salary Plan, Grade is for use in UCPath only.
2) Rates listed above are minimum rates paid for Experience Level.
3) Appointment to Postdoctoral Scholar, Experience Level 5, is by exception.
4) Salary rates displayed reflect 100% full-time equivalent status

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/
- Cost to grant is set by Composite Benefits Rate (CBR)
- The PI shall provide a max. of eight (8) workweeks of Postdoctoral Paid Family Leave (PPFL) – formerly the 4 weeks of paid parental benefit.
- NEW Childcare Reimbursement & Dependent Care Program – eff. 10/1/23, up to \$2,500 in childcare reimbursement from 10/1-12/31.
 - Increase by \$100 for the next 3 yrs.

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

| Rank | Increment | 10/1/2021 | 10/1/2021 | New | 4/1/2023 | 4/1/2023 | Salary Plan, Grade |
|---------------------------------------|-----------|-----------|------------|-----------|----------|------------|--------------------|
| | | Annual | Monthly | Increment | Annual | Monthly | |
| Graduate Student Researcher (3284) | 1 | \$44,011 | \$3,667.58 | | | | |
| | 2 | \$47,435 | \$3,952.92 | | | | |
| | 3 | \$52,604 | \$4,383.67 | | | | |
| | 4 | \$56,818 | \$4,734.83 | 1 | \$61,080 | \$5,090.00 | T022, Grade 1 |
| | 5 | \$60,599 | \$5,049.92 | 2 | \$65,814 | \$5,484.50 | T022, Grade 1 |
| | 6 | \$63,412 | \$5,284.33 | 3 | \$70,915 | \$5,909.58 | T022, Grade 1 |
| | 7 | \$68,492 | \$5,707.67 | 4 | \$76,411 | \$6,367.58 | T022, Grade 1 |
| | 8 | \$73,941 | \$6,161.75 | 5 | \$82,333 | \$6,861.08 | T022, Grade 1 |
| | 9 | \$79,873 | \$6,656.08 | 6 | \$88,714 | \$7,392.83 | T022, Grade 1 |
| | 10 | \$86,239 | \$7,186.58 | | | | |

NOTES:
1) Salary Plan, Grade is for use in UCPath only.
2) Salary rates displayed reflect 100% full-time equivalent status

Graduate Student Researchers – additional things to keep in mind

- Other costs to keep in mind...
 - Child-care reimbursement increased to \$1,350 per quarter
 - 8 weeks of paid leave from employment, 5 calendar days for bereavement leave, 2 days for short-term leave
 - 12 Days of PTO
 - Salary scale set to change on 4/1/23 – move from 10 to 6 Salary Steps. Lowest 3 steps will see significant pay increases.
 - For additional details please contact Billy Ko @ AP

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

- Summer
 - 1/9 the rate = annual salary divided by 9
 - Total can not exceed 3/9ths 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