

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 Specialists

UCSB salary 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

| Rank | Step | Years at Step | Salary Scale 1/1/20 | | Salary Scale 7/1/20 | | UCSB Minimum 7/1/20 | |
|-----------------------------|------|---------------|---------------------|-----------|---------------------|-----------|---------------------|-----------|
| | | | Annual | Monthly | Annual | Monthly | Annual | Monthly |
| Assistant Project (3394) | I | 2 | 60,600 | 5,050.00 | 63,100 | 5,258.33 | 64,900 | 5,408.33 |
| | II | 2 | 64,000 | 5,333.33 | 66,600 | 5,550.00 | 68,700 | 5,725.00 |
| | III | 2 | 67,300 | 5,608.33 | 70,000 | 5,833.33 | 72,100 | 6,008.33 |
| | IV | 2 | 71,100 | 5,925.00 | 74,300 | 6,191.67 | 76,500 | 6,375.00 |
| | V | 2 | 74,500 | 6,208.33 | 77,500 | 6,458.33 | 79,900 | 6,658.33 |
| Associate Project (3392) | I | 2 | 74,600 | 6,216.67 | 77,600 | 6,466.67 | 80,000 | 6,666.67 |
| | II | 2 | 78,100 | 6,508.33 | 81,300 | 6,775.00 | 83,800 | 6,983.33 |
| | III | 2 | 82,700 | 6,891.67 | 86,100 | 7,175.00 | 88,600 | 7,383.33 |
| | IV | 3 | 87,600 | 7,300.00 | 90,300 | 7,525.00 | 93,100 | 7,758.33 |
| Project (3390) | I | 3 | 87,700 | 7,308.33 | 90,400 | 7,533.33 | 93,200 | 7,766.67 |
| | II | 3 | 94,100 | 7,841.67 | 97,000 | 8,083.33 | 100,000 | 8,333.33 |
| | III | 3 | 101,600 | 8,466.67 | 104,700 | 8,725.00 | 108,000 | 9,000.00 |
| | IV | 3 | 109,900 | 9,158.33 | 113,200 | 9,433.33 | 116,700 | 9,725.00 |
| | V | 3 | 118,900 | 9,908.33 | 122,500 | 10,208.33 | 126,200 | 10,516.67 |
| | VI | 3 | 129,100 | 10,758.33 | 133,000 | 11,083.33 | 137,200 | 11,433.33 |
| | VII | 3 | 140,200 | 11,683.33 | 144,500 | 12,041.67 | 149,000 | 12,416.67 |
| | VIII | 3 | 151,700 | 12,641.67 | 156,300 | 13,025.00 | 161,100 | 13,425.00 |
| | IX | 4 | 164,800 | 13,733.33 | 169,800 | 14,150.00 | 175,200 | 14,600.00 |

Comp Group A95

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

| Rank | Step | Years at Step | Salary Scale 7/1/18 | | Salary Scale 7/1/19 | | UCSB Minimum 7/1/19 | |
|--|------|---------------|---------------------|-----------|---------------------|-----------|---------------------|-----------|
| | | | Annual | Monthly | Annual | Monthly | Annual | Monthly |
| Assistant Project (3407, Visiting-3398, WOS-3489) | I | 2 | 57,400 | 4,783.33 | 59,200 | 4,933.33 | 61,000 | 5,083.33 |
| | II | 2 | 60,600 | 5,050.00 | 62,500 | 5,208.33 | 64,600 | 5,383.33 |
| | III | 2 | 63,700 | 5,308.33 | 65,700 | 5,475.00 | 67,800 | 5,650.00 |
| | IV | 2 | 67,300 | 5,608.33 | 69,400 | 5,783.33 | 71,600 | 5,966.67 |
| | V | 2 | 70,700 | 5,891.67 | 73,100 | 6,091.67 | 75,500 | 6,291.67 |
| Associate Project (3405, Visiting-3397, WOS-3488) | I | 2 | 71,000 | 5,916.67 | 73,200 | 6,100.00 | 75,500 | 6,291.67 |
| | II | 2 | 74,300 | 6,191.67 | 76,600 | 6,383.33 | 79,100 | 6,591.67 |
| | III | 2 | 78,700 | 6,558.33 | 81,100 | 6,758.33 | 83,600 | 6,966.67 |
| | IV | 3 | 83,400 | 6,950.00 | 86,000 | 7,166.67 | 88,800 | 7,400.00 |
| Project (3403, Visiting-3396, WOS-3487) | I | 3 | 83,500 | 6,958.33 | 86,100 | 7,175.00 | 88,900 | 7,408.33 |
| | II | 3 | 89,600 | 7,466.67 | 92,300 | 7,691.67 | 95,300 | 7,941.67 |
| | III | 3 | 97,200 | 8,100.00 | 100,200 | 8,350.00 | 103,500 | 8,625.00 |
| | IV | 3 | 105,600 | 8,800.00 | 108,800 | 9,066.67 | 112,300 | 9,358.33 |
| | V | 3 | 114,300 | 9,525.00 | 117,800 | 9,816.67 | 121,500 | 10,125.00 |
| | VI | 3 | 124,100 | 10,341.67 | 127,900 | 10,658.33 | 132,100 | 11,008.33 |
| | VII | 3 | 134,800 | 11,233.33 | 138,900 | 11,575.00 | 143,400 | 11,950.00 |
| | VIII | 3 | 145,800 | 12,150.00 | 150,200 | 12,516.67 | 155,000 | 12,916.67 |
| | IX | 4 | 158,400 | 13,200.00 | 163,200 | 13,600.00 | 168,600 | 14,050.00 |

Comp Group A97

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**
- Initial appointment shall be for a minimum of one year
 - For Postdoc Fellow and Postdoc Paid-Direct – Appointment shall be equal to the **duration of fellowship or extramural funding award**
- For Postdoc Employee – First reappointment shall be for a minimum of two years
- 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
 - Based on NIH-NRSA Postdoc Fellowship Stipend Rates
 - Salary minimum is based on prior months of postdoc service
 - Salary increases to next step on the Anniversary Date or a 2% minimum increase if Postdoc is paid above his/her experience level minimum
 - 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

| <u>Experience level</u> | FISCAL YEAR | | | |
|--------------------------|---------------------------|----------------------------|---------------------------|----------------------------|
| | Salary Scale | | Salary Scale | |
| | 3/1/20 | | 2/1/21 | |
| | <u>Annual Minimum</u> | <u>Monthly Minimum</u> | <u>Annual Minimum</u> | <u>Monthly Minimum</u> |
| Level 0 (0 - 11 months) | 53,460 | 4,455.00 | 54,540 | 4545.00 |
| Level 1 (12 - 23 months) | 55,596 | 4,633.00 | 56,712 | 4726.00 |
| Level 2 (24 - 35 months) | 57,456 | 4,788.00 | 58,608 | 4884.00 |
| Level 3 (36 - 47 months) | 59,580 | 4,965.00 | 60,780 | 5065.00 |
| Level 4 (48 - 59 months) | 61,800 | 5,150.00 | 63,036 | 5253.00 |
| Level 5 (60 - 71 months) | 64,008 | 5,334.00 | 65,292 | 5441.00 |

Comp Group B69

(3252- Postdoc Scholar- Employee
 3253- Postdoc Scholar- Fellow
 3254- Postdoc Scholar- Paid Direct
 3256- Interim Postdoc Scholar- Employee)

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 maximum of four (4) workweeks of paid parental leave.

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**

| <u>Rank</u> | <u>Grade</u> | <u>Step</u> | <u>10/1/2019 Annual</u> | <u>10/1/2019 Monthly</u> | <u>10/1/2020 Annual</u> | <u>10/1/2020 Monthly</u> |
|---------------------------------------|--------------|-------------|-------------------------|--------------------------|-------------------------|--------------------------|
| Graduate Student Researcher (3284) | IV | 1 | \$41,484 | \$3,457.00 | \$42,729 | \$3,560.75 |
| | IV | 2 | \$44,712 | \$3,726.00 | \$46,053 | \$3,837.75 |
| | IV | 3 | \$49,584 | \$4,132.00 | \$51,072 | \$4,256.00 |
| | IV | 4 | \$53,556 | \$4,463.00 | \$55,163 | \$4,596.92 |
| | IV | 5 | \$57,120 | \$4,760.00 | \$58,834 | \$4,902.83 |
| | IV | 6 | \$59,772 | \$4,981.00 | \$61,565 | \$5,130.42 |
| | IV | 7 | \$64,560 | \$5,380.00 | \$66,497 | \$5,541.42 |
| | IV | 8 | \$69,696 | \$5,808.00 | \$71,787 | \$5,982.25 |
| | IV | 9 | \$75,288 | \$6,274.00 | \$77,547 | \$6,462.25 |
| | IV | 10 | \$81,288 | \$6,774.00 | \$83,727 | \$6,977.25 |

Graduate Student Researchers – additional things to keep in mind

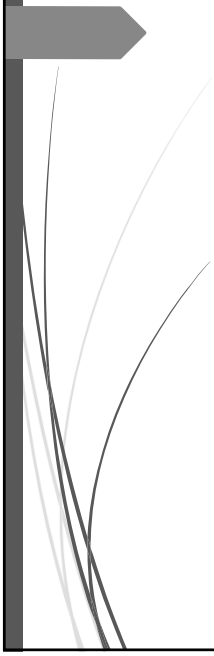
- Other costs to keep in mind...
 - Eligible for child-care reimbursement of up to \$1100 per quarter for expenses incurred during the academic quarter of appointment, including summer-session term
 - Leave from employment (RB VI-3 Sick Leave and RB VI-4 Childbearing Leave, Parental Leave) – for additional details contact Billy Ko at AP

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

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