Academic Research Titles
Academic Personnel Contacts

**Joanna Kettmann**
joanna.kettmann@ucsb.edu
Research Titles – Specialists, Project Scientists, & Professional Researchers

**Billy Ko**
billy.ko@ucsb.edu
Postdoctoral Scholars, Graduate Student Researchers

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

- Review requirements same as Professor series.

**Description**

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

**Independence**

**Qualifications**

Ph.D. required

**Professional Research Series**

(RB III-12; MOU Article 21)
### TABLE 37B
**REPRESENTED PROJECT (e.g., SCIENTIST) SERIES**

**FISCAL YEAR SALARY SCALE**

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

**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.

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

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Level 0 (0 - 11 months)</td>
<td>$60,000</td>
<td>$5,000.00</td>
<td>$64,480</td>
<td>$5,373.33</td>
<td>T023, Grade L0</td>
</tr>
<tr>
<td>Level 1 (12 - 23 months)</td>
<td>$62,220</td>
<td>$5,185.00</td>
<td>$66,868</td>
<td>$5,572.33</td>
<td>T023, Grade L1</td>
</tr>
<tr>
<td>Level 2 (24 - 35 months)</td>
<td>$64,522</td>
<td>$5,376.83</td>
<td>$69,342</td>
<td>$5,778.50</td>
<td>T023, Grade L2</td>
</tr>
<tr>
<td>Level 3 (36 - 47 months)</td>
<td>$66,909</td>
<td>$5,575.75</td>
<td>$71,908</td>
<td>$5,992.33</td>
<td>T023, Grade L3</td>
</tr>
<tr>
<td>Level 4 (48 - 59 months)</td>
<td>$69,385</td>
<td>$5,782.08</td>
<td>$74,569</td>
<td>$6,214.08</td>
<td>T023, Grade L4</td>
</tr>
<tr>
<td>Level 5 (60 - 71 months)</td>
<td>$71,952</td>
<td>$5,996.00</td>
<td>$77,327</td>
<td>$6,443.92</td>
<td>T023, Grade L5</td>
</tr>
</tbody>
</table>

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.

UCOP: Office of Academic Personnel and Programs
Postdoctoral Scholars – additional things to keep in mind

- PI pays the UC contribution (Employer’s cost) towards the UC Postdoc Health Benefits Plan.
- 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/](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

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Graduate Student Researcher</td>
<td>1</td>
<td>$61,080</td>
<td>$5,090.00</td>
<td>$29.25</td>
<td>$64,990</td>
<td>$5,415.83</td>
<td>$31.13</td>
<td>T022, Grade 1</td>
</tr>
<tr>
<td>(3284)</td>
<td>2</td>
<td>$65,814</td>
<td>$5,484.50</td>
<td>$31.52</td>
<td>$70,027</td>
<td>$5,835.58</td>
<td>$33.54</td>
<td>T022, Grade 1</td>
</tr>
<tr>
<td></td>
<td>3</td>
<td>$70,915</td>
<td>$5,909.58</td>
<td>$33.96</td>
<td>$75,454</td>
<td>$6,267.83</td>
<td>$36.14</td>
<td>T022, Grade 1</td>
</tr>
<tr>
<td></td>
<td>4</td>
<td>$76,411</td>
<td>$6,367.58</td>
<td>$36.60</td>
<td>$81,302</td>
<td>$6,775.17</td>
<td>$38.94</td>
<td>T022, Grade 1</td>
</tr>
<tr>
<td></td>
<td>5</td>
<td>$82,333</td>
<td>$6,881.08</td>
<td>$39.43</td>
<td>$87,603</td>
<td>$7,300.25</td>
<td>$41.96</td>
<td>T022, Grade 1</td>
</tr>
<tr>
<td></td>
<td>6</td>
<td>$88,714</td>
<td>$7,392.83</td>
<td>$42.49</td>
<td>$94,392</td>
<td>$7,866.00</td>
<td>$45.21</td>
<td>T022, Grade 1</td>
</tr>
</tbody>
</table>

NOTES:  
1) Salary Plan, Grade is for use in UCP Path 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 cannot 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