

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

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

- 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>7/1/2021 Annual</u>	<u>7/1/2021 Monthly</u>	<u>7/1/2022 Annual</u>	<u>7/1/2022 Monthly</u>	<u>UCSB Minimum Annual</u>	<u>UCSB Minimum Monthly</u>
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	7/1/2021	7/1/2022	7/1/2022	UCSB Minimum	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>5/1/2022</u>	<u>4/1/2023</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 Annual	10/1/2021 Monthly	New Increment	4/1/2023 Annual	4/1/2023 Monthly	Salary Plan, Grade
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.

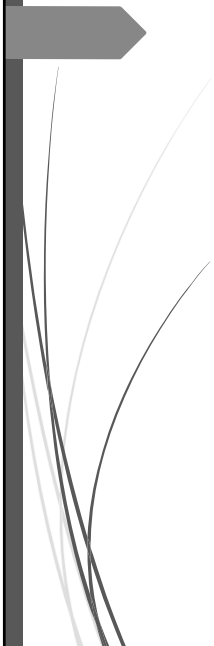
2) Salary rates displayed reflect 100% full-time equivalent status

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

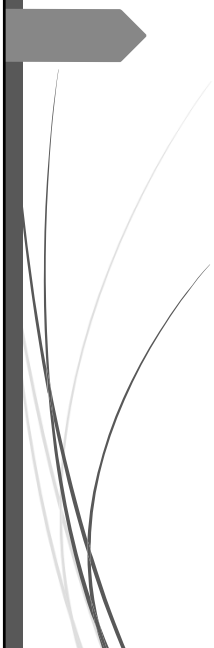
Ladder Faculty grant funding (RB VI-10 Additional Compensation)

- Summer
 - $\frac{1}{9}$ 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