

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	7/1/2023	7/1/2023	7/1/2024	7/1/2024	UCSB Minimum	UCSB Minimum
			Annual	Monthly	Annual	Monthly	Annual	Monthly
Assistant Project (3394)	I	2	\$71,500	\$5,958.33	\$74,100	\$6,175.00	\$75,900	\$6,325.00
	II	2	\$75,300	\$6,275.00	\$78,000	\$6,500.00	\$80,100	\$6,675.00
	III	2	\$79,300	\$6,608.33	\$82,100	\$6,841.67	\$84,200	\$7,016.67
	IV	2	\$82,900	\$6,908.33	\$85,900	\$7,158.33	\$88,100	\$7,341.67
	V	2	\$86,900	\$7,241.67	\$90,000	\$7,500.00	\$92,400	\$7,700.00
Associate Project (3392)	I	2	\$87,000	\$7,250.00	\$90,100	\$7,508.33	\$92,500	\$7,708.33
	II	2	\$91,100	\$7,591.67	\$94,300	\$7,858.33	\$96,800	\$8,066.67
	III	2	\$95,600	\$7,966.67	\$99,000	\$8,250.00	\$101,500	\$8,458.33
	IV	3	\$100,300	\$8,358.33	\$103,900	\$8,658.33	\$106,700	\$8,891.67
Project (3390)	I	3	\$100,400	\$8,366.67	\$104,000	\$8,666.67	\$106,800	\$8,900.00
	II	3	\$107,700	\$8,975.00	\$111,500	\$9,291.67	\$114,500	\$9,541.67
	III	3	\$116,300	\$9,691.67	\$120,400	\$10,033.33	\$123,700	\$10,308.33
	IV	3	\$125,600	\$10,466.67	\$130,000	\$10,833.33	\$133,500	\$11,125.00
	V	3	\$135,900	\$11,325.00	\$140,700	\$11,725.00	\$144,400	\$12,033.33
	VI	3	\$147,600	\$12,300.00	\$152,800	\$12,733.33	\$157,000	\$13,083.33
	VII	3	\$160,400	\$13,366.67	\$166,100	\$13,841.67	\$170,600	\$14,216.67
	VIII	3	\$173,400	\$14,450.00	\$179,500	\$14,958.33	\$184,300	\$15,358.33
	IX	4	\$188,400	\$15,700.00	\$195,000	\$16,250.00	\$200,400	\$16,700.00

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.


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



Rank	Step	Years at Step	7/1/2023	7/1/2023	7/1/2024	7/1/2024	UCSB Minimum	UCSB Minimum
			Annual	Monthly	Annual	Monthly	Annual	Monthly
Assistant Project (3407, Visiting-3398, WOS-3489)	I	2	\$71,600	\$5,966.67	\$74,700	\$6,225.00	\$76,500	\$6,375.00
	II	2	\$75,500	\$6,291.67	\$78,700	\$6,558.33	\$80,800	\$6,733.33
	III	2	\$79,300	\$6,608.33	\$82,700	\$6,891.67	\$84,800	\$7,066.67
	IV	2	\$83,700	\$6,975.00	\$87,300	\$7,275.00	\$89,500	\$7,458.33
	V	2	\$87,800	\$7,316.67	\$91,500	\$7,625.00	\$93,900	\$7,825.00
Associate Project (3405, Visiting-3397, WOS-3488)	I	2	\$87,900	\$7,325.00	\$91,600	\$7,633.33	\$94,000	\$7,833.33
	II	2	\$92,000	\$7,666.67	\$95,900	\$7,991.67	\$98,400	\$8,200.00
	III	2	\$96,600	\$8,050.00	\$100,700	\$8,391.67	\$103,200	\$8,600.00
	IV	3	\$101,400	\$8,450.00	\$105,700	\$8,808.33	\$108,500	\$9,041.67
Project (3403, Visiting-3396, WOS-3487)	I	3	\$101,500	\$8,458.33	\$105,800	\$8,816.67	\$108,600	\$9,050.00
	II	3	\$108,800	\$9,066.67	\$113,400	\$9,450.00	\$116,400	\$9,700.00
	III	3	\$117,500	\$9,791.67	\$122,500	\$10,208.33	\$125,800	\$10,483.33
	IV	3	\$126,900	\$10,575.00	\$132,300	\$11,025.00	\$135,800	\$11,316.67
	V	3	\$137,400	\$11,450.00	\$143,200	\$11,933.33	\$146,900	\$12,241.67
	VI	3	\$149,100	\$12,425.00	\$155,400	\$12,950.00	\$159,600	\$13,300.00
	VII	3	\$162,100	\$13,508.33	\$169,000	\$14,083.33	\$173,500	\$14,458.33
	VIII	3	\$175,300	\$14,608.33	\$182,700	\$15,225.00	\$187,500	\$15,625.00
	IX	4	\$190,300	\$15,858.33	\$198,300	\$16,525.00	\$203,700	\$16,975.00

Visiting Appointments (RB III-23)

- Researcher, Project Scientist, and Specialist series
- One to two year maximum (depends); 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

Experience Level	10/1/2023	10/1/2023	10/1/2024	10/1/2024	Salary Plan, Grade
	Annual	Monthly	Annual	Monthly	
Level 0 (0 - 11 months)	\$64,480	\$5,373.33	\$66,737	\$5,561.42	T023, Grade L0
Level 1 (12 - 23 months)	\$66,868	\$5,572.33	\$69,209	\$5,767.42	T023, Grade L1
Level 2 (24 - 35 months)	\$69,342	\$5,778.50	\$71,769	\$5,980.75	T023, Grade L2
Level 3 (36 - 47 months)	\$71,908	\$5,992.33	\$74,425	\$6,202.08	T023, Grade L3
Level 4 (48 - 59 months)	\$74,569	\$6,214.08	\$77,179	\$6,431.58	T023, Grade L4
Level 5 (60 - 71 months)	\$77,327	\$6,443.92	\$80,034	\$6,669.50	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.

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.
- 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)
- Childcare Reimbursement eff. 10/1/24, up to \$2,600 in childcare reimbursement.
 - Increase by \$100 every Oct. 1 for the next 2 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

Job Description	Increment	10/1/2023	10/1/2023	10/1/2023	10/1/2024	10/1/2024	10/1/2024	Salary Plan, Grade
		Annual	Monthly	Hourly	Annual	Monthly	Hourly	
Graduate Student Researcher (3284)	1	\$64,990	\$5,415.83	\$31.13	\$69,129	\$5,760.75	\$33.11	T022, Grade 1
	2	\$70,027	\$5,835.58	\$33.54	\$74,487	\$6,207.25	\$35.67	T022, Grade 1
	3	\$75,454	\$6,287.83	\$36.14	\$80,260	\$6,688.33	\$38.44	T022, Grade 1
	4	\$81,302	\$6,775.17	\$38.94	\$86,481	\$7,206.75	\$41.42	T022, Grade 1
	5	\$87,603	\$7,300.25	\$41.96	\$93,184	\$7,765.33	\$44.63	T022, Grade 1
	6	\$94,392	\$7,866.00	\$45.21	\$100,406	\$8,367.17	\$48.09	T022, Grade 1

NOTES:

1) Salary Plan, Grade is for use in UCPath only.

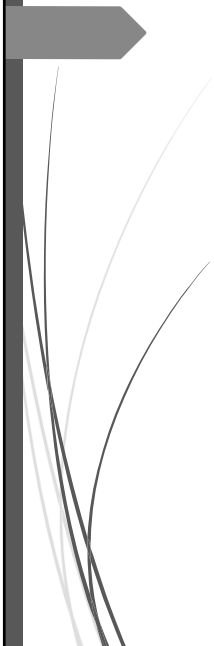
2) For employees in any of the above-referenced titles who are exclusively represented, the application of the Salary Scale is subject to the requirements of the Higher Education Employer-Employee Relations Act (HEERA). As such, for employees covered by a Memorandum of Understanding (MOU), the Salary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

Graduate Student Researchers – additional things to keep in mind

- Other costs to keep in mind...
 - Child-care reimbursement is \$1,400 per quarter.
 - 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
 - $\frac{1}{9}$ 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