

Academic Research Titles



Academic Personnel Contacts

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Research Titles – Specialists, Project Scientists, & Professional Researchers

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Postdoctoral Scholars, Graduate Student Researchers

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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 Specialists

Postdoctoral Scholar Collective Bargaining Agreement – At UCSB, this agreement covers Postdoctoral Scholar Employees, Postdoctoral Scholar Fellows, and Postdoctoral Scholar Paid-Directs and covers the terms and conditions of employment.

Graduate Student Researchers (GSR) Collective Bargaining Agreement – At UCSB, this agreement covers Graduate Student Researchers

UCSB salary scales – represented and non-represented 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; MOU Article 26)

- 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
SALARY SCALE



Rank	Step	Years at Step	7/1/2022 Annual	7/1/2022 Monthly	7/1/2023 Annual	7/1/2023 Monthly	UCSB Minimum Annual	UCSB Minimum Monthly
Assistant Project (3394)	I	2	\$68,400	\$5,700.00	\$71,500	\$5,958.33	\$73,300	\$6,108.33
	II	2	\$72,000	\$6,000.00	\$75,300	\$6,275.00	\$77,400	\$6,450.00
	III	2	\$75,800	\$6,316.67	\$79,300	\$6,608.33	\$81,400	\$6,783.33
	IV	2	\$79,300	\$6,608.33	\$82,900	\$6,908.33	\$85,100	\$7,091.67
	V	2	\$83,100	\$6,925.00	\$86,900	\$7,241.67	\$89,300	\$7,441.67
Associate Project (3392)	I	2	\$83,200	\$6,933.33	\$87,000	\$7,250.00	\$89,400	\$7,450.00
	II	2	\$87,100	\$7,258.33	\$91,100	\$7,591.67	\$93,600	\$7,800.00
	III	2	\$91,400	\$7,616.67	\$95,600	\$7,966.67	\$98,100	\$8,175.00
	IV	3	\$95,900	\$7,991.67	\$100,300	\$8,358.33	\$103,100	\$8,591.67
Project (3390)	I	3	\$96,000	\$8,000.00	\$100,400	\$8,366.67	\$103,200	\$8,600.00
	II	3	\$103,000	\$8,583.33	\$107,700	\$8,975.00	\$110,700	\$9,225.00
	III	3	\$111,200	\$9,266.67	\$116,300	\$9,691.67	\$119,600	\$9,966.67
	IV	3	\$120,100	\$10,008.33	\$125,600	\$10,466.67	\$129,100	\$10,758.33
	V	3	\$130,000	\$10,833.33	\$135,900	\$11,325.00	\$139,600	\$11,633.33
	VI	3	\$141,200	\$11,766.67	\$147,600	\$12,300.00	\$151,800	\$12,650.00
	VII	3	\$153,400	\$12,783.33	\$160,400	\$13,366.67	\$164,900	\$13,741.67
	VIII	3	\$165,900	\$13,825.00	\$173,400	\$14,450.00	\$178,200	\$14,850.00
	IX	4	\$180,200	\$15,016.67	\$188,400	\$15,700.00	\$193,800	\$16,150.00

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.



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



Rank	Step	Years at Step	7/1/2022 Annual	7/1/2022 Monthly	7/1/2023 Annual	7/1/2023 Monthly	UCSB Minimum Annual	UCSB Minimum Monthly
Assistant Project (3407, Visiting-3398, WOS-3489)	I	2	\$68,400	\$5,700.00	\$71,600	\$5,966.67	\$73,400	\$6,116.67
	II	2	\$72,100	\$6,008.33	\$75,500	\$6,291.67	\$77,600	\$6,466.67
	III	2	\$75,800	\$6,316.67	\$79,300	\$6,608.33	\$81,400	\$6,783.33
	IV	2	\$80,000	\$6,666.67	\$83,700	\$6,975.00	\$85,900	\$7,158.33
	V	2	\$83,900	\$6,991.67	\$87,800	\$7,316.67	\$90,200	\$7,516.67
Associate Project (3405, Visiting-3397, WOS-3488)	I	2	\$84,000	\$7,000.00	\$87,900	\$7,325.00	\$90,300	\$7,525.00
	II	2	\$87,900	\$7,325.00	\$92,000	\$7,666.67	\$94,500	\$7,875.00
	III	2	\$92,300	\$7,691.67	\$96,600	\$8,050.00	\$99,100	\$8,258.33
	IV	3	\$96,900	\$8,075.00	\$101,400	\$8,450.00	\$104,200	\$8,683.33
Project (3403, Visiting-3396, WOS-3487)	I	3	\$97,000	\$8,083.33	\$101,500	\$8,458.33	\$104,300	\$8,691.67
	II	3	\$104,000	\$8,666.67	\$108,800	\$9,066.67	\$111,800	\$9,316.67
	III	3	\$112,300	\$9,358.33	\$117,500	\$9,791.67	\$120,800	\$10,066.67
	IV	3	\$121,300	\$10,108.33	\$126,900	\$10,575.00	\$130,400	\$10,866.67
	V	3	\$131,300	\$10,941.67	\$137,400	\$11,450.00	\$141,100	\$11,758.33
	VI	3	\$142,500	\$11,875.00	\$149,100	\$12,425.00	\$153,300	\$12,775.00
	VII	3	\$154,900	\$12,908.33	\$162,100	\$13,508.33	\$166,600	\$13,883.33
	VIII	3	\$167,500	\$13,958.33	\$175,300	\$14,608.33	\$180,100	\$15,008.33
	IX	4	\$181,900	\$15,158.33	\$190,300	\$15,858.33	\$195,700	\$16,308.33

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
 - NEW UC Scale – no longer tied to NIH
 - Salary minimum is based on prior months of postdoc service – includes time at other institution(s)
 - Salary increases to next experience level (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>4/1/2023</u>	<u>4/1/2023</u>	<u>10/1/2023</u>	<u>10/1/2023</u>	<u>Salary Plan, Grade</u>
	<u>Annual</u>	<u>Monthly</u>	<u>Annual</u>	<u>Monthly</u>	
Level 0 (0 - 11 months)	\$60,000	\$5,000.00	\$64,480	\$5,373.33	T023, Grade L0
Level 1 (12 - 23 months)	\$62,220	\$5,185.00	\$66,868	\$5,572.33	T023, Grade L1
Level 2 (24 - 35 months)	\$64,522	\$5,376.83	\$69,342	\$5,778.50	T023, Grade L2
Level 3 (36 - 47 months)	\$66,909	\$5,575.75	\$71,908	\$5,992.33	T023, Grade L3
Level 4 (48 - 59 months)	\$69,385	\$5,782.08	\$74,569	\$6,214.08	T023, Grade L4
Level 5 (60 - 71 months)	\$71,952	\$5,996.00	\$77,327	\$6,443.92	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) 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.
- 3) Rates listed above are minimum rates paid for Experience Level.
- 4) Appointment to Postdoctoral Scholar, Experience Level 5, is by exception.

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)
- ▶ NEW Childcare Reimbursement eff. 10/1/23, up to \$2,500 in childcare reimbursement.
 - ▶ Increase by \$100 every Oct. 1 for the next 3 yrs.
 - ▶ Program includes childcare expenses incurred during professional travel
 - ▶ Program Factsheet and Request Form are located at: <https://ap.ucsb.edu/resources.for.department.analysts/postdoctoral.scholar.appointments/> under Forms.



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)
- Salary minimums are determined based on prior quarters of GSR service – see Wages Article of the MOU.
- Depts/ORUs may choose to set salary criteria to pay above the salary minimum

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



<u>Job Description</u>	<u>Increment</u>	<u>4/1/2023</u>	<u>4/1/2023</u>	<u>4/1/2023</u>	<u>10/1/2023</u>	<u>10/1/2023</u>	<u>10/1/2023</u>	<u>Salary Plan, Grade</u>
		<u>Annual</u>	<u>Monthly</u>	<u>Hourly</u>	<u>Annual</u>	<u>Monthly</u>	<u>Hourly</u>	
Graduate Student Researcher	1	\$61,080	\$5,090.00	\$29.25	\$64,990	\$5,415.83	\$31.13	T022, Grade 1
(3284)	2	\$65,814	\$5,484.50	\$31.52	\$70,027	\$5,835.58	\$33.54	T022, Grade 1
	3	\$70,915	\$5,909.58	\$33.96	\$75,454	\$6,287.83	\$36.14	T022, Grade 1
	4	\$76,411	\$6,367.58	\$36.60	\$81,302	\$6,775.17	\$38.94	T022, Grade 1
	5	\$82,333	\$6,861.08	\$39.43	\$87,603	\$7,300.25	\$41.96	T022, Grade 1
	6	\$88,714	\$7,392.83	\$42.49	\$94,392	\$7,866.00	\$45.21	T022, Grade 1

NOTES:

- 1) Salary Plan, Grade is for use in UCPath only.
- 2) Salary rates displayed reflect 100% full-time equivalent status.
- 3) 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.

Graduate Student Researchers – additional things to keep in mind

- Other costs to keep in mind...
 - Child-care reimbursement is \$1,375 per quarter. Increases to \$1,400 on 10/1/24.
 - 8 weeks of paid leave from employment, 5 calendar days for bereavement leave, 2 days for short-term leave
 - Accrued at 1 PTO day for every month employed at 25% or higher. Total accrual based on the duration of the appointment offer.
 - Traineeship/Fellowship award that are deemed “in-unit” are to be appointed as GSR Trainees/Fellows. PI/Faculty Supervisors must supplement the appointment if the award stipend falls below the minimum salary requirement.
 - Contact the Graduate Division Financial Unit for “in-unit” award determinations.
 - Eligible GSRs may receive 100% child dependent health insurance premium via reimbursement.



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

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