

**ACADEMIC SALARY SCALES
SANTA CRUZ CAMPUS
2002-03**

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ACADEMIC SALARY SCALES NOTES

FACULTY-LADDER RANKS--PROFESSOR SERIES

I. Rank and Step

- A. The "step" of an appointee is indicated by a Roman numeral after the rank -- e.g., Assistant Professor, Step II; Associate Professor, Step II; Professor, Step II. The step is not part of the title or the rank. Rather, it is an indicator of the stage of advancement of the individual, and is used primarily to keep a record of such advancement.
- B. For statistical purposes, years at rank and step for appointees are recorded in their individual salary history record as follows:
 - 1. An academic-year (9-months) appointee who has served at least two full quarters or one full semester in any fiscal year (July 1 through June 30) will receive one year's credit at rank and step.
 - 2. An academic-year (9-months) appointee who has served just one quarter in any fiscal year (July 1 through June 30) will not receive credit for that year at rank and step.
 - 3. A fiscal-year (11-months) appointee who is appointed during the period July 1 through January 1 will receive one year's credit at rank and step.
 - 4. A fiscal-year (11-months) appointee who is appointed during the period January 2 through June 30 will not receive credit for that year at rank and step.

II. Normal Periods of Service

- A. **Assistant Professor:** The total period of University service with the title Assistant Professor, or with this and certain other titles, shall not exceed eight years. (For complete information, see the *Academic Personnel Manual*.) The normal period of service at a given step in this rank is two years. The first four steps in rank and corresponding salary levels are for normal use. Steps V and VI may be used in exceptional situations and with proper justification. Please refer to the campus policy manual, CAPPM 407.690.
- B. **Associate Professor:** The normal total period of service in the rank of Associate Professor is six years. The normal period of service at any one of the first three steps of the rank is two years. Steps IV and V may be used in exceptional situations and with proper justification. Please refer to the campus policy manual, CAPPM 407.690.

- C. **Professor:** The normal period of service at step is three years in each of the first four steps. Service at Step V may be of indefinite duration. Advancement to Step VI usually will not occur after less than three years of service at Step V, and will be granted on evidence of highly distinguished scholarship, highly meritorious service, and evidence of excellent University teaching. In interpreting these criteria, reviewers should require evidence of excellence and high merit in original scholarship or creative achievement, teaching, and service; and, in addition, great distinction, recognized nationally or internationally, in scholarly or creative achievement or in teaching. Service at Professor, Step VI, VII, VIII, or IX may be of indefinite duration. Advancement from Professor, Step VI to Step VII, from Step VII to Step VIII, and from VIII to IX usually will not occur after less than three years of service at the lower step, and will only be granted on evidence of continuing achievement at the level required for advancement to Step VI.

Advancement to an above-scale salary is reserved for scholars and teachers of the highest distinction whose work has been internationally recognized and acclaimed and whose teaching performance is excellent. Except in rare and compelling cases, advancement will not occur after less than four years at Step IX. Moreover, mere length of service and continued good performance at Step IX is not justification for further salary advancement. There must be demonstration of additional merit and distinction beyond the performance on which advancement to Step IX was based. A further merit increase in salary for a person already serving at an above-scale salary level must be justified by new evidence of merit and distinction. Continued good service is not an adequate justification. Intervals between such salary increases may be indefinite, and only in the most superior cases where there is strong and compelling evidence will increase at intervals shorter than four years be approved.

III. Off-Scale Salaries

For specific guidelines for use of off-scale salaries, refer to the campus policy manual, CAPP 803.620 and the delegation of authority chart, Appendix 1. *The campus policy on calculation of normal merits for off-scale salaries is contained in the campus policy manual, CAPP 804.620.*

LIBRARIAN SERIES

Normal Periods of Service

- (1) **Assistant Librarian:** See the Academic Personnel Manual for policy on length of service as Assistant Librarian. The period of service at each step is normally two years. The salary for Assistant Librarian, Step III, is identical to that of Associate Librarian, Step 1. An Assistant Librarian promoted to Associate Librarian after two years' service at Step III will be advanced to Associate Librarian, Step II.
- (2) **Associate Librarian:** The normal period of service in this rank is twelve years, but the University is under no obligation to promote to the rank of Librarian. Service at Step VII is normally in lieu of promotion to the rank of Librarian and may be of indefinite duration.
- (3) **Librarian:** The normal period of service at step is three years at Steps I, II, III, and IV, and of indefinite duration at Steps V, VI and VII. Advancement to Step VI will normally not occur with less than three years of service at Step V, except in unusual cases. Advancement from Step V to Step VI is reserved for Librarians with a distinguished career history who have demonstrated significant achievement since attaining Step V. Advancement to Step VII will normally not occur with less than three years of service at Step VI.

SUPERVISOR OF PHYSICAL EDUCATION SERIES

Refer to APM 300-18 b. for policy on normal periods of service.

OFF-SCALE SALARY LIMITS - PROFESSOR SERIES

(Effective 7/1/02 and current for 10/1/02)

NOTE: Higher salaries may be recommended, but require demonstration of exceptional circumstances.

Academic Year Scale		Fiscal Year Scale	
Scale	Limit	Scale	Limit

Acting Assistant Professor

1	\$44,000	\$57,300	\$51,200	\$66,400
2	\$46,500	\$60,100	\$54,000	\$69,700
3	\$49,100	\$63,400	\$56,900	\$73,700
4	\$51,900	\$67,300	\$60,000	\$78,300

Assistant Professor

1	\$46,300	\$57,300	\$53,900	\$66,400
2	\$48,900	\$60,100	\$56,800	\$69,700
3	\$51,700	\$63,400	\$59,900	\$73,700
4	\$54,600	\$67,300	\$63,200	\$78,300
5	\$57,300	\$67,300	\$66,400	\$78,300
6	\$60,100	\$67,300	\$69,700	\$78,300

Associate Professor

1	\$57,400	\$72,600	\$66,500	\$84,100
2	\$60,200	\$78,500	\$69,800	\$91,200
3	\$63,500	\$85,200	\$73,800	\$98,900
4	\$67,400	\$85,200	\$78,400	\$98,900
5	\$72,600	\$85,200	\$84,100	\$98,900

Professor

1	\$67,500	\$100,300	\$78,500	\$116,500
2	\$72,700	\$100,300	\$84,200	\$116,500
3	\$78,600	\$100,300	\$91,300	\$116,500
4	\$85,300	\$100,300	\$99,000	\$116,500
5	\$92,600	\$100,300	\$107,400	\$116,500
6	\$100,400	\$139,100	\$116,600	\$161,300
7	\$109,100	\$139,100	\$126,500	\$161,300
8	\$118,100	\$139,100	\$137,000	\$161,300
9	\$128,300	\$139,100	\$148,800	\$161,300
Above-scale	\$128,400	\$168,000	\$148,900	\$194,900

Policy references:

APM 620: Off-scale salaries for appointments and advancements. Note that limits have been superseded by delegation letter cited below.

CAPPM 803.620: Off-scale salaries

CAPPM 804.620: for off-scale salary limits for faculty in overlapping steps

Delegation letter 5/10/96: gives Chancellors authority to approve above scale and off-scale salaries up to a ceiling which is indexed annually. Effective 10/1/01, these ceilings are \$168,000 academic year) and \$194,900 fiscal year). Salaries above these ceilings require Regental approval.

OFF-SCALE SALARY LIMITS - PROFESSOR SERIES B&E SCALES

(Effective 7/1/02 and current for 10/1/02)

NOTE: Higher salaries may be recommended, but require demonstration of exceptional circumstances.

Academic Year Scale		Fiscal Year Scale	
Scale	Limit	Scale	Limit

Acting Assistant Professor

1	\$58,500	\$74,600	\$67,800	\$86,400
2	\$61,500	\$77,300	\$71,300	\$89,600
3	\$64,500	\$80,400	\$75,000	\$93,100

Assistant Professor

1	\$61,600	\$74,600	\$71,400	\$86,400
2	\$64,700	\$77,300	\$75,100	\$89,600
3	\$67,900	\$80,400	\$78,900	-\$93,100
4	\$71,500	\$82,700	\$82,600	\$95,900
5	\$74,600	\$82,700	\$86,400	\$95,900
6	\$77,300	\$82,700	\$89,600	\$95,900

Associate Professor

1	\$74,700	\$85,400	\$86,500	\$99,200
2	\$77,400	\$90,800	\$89,700	\$105,200
3	\$80,500	\$97,300	\$93,200	\$112,900
4	\$82,800	\$97,300	\$96,000	\$112,900
5	\$85,400	\$97,300	\$99,200	\$112,900

Professor

1	\$82,900	\$112,900	\$96,100	\$130,800
2	\$85,500	\$112,900	\$99,300	\$130,800
3	\$90,900	\$112,900	\$105,300	\$130,800
4	\$97,400	\$112,900	\$113,000	\$130,800
5	\$104,800	\$112,900	\$121,600	\$130,800
6	\$113,000	\$153,400	\$130,900	\$176,800
7	\$121,000	\$153,400	\$140,200	\$176,800
8	\$130,200	\$153,400	\$150,100	\$176,800
9	\$141,500	\$153,400	\$163,000	\$176,800
Above-scale	\$141,600	\$185,300	\$163,100	\$213,500

Policy references:

APM 620: Off-scale salaries for appointments and advancements. Note that limits have been superseded by delegation letter cited below.

CAPPM 803.620: Off-scale salaries

CAPPM 804.620: for off-scale salary limits for faculty in overlapping steps

Delegation letter 5/10/96: gives Chancellors authority to approve above scale and off-scale salaries up to a ceiling which is indexed annually. Effective 10/1/01, these ceilings are \$185,300 (academic year) and \$213,500 (fiscal year). Salaries above these ceilings require Regental approval.

*** FACULTY - LADDER RANKS--PROFESSOR SERIES**

Academic Year (9 months)

Rank	Step	Normal Period at Salary	Scale 10/1/2001 and 10/1/2002	
			Annual	Monthly
ASSISTANT PROFESSOR (1300)	I	2 yrs.	46,300	3,858.33
	II	2 yrs.	48,900	4,075.00
	III	2 yrs.	51,700	4,308.33
	IV	2 yrs.	54,600	4,550.00
	V	2 yrs.	57,300	4,775.00
	VI	2 yrs.	60,100	5,008.33
ASSOCIATE PROFESSOR (1200)	I	2 yrs.	57,400	4,783.33
	II	2 yrs.	60,200	5,016.67
	III	2 yrs.	63,500	5,291.67
	IV	3 yrs.	67,400	5,616.67
	V	3 yrs.	72,600	6,050.00
PROFESSOR (1100)	I	3 yrs.	67,500	5,625.00
	II	3 yrs.	72,700	6,058.33
	III	3 yrs.	78,600	6,550.00
	IV	3 yrs.	85,300	7,108.33
	V	--	92,600	7,716.67
	VI	--	100,400	8,366.67
	VII	--	109,100	9,091.67
	VIII	--	118,100	9,841.67
	IX	--	128,300	10,691.67

*The Adjunct Professor Series, Professor In Residence Series, and Astronomer Series are also paid on the Academic Year or Fiscal Year ladder rank salary scale.

*** FACULTY - LADDER RANKS--PROFESSOR SERIES**

Fiscal Year (11 months)

Rank	Step	Normal Period at Salary	Scale 10/1/2001 and 10/1/2002	
			Annual	Monthly
ASSISTANT PROFESSOR (1310)	I	2 yrs.	53,900	4,491.67
	II	2 yrs.	56,800	4,733.33
	III	2 yrs.	59,900	4,991.67
	IV	2 yrs.	63,200	5,266.67
	V	2 yrs.	66,400	5,533.33
	VI	2 yrs.	69,700	5,808.33
ASSOCIATE PROFESSOR (1210)	I	2 yrs.	66,500	5,541.67
	II	2 yrs.	69,800	5,816.67
	III	2 yrs.	73,800	6,150.00
	IV	3 yrs.	78,400	6,533.33
	V	3 yrs.	84,100	7,008.33
PROFESSOR (1110)	I	3 yrs.	78,500	6,541.67
	II	3 yrs.	84,200	7,016.67
	III	3 yrs.	91,300	7,608.33
	IV	3 yrs.	99,000	8,250.00
	V	--	107,400	8,950.00
	VI	--	116,600	9,716.67
	VII	--	126,500	10,541.67
	VIII	--	137,000	11,416.67
	IX	--	148,800	12,400.00

*The Adjunct Professor Series, Professor In Residence Series, and Astronomer Series are also paid on the Academic Year or Fiscal Year ladder rank salary scale.

***FACULTY - LADDER RANKS--SPECIALIZED SALARY SCALES
BUSINESS ADMINISTRATION/MANAGEMENT AND ENGINEERING**

Academic Year (9 months)

Rank	Step	Normal Period at Salary	Scale 10/1/2001 and 10/1/2002	
			Annual	Monthly
ASSISTANT PROFESSOR (1343)	I	2 yrs.	61,600	5,133.33
	II	2 yrs.	64,700	5,391.67
	III	2 yrs.	67,900	5,658.33
	IV	2 yrs.	71,500	5,958.33
	V	2 yrs.	74,600	6,216.67
	VI	2 yrs.	77,300	6,441.67
ASSOCIATE PROFESSOR (1243)	I	2 yrs.	74,700	6,225.00
	II	2 yrs.	77,400	6,450.00
	III	2 yrs.	80,500	6,708.33
	IV	3 yrs.	82,800	6,900.00
	V	3 yrs.	85,400	7,116.67
PROFESSOR (1143)	I	3 yrs.	82,900	6,908.33
	II	3 yrs.	85,500	7,125.00
	III	3 yrs.	90,900	7,575.00
	IV	3 yrs.	97,400	8,116.67
	V	--	104,800	8,733.33
	VI	--	113,000	9,416.67
	VII	--	121,000	10,083.33
	VIII	--	130,200	10,850.00
	IX	--	141,500	11,791.67

*The Adjunct Professor Series, Professor in Residence Series, and the Professional Research Series (limited to faculty on research status) in the appropriate disciplines are also paid on the Academic Year or Fiscal Year Business Administration/Management and Engineering Salary Scale.

On the Santa Cruz campus, faculty in the Departments and Programs in the Jack Baskin School of Engineering are paid from this scale.

*** FACULTY - LADDER RANKS--SPECIALIZED SALARY SCALES
BUSINESS ADMINISTRATION/MANAGEMENT AND ENGINEERING**

Fiscal Year (11 months)

Rank	Step	Normal Period at Salary	Scale 10/1/2001 and 10/1/2002	
			Annual	Monthly
ASSISTANT PROFESSOR (1344)	I	2 yrs.	71,400	5,950.00
	II	2 yrs.	75,100	6,258.33
	III	2 yrs.	78,900	6,575.00
	IV	2 yrs.	82,600	6,883.33
	V	2 yrs.	86,400	7,200.00
	VI	2 yrs.	89,600	7,466.67
ASSOCIATE PROFESSOR (1244)	I	2 yrs.	86,500	7,208.33
	II	2 yrs.	89,700	7,475.00
	III	2 yrs.	93,200	7,766.67
	IV	3 yrs.	96,000	8,000.00
PROFESSOR (1144)	V	3 yrs.	99,200	8,266.67
	I	3 yrs.	96,100	8,008.33
	II	3 yrs.	99,300	8,275.00
	III	3 yrs.	105,300	8,775.00
	IV	3 yrs.	113,000	9,416.67
	V	--	121,600	10,133.33
	VI	--	130,900	10,908.33
	VII	--	140,200	11,683.33
	VIII	--	150,100	12,508.33
IX	--	163,000	13,583.33	

*The Adjunct Professor Series, Professor in Residence Series, and the Professional Research Series (limited to faculty on research status) in the appropriate disciplines are also paid on the Academic Year or Fiscal Year Business Administration/Management and Engineering salary scale.

On the Santa Cruz campus, faculty in the Departments and Programs of the Jack Baskin School of Engineering are paid from this scale.

***FACULTY - ACTING RANKS--PROFESSOR SERIES**

Academic Year (9 months)

**Scale 10/1/2001
and 10/1/2002**

Rank	Step	Annual	Monthly
ACTING ASSISTANT	I	44,000	3,666.67
PROFESSOR	II	46,500	3,875.00
(1307)	III	49,100	4,091.67
	IV	51,900	4,325.00

Fiscal Year (11 months)

ACTING ASSISTANT	I	51,200	4,266.67
PROFESSOR	II	54,000	4,500.00
(1317)	III	56,900	4,741.67
	IV	60,000	5,000.00

*For Acting ranks, see the Academic Personnel Manual for maximum years of service with an Acting title. (One year limit at Santa Cruz campus.)

Note: See the regular professorial scales for salaries for the Acting Associate Professor and Acting Professor titles.

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***FACULTY - ACTING RANKS--SPECIALIZED SALARY SCALES
BUSINESS ADMINISTRATION/MANAGEMENT AND ENGINEERING**

Academic Year (9 months)

Rank	Step	Scale 10/1/2001 and 10/1/2002	
		Annual	Monthly
Acting Assistant Professor (1977)	I	58,500	4,875.00
	II	61,500	5,125.00
	III	64,500	5,375.00

Fiscal Year (11 months)

Acting Assistant Professor (1978)	I	67,800	5,650.00
	II	71,300	5,941.67
	III	75,000	6,250.00

*For Acting ranks, see the Academic Personnel Manual for maximum years of service with an Acting title. (One year limit at Santa Cruz campus.)

Note: See the regular professorial scales for salaries for the Acting Associate Professor and Acting Professor titles.

FACULTY -- RECALL TEACHING STIPENDS

Academic Year -- Estimated Scale

Base Salary at Retirement*	Stipend per Regular Quarter Course
	Scale 10/1/2001 and 10/1/2002
less than 60,000	6,700.00
60,000 - 65,000	6,900.00
65,000 - 70,000	7,300.00
70,000 - 75,000	7,700.00
75,000 - 80,000	8,300.00
80,000 - 85,000	9,000.00
85,000 - 90,000	9,500.00
more than 90,000	9,700.00

*Fiscal year salaries should be converted to the academic year equivalent salary.

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SUPERVISOR OF PHYSICAL EDUCATION SERIES

Academic Year (9 months)

Rank	Step	Normal Period at Salary	Scale 10/1/2001 and 10/1/2002	
			Annual	Monthly
JUNIOR SUPERVISOR (2160)		1 yr.	35,000	2,916.67
ASSISTANT SUPERVISOR (2140)	I	2 yrs.	39,700	3,308.33
	II	2 yrs.	41,600	3,466.67
	III	2 yrs.	43,800	3,650.00
	IV	2 yrs.	46,200	3,850.00
	V	2 yrs.	48,500	4,041.67
ASSOCIATE SUPERVISOR (2120)	I	2 yrs.	48,600	4,050.00
	II	2 yrs.	51,400	4,283.33
	III	--	54,300	4,525.00
SUPERVISOR (2100)	I	3 yrs.	57,800	4,816.67
	II	3 yrs.	61,700	5,141.67
	III	3 yrs.	67,400	5,616.67
	IV	--	73,700	6,141.67
	V	--	80,300	6,691.67
	VI	--	85,700	7,141.67
	VII	--	91,800	7,650.00

**LECTURERS AND SENIOR LECTURERS
WITH SECURITY OF EMPLOYMENT
and WITH POTENTIAL SECURITY OF EMPLOYMENT**
(Use SOE Table of Pay Rates, pages 19 & 20)

Scale 10/1/2001 and 10/1/2002

	Annual Range	Monthly Range
--	---------------------	----------------------

Academic Year (9 months)

Senior Lecturer with Security of Employment (1603) Potential Security of Employment (1683)	67,896 - 110,460	5,545.00 - 9,205.00
Lecturer with Security of Employment (1607) Potential Security of Employment (1680)	40,896 - 110,460	3,408.00 - 9,205.00

Fiscal Year (11 months)

Senior Lecturer with Security of Employment (1613) Potential Security of Employment (1685)	78,528 - 131,064	6,378.00 - 10,922.00
Lecturer with Security of Employment (1617) Potential Security of Employment (1682)	46,836 - 131,064	3,903.00 - 10,922.00

For salary levels within range, see Lecturers and Senior Lecturers with SOE Table of Pay Rates.

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**LECTURERS AND SENIOR LECTURERS WITH SECURITY
OF EMPLOYMENT
TABLE OF PAY RATES**

Scale 10/1/2001 and 10/1/2002

<u>Annual</u>	<u>Monthly</u>
40,896	3,408.00
41,808	3,484.00
42,744	3,562.00
43,764	3,647.00
44,772	3,731.00
45,840	3,820.00
46,836	3,903.00
47,928	3,994.00
49,080	4,090.00
50,184	4,182.00
51,420	4,285.00
52,620	4,385.00
53,832	4,486.00
55,044	4,587.00
56,400	4,700.00
57,684	4,807.00
59,028	4,919.00
60,492	5,041.00
61,992	5,166.00
63,624	5,302.00
65,004	5,417.00
66,540	5,545.00
67,896	5,658.00
69,324	5,777.00
71,268	5,939.00
73,128	6,094.00
74,616	6,218.00

**LECTURERS AND SENIOR LECTURERS WITH SECURITY
OF EMPLOYMENT
TABLE OF PAY RATES**

Scale 10/1/2001 and 10/1/2002

<u>Annual</u>	<u>Monthly</u>
76,536	6,378.00
78,528	6,544.00
80,280	6,690.00
81,840	6,820.00
83,748	6,979.00
86,064	7,172.00
88,044	7,337.00
89,976	7,498.00
91,824	7,652.00
94,224	7,852.00
96,084	8,007.00
98,016	8,168.00
100,404	8,367.00
102,912	8,576.00
105,192	8,766.00
107,592	8,966.00
110,460	9,205.00
113,388	9,449.00
116,196	9,683.00
118,932	9,911.00
121,896	10,158.00
124,872	10,406.00
127,932	10,661.00
131,064	10,922.00

UNIT 18 LECTURER TITLES

(use Unit 18 Lecturer Table of Pay Rates on pages 22 & 23)

Scale 10/1/99

Scale 10/1/2002

ACADEMIC YEAR

Annual Rates (9 months)

Annual Range Monthly Range

Annual Range Monthly Range

Senior Lecturer (1640) **58,500 - 97,020 4,875.00 - 8,085.00**

Senior Lecturer - 3 Year Contract (1641)

Rates are currently subject to ongoing collective bargaining negotiations. These rates will be published upon resolution of the negotiations.

Lecturer (1630) **28,968 - 97,020 2,414.00 - 8,085.00**

Lecturer - 3 Year Contract (1631)

ACADEMIC YEAR - 1/9th Monthly Rates (9 months)

Senior Lecturer (1642) **6,500.00 - 10,780.00**

Senior Lecturer - 3 Year Contract (1643)

Lecturer (1632) **3,218.67 - 10,780.00**

Lecturer - 3 Year Contract (1633)

FISCAL YEAR Annual Rates (11 months)

Senior Lecturer (1644) **67,248 - 115,200 5,604.00 - 9,600.00**

Senior Lecturer - 3 Year Contract (1645)

Lecturer (1634) **32,916 - 115,200 2,743.00 - 9,600.00**

Lecturer - 3 Year Contract (1635)

For salary levels within range, see Unit 18 Lecturer Table of Pay Rates.

Salaries for exclusively represented appointees are set through the collective bargaining process.

LECTURER and OTHER UNIT 18 TITLES TABLE OF PAY RATES

10/1/1999 Salary Scale				10/1/2002 Salary Scale			
<u>Annual</u>	<u>Monthly</u>	<u>Hourly</u>	<u>1/9 Month</u>	<u>Annual</u>	<u>Monthly</u>	<u>Hourly</u>	<u>1/9 Month</u>
27,180	2,265.00	13.02	3,020.00				
27,744	2,312.00	13.29	3,082.67				
28,380	2,365.00	13.59	3,153.33				
28,968	2,414.00	13.87	3,218.67				
29,604	2,467.00	14.18	3,289.33				
30,168	2,514.00	14.45	3,352.00				
30,840	2,570.00	14.77	3,426.67				
31,548	2,629.00	15.11	3,505.33				
32,196	2,683.00	15.42	3,577.33				
32,916	2,743.00	15.76	3,657.33				
33,684	2,807.00	16.13	3,742.67				
34,320	2,860.00	16.44	3,813.33				
35,112	2,926.00	16.82	3,901.33				
35,940	2,995.00	17.21	3,993.33				
36,720	3,060.00	17.59	4,080.00				
37,572	3,131.00	17.99	4,174.67				
38,460	3,205.00	18.42	4,273.33				
39,336	3,278.00	18.84	4,370.67				
40,296	3,358.00	19.30	4,477.33				
41,136	3,428.00	19.70	4,570.67				
42,120	3,510.00	20.17	4,680.00				
43,152	3,596.00	20.67	4,794.67				
44,112	3,676.00	21.13	4,901.33				
45,228	3,769.00	21.66	5,025.33				
46,248	3,854.00	22.15	5,138.67				
47,340	3,945.00	22.67	5,260.00				
48,384	4,032.00	23.17	5,376.00				
49,524	4,127.00	23.72	5,502.67				
50,688	4,224.00	24.28	5,632.00				
51,876	4,323.00	24.84	5,764.00				
53,184	4,432.00	25.47	5,909.33				
54,468	4,539.00	26.09	6,052.00				
55,920	4,660.00	26.78	6,213.33				

Rates are currently subject to ongoing collective bargaining negotiations. These rates will be published upon resolution of the negotiations.

LECTURER and OTHER UNIT 18 TITLES TABLE OF PAY RATES

10/1/1999 Salary Scale

10/1/2002 Salary Scale

<u>Annual</u>	<u>Monthly</u>	<u>Hourly</u>	<u>1/9 Month</u>	<u>Annual</u>	<u>Monthly</u>	<u>Hourly</u>	<u>1/9 Month</u>
57,120	4,760.00	27.36	6,346.67				
58,500	4,875.00	28.02	6,500.00				
59,712	4,976.00	28.60	6,634.67				
60,936	5,078.00	29.18	6,770.67				
62,616	5,218.00	29.99	6,957.33				
64,296	5,358.00	30.79	7,144.00				
65,592	5,466.00	31.41	7,288.00				
67,248	5,604.00	32.21	7,472.00				
69,012	5,751.00	33.05	7,668.00				
70,560	5,880.00	33.79	7,840.00				
71,880	5,990.00	34.43	7,986.67				
73,584	6,132.00	35.24	8,176.00				
75,660	6,305.00	36.24	8,406.67				
77,304	6,442.00	37.02	8,589.33				
79,068	6,589.00	37.87	8,785.33				
80,748	6,729.00	38.67	8,972.00				
82,824	6,902.00	39.67	9,202.67				
84,444	7,037.00	40.44	9,382.67				
86,112	7,176.00	41.24	9,568.00				
88,236	7,353.00	42.26	9,804.00				
90,432	7,536.00	43.31	10,048.00				
92,484	7,707.00	44.29	10,276.00				
94,584	7,882.00	45.30	10,509.33				
97,020	8,085.00	46.47	10,780.00				
99,672	8,306.00	47.74	11,074.67				
102,096	8,508.00	48.90	11,344.00				
104,508	8,709.00	50.05	11,612.00				
107,148	8,929.00	51.32	11,905.33				
109,740	9,145.00	52.56	12,193.33				
112,464	9,372.00	53.86	12,496.00				
115,200	9,600.00	55.17	12,800.00				
118,032	9,836.00	56.53	13,114.67				
120,960	10,080.00	57.93	13,440.00				

Rates are currently subject to ongoing collective bargaining negotiations. These rates will be published upon resolution of the negotiations.

SUPERVISOR OF TEACHER EDUCATION

(2220)

Scale 10/1/99

Scale
10/1/2002

		BA	BA + 12	MA	MA + 12	MA + 24	MA + 36	BA	BA + 12	MA	MA + 12	MA + 24	MA + 36
		I	II	III	IV	V	VI	I	II	III	IV	V	VI
Level 1	Annual	35,016	36,720	38,460	39,324	40,296	41,136	Rates are currently subject to ongoing collective bargaining negotiations. These rates will be published upon resolution of the negotiations.					
	Monthly	2,918	3,060	3,205	3,277	3,358	3,428						
Level 2	Annual	36,192	37,908	39,684	40,512	41,400	42,444						
	Monthly	3,016	3,159	3,307	3,376	3,450	3,537						
Level 3	Annual	37,584	39,276	40,944	41,784	42,744	43,680						
	Monthly	3,132	3,273	3,412	3,482	3,562	3,640						
Level 4	Annual	38,760	40,356	42,216	43,080	44,028	44,916						
	Monthly	3,230	3,363	3,518	3,590	3,669	3,743						
Level 5	Annual	40,128	41,736	43,560	44,352	45,324	46,248						
	Monthly	3,344	3,478	3,630	3,696	3,777	3,854						
Level 6	Annual	41,340	42,912	44,856	45,612	46,476	47,508						
	Monthly	3,445	3,576	3,738	3,801	3,873	3,959						
Level 7	Annual	42,720	44,292	46,068	46,920	47,784	48,780						
	Monthly	3,560	3,691	3,839	3,910	3,982	4,065						
Level 8	Annual	43,860	45,564	47,340	48,264	49,092	50,040						
	Monthly	3,655	3,797	3,945	4,022	4,091	4,170						

BUC: IX

SUPERVISOR OF TEACHER EDUCATION

(2220)

Scale 10/1/99

Scale
10/1/2002

	Scale 10/1/99						Scale 10/1/2002					
	BA	BA + 12	MA	MA + 12	MA + 24	MA + 36	BA	BA + 12	MA	MA + 12	MA + 24	MA + 36
	I	II	III	IV	V	VI	I	II	III	IV	V	VI
Level 9 Annual	45,288	46,896	48,552	49,428	50,376	51,384						
Monthly	3,774.00	3,908.00	4,046.00	4,119.00	4,198.00	4,282.00						
Level 10 Annual	46,452	48,180	49,788	50,688	51,624	52,548						
Monthly	3,871.00	4,015.00	4,149.00	4,224.00	4,302.00	4,379.00						
Level 11 Annual	47,724	49,392	51,156	52,008	52,752	53,832						
Monthly	3,977.00	4,116.00	4,263.00	4,334.00	4,396.00	4,486.00						
Level 12 Annual	49,032	50,640	52,416	53,280	54,240	55,116						
Monthly	4,086.00	4,220.00	4,368.00	4,440.00	4,520.00	4,593.00						
Level 13 Annual						56,412						
Monthly						4,701.00						
Level 14 Annual						57,636						
Monthly						4,803.00						
Level 15 Annual						58,956						
Monthly						4,913.00						

Rates are currently subject to ongoing collective bargaining negotiations. These rates will be published upon resolution of the negotiations.

Levels 13 - 15 allowable only to individuals with doctoral degrees.

BUC: IX

FACULTY RESEARCH SERIES

Academic Year (9 months)

Rank	Step	Normal Period at Salary	Scale 10/1/2001 and 10/1/2002	
			Annual	Monthly
ASSISTANT RESEARCH (3223)	I	2 yrs.	46,300	3,858.33
	II	2 yrs.	48,900	4,075.00
	III	2 yrs.	51,700	4,308.33
	IV	2 yrs.	54,600	4,550.00
	V	2 yrs.	57,300	4,775.00
	VI	2 yrs.	60,100	5,008.33
ASSOCIATE RESEARCH (3213)	I	2 yrs.	57,400	4,783.33
	II	2 yrs.	60,200	5,016.67
	III	2 yrs.	63,500	5,291.67
	IV	3 yrs.	67,400	5,616.67
	V	3 yrs.	72,600	6,050.00
RESEARCH (3203)	I	3 yrs.	67,500	5,625.00
	II	3 yrs.	72,700	6,058.33
	III	3 yrs.	78,600	6,550.00
	IV	3 yrs.	85,300	7,108.33
	V	--	92,600	7,716.67
	VI	--	100,400	8,366.67
	VII	--	109,100	9,091.67
	VIII	--	118,100	9,841.67
	IX		128,300	10,691.67

Notes: These rates are applicable only to faculty who also hold an academic year (9-month) appointment in one of the following titles: Acting Professor, Adjunct Professor, Professor in Residence, Visiting Professor, Assistant Professor, Associate Professor, or Professor.

If a 9-month faculty member is normally paid on one of the Business/Management and Engineering Professorial salary scales, the temporary Faculty Research appointment shall be compensated according to that same scale.

FACULTY RESEARCH SERIES

Academic Year (9 months)

One-ninth

Rank	Step	Normal Period at Salary	Scale 10/1/2001 and 10/1/2002	
			Annual	Monthly
ASSISTANT RESEARCH (3225)	I	2 yrs.	46,300	5,144.44
	II	2 yrs.	48,900	5,433.33
	III	2 yrs.	51,700	5,744.44
	IV	2 yrs.	54,600	6,066.67
	V	2 yrs.	57,300	6,366.67
	VI	2 yrs.	60,100	6,677.78
ASSOCIATE RESEARCH (3215)	I	2 yrs.	57,400	6,377.78
	II	2 yrs.	60,200	6,688.89
	III	2 yrs.	63,500	7,055.56
	IV	3 yrs.	67,400	7,488.89
	V	3 yrs.	72,600	8,066.67
RESEARCH (3205)	I	3 yrs.	67,500	7,500.00
	II	3 yrs.	72,700	8,077.78
	III	3 yrs.	78,600	8,733.33
	IV	3 yrs.	85,300	9,477.78
	V	--	92,600	10,288.89
	VI	--	100,400	11,155.56
	VII	--	109,100	12,122.22
	VIII	--	118,100	13,122.22
	IX	--	128,300	14,255.56

Notes: These rates are applicable only to faculty who also hold an academic year (9-month) appointment in one of the following titles: Acting Professor, Adjunct Professor, Professor in Residence, Visiting Professor, Assistant Professor, Associate Professor, or Professor.

If a 9-month faculty member is normally paid on one of the Business/Management and Engineering Professorial salary scales, the temporary Faculty Research appointment shall be compensated according to that same scale.

PROFESSIONAL RESEARCH SERIES

Fiscal Year (11 months)

Rank	Step	Normal Period at Salary	Scale 10/1/2001		Scale 10/1/2002	
			Annual	Monthly	Annual	Monthly
ASSISTANT RESEARCH (3220)	I	2 yrs.	52,600	4,383.33	53,900	4,491.67
	II	2 yrs.	55,500	4,625.00	56,800	4,733.33
	III	2 yrs.	58,500	4,875.00	59,900	4,991.67
	IV	2 yrs.	62,100	5,175.00	63,200	5,266.67
	V	2 yrs.	64,700	5,391.67	66,400	5,533.33
	VI	2 yrs.	68,000	5,666.67	69,700	5,808.33
ASSOCIATE RESEARCH (3210)	I	2 yrs.	64,800	5,400.00	66,500	5,541.67
	II	2 yrs.	68,100	5,675.00	69,800	5,816.67
	III	2 yrs.	71,900	5,991.67	73,800	6,150.00
	IV	3 yrs.	76,300	6,358.33	78,400	6,533.33
	V	3 yrs.	81,800	6,816.67	84,100	7,008.33
RESEARCH (3200)	I	3 yrs.	76,400	6,366.67	78,500	6,541.67
	II	3 yrs.	81,900	6,825.00	84,200	7,016.67
	III	3 yrs.	88,900	7,408.33	91,300	7,608.33
	IV	3 yrs.	96,600	8,050.00	99,000	8,250.00
	V	--	104,900	8,741.67	107,400	8,950.00
	VI	--	113,900	9,491.67	116,600	9,716.67
	VII	--	123,400	10,283.33	126,500	10,541.67
	VIII	--	133,500	11,125.00	137,000	11,416.67
	IX	--	145,000	12,083.33	148,800	12,400.00

BUC: FX*

*If an individual has a dual 11-month ladder rank/research appointment, such as Professor/Astronomer, use A7 as the bargaining unit code.

**The Professional Research Series, Fiscal Year, have been increased incrementally over a four year period, with the goal of restoring the salaries of this series to the same level of the ladder rank faculty. This is the fourth and final year of incremental increase; full parity is achieved 10/1/02.

PROFESSIONAL RESEARCH SERIES--BUSINESS/MANAGEMENT/ENGINEERING

FISCAL YEAR

Salary Scale 10/1/2001 and 10/1/2002

Rank	Step	Normal Period at Salary	Annual	Monthly
ASSISTANT RESEARCH (1989)	I	2 yrs	71,400	5,950.00
	II	2 yrs	75,100	6,258.33
	III	2 yrs	78,900	6,575.00
	IV	2 yrs	82,600	6,883.33
	V	2 yrs	86,400	7,200.00
	VI	2 yrs	89,600	7,466.67
ASSOCIATE RESEARCH (1988)	I	2 yrs	86,500	7,208.33
	II	2 yrs	89,700	7,475.00
	III	2 yrs	93,200	7,766.67
	IV	3 yrs	96,000	8,000.00
	V	3 yrs	99,200	8,266.67
RESEARCH (1987)	I	3 yrs	96,100	8,008.33
	II	3 yrs	99,300	8,275.00
	III	3 yrs	105,300	8,775.00
	IV	3 yrs	113,000	9,416.67
	V	--	121,600	10,133.33
	VI	--	130,900	10,908.33
	VII	--	140,200	11,683.33
	VIII	--	150,100	12,508.33
	IX	--	163,000	13,583.33

BUC: FX***

*If an individual has a dual 11 month-ladder rank/research appointment, such as Professor/Astronomer, use A7 as the bargaining unit code.

**READER, TEACHING ASSISTANT, TUTOR, OTHER
STUDENT TITLES**

	Scale 10/1/2001 and 10/1/2002		
	Annual	Monthly	Hourly or Quarterly
READER*			
(2854) GSHIP			
(2855) NON-GSHIP			
Holders of Baccalaureate			10.82
Undergraduate Students			10.27
TEACHING ASSISTANT***			
(2310) GSHIP	28,290	3,143.33	9,430.00
(2311) NON-GSHIP			
TEACHING FELLOW***			
(2300) GSHIP	33,168	3,685.33	11,056.00
(2301) NON-GSHIP			
TUTOR*		Range	
(2862) GSHIP		2,273.33 - 3,143.33	
(2863) NON-GSHIP			

Non-Student Titles

READER*			
(2520) Holders of Baccalaureate			10.82
TUTOR*		Range	
(2521) Course Assistant		2,273.33 - 3,143.33	

Monthly rate is 1/9 annual rate.

Contact the Graduate Division office for help in determining the appropriate title code.

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).

For any of the titles in this list that are covered by a Memorandum of Understanding (MOU), the Salary Scale applies only to the extent provided for in the MOU.

BUC: *= 99, *** = BX

GRADUATE STUDENT RESEARCH

Student Title

Fiscal Year (11 months)

Scale 7/1/2002 and
10/1/2002

Rank	Step	Annual	Monthly	Hourly
GRADUATE STUDENT	I	29,256	2,438.00	14.01
RESEARCHER	II	31,524	2,627.00	15.10
(3266) GRAD STDNT RES - NO REMISSION	III	34,956	2,913.00	16.74
(3276) GRAD STDNT RES - PARTIAL FEE RI	IV	37,764	3,147.00	18.09
	V	40,284	3,357.00	19.29
	VI	42,144	3,512.00	20.18
	VII	45,516	3,793.00	21.80
	VIII	49,152	4,096.00	23.54
	IX	53,088	4,424.00	25.43
	X	57,336	4,778.00	27.46

Note: The title Research Assistant (title code 3265 & 3299) is no longer available on the Santa Cruz campus. It has been replaced by the title listed above.

BUC: 99

**STUDENT TITLES*
ASSOCIATE IN****

10/1/2001 and 10/1/2002

ACADEMIC YEAR	<u>Annual Range</u>	<u>1/9 Monthly Range</u>
	29,641 - 35,136	3,293.44 - 3,904.00

	Salaries within range	
	<u>Annual</u>	<u>1/9 Monthly</u>
	29,641	3,293.44
	30,216	3,357.33
	30,903	3,433.67
	31,576	3,508.44
	32,226	3,580.67
	32,950	3,661.11
	33,712	3,745.78
	34,360	3,817.78
	35,136	3,904.00

FISCAL YEAR	<u>Annual Range</u>	<u>1/12 Monthly Range</u>
	32,950 - 40,329	2,745.83 - 3,360.75

	Salaries within range	
	<u>Annual</u>	<u>1/12 Monthly</u>
	32,950	2,745.83
	33,712	2,809.33
	34,360	2,863.33
	35,136	2,928.00
	35,934	2,994.50
	36,746	3,062.17
	37,619	3,134.92
	38,481	3,206.75
	39,368	3,280.67
	40,329	3,360.75

(1501) Associate In - 9 months - GSHIP

(1511) Associate In - 11 months - GSHIP

(1502) Associate In - 9 months - NON-GSHIP

(1512) Associate In - 11 months - NON-GSHIP

(1506) Associate In - 9 months (1/9th) - GSHIP

(1507) Associate In - 9 months (1/9th) - NON-GSHIP

*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). For any of the titles in this list that are covered by a Memorandum of Understanding (MOU), the Salary Scale applies only to the extent provided for in the MOU.

**This title is available only to registered graduate students. Rates for Associate apply to titles covered by a Memorandum of Understanding and to non-represented titles.

BUC: BX

REMEDIAL TUTOR I AND II
Student Title

Scale 10/1/2001 and 10/1/2002
Hourly

REMEDIAL TUTOR I
(2271) GSHIP
(2270) NON-GSHIP

Single Student Sessions	10.82
Group Sessions	14.55

REMEDIAL TUTOR II
(2273) GSHIP
(2272) NON-GSHIP

Single Student Sessions	12.99
Group Sessions	16.73

Non-Student POSTGRADUATE RESEARCH

Fiscal Year (11 months)

Scale 7/1/2002
and 10/1/2002

	Step	Annual	Monthly
POSTGRADUATE RESEARCH	I	31,044	2,587.00
(3240)	II	32,364	2,697.00
	III	33,864	2,822.00
	IV	35,304	2,942.00
	V	36,912	3,076.00
	VI	38,652	3,221.00
	VII*	40,512	3,376.00
	VIII*	41,940	3,495.00
	IX*	43,908	3,659.00
	X*	46,056	3,838.00
	XI*	48,168	4,014.00
	XII*	50,472	4,206.00
	XIII*	52,956	4,413.00
	XIV*	55,668	4,639.00
	XV*	58,236	4,853.00
	XVI*	60,672	5,056.00
	XVII*	64,020	5,335.00

*Appointment to Steps VII-XVII requires a doctorate or its equivalent

BUC: FX

STUDENT POSTGRADUATE RESEARCHER

Fiscal Year (11 months)

Scale 10/1/2001
and 10/1/2002

	Step	Annual	Monthly
POSTGRADUATE RESEARCH	I	30,900	2,575.00
PGR-GRAD STDNT-FY - GSHIP 3241	II	32,208	2,684.00
PGR-GRAD STDNT-FY - NON-GSHIP 3	III	33,708	2,809.00
	IV	35,124	2,927.00
	V	36,732	3,061.00
	VI	38,472	3,206.00

BUC: 99

SPECIALIST SERIES

Fiscal Year (11 months)

Rank	Step	Normal Period at Salary	Scale 10/1/2001 and 10/1/2002	
			Annual	Monthly
JUNIOR SPECIALIST (3330)	I	1 yr.	31,044	2,587.00
	II	1 yr.	33,108	2,759.00
ASSISTANT SPECIALIST (3320)	I	2 yrs.	36,096	3,008.00
	II	2 yrs.	38,652	3,221.00
	III	2 yrs.	41,352	3,446.00
ASSOCIATE SPECIALIST (3310)	I	2 yrs.	45,048	3,754.00
	II	2 yrs.	48,168	4,014.00
	III	2 yrs.	51,660	4,305.00
	IV	--	54,240	4,520.00
SPECIALIST (3300)	I	3 yrs.	58,236	4,853.00
	II	3 yrs.	64,020	5,335.00
	III	--	71,592	5,966.00
	IV	--	80,388	6,699.00
	V	--	89,160	7,430.00

BUC: FX

LIBRARIAN SERIES*
Fiscal Year (11 month)
REPRESENTED AND NON-REPRESENTED LIBRARIANS

**Salary Scale 10/1/2001
and 10/1/2002**

<u>Rank</u>	<u>Step</u>	<u>Annual</u>	<u>Monthly</u>
Assistant Librarian	I	37,920	3,160.00
3620-Career	II	40,560	3,380.00
3621-Potential Career	III	42,996	3,583.00
3622-Temporary			
Associate Librarian	I	42,996	3,583.00
3616-Career	II	46,008	3,834.00
3617-Potential Career	III	49,224	4,102.00
3618-Temporary	IV	52,620	4,385.00
	V	56,256	4,688.00
	VI	60,132	5,011.00
	VII	64,164	5,347.00
Librarian	I	64,164	5,347.00
3612-Career	II	70,500	5,875.00
3613-Potential Career	III	76,860	6,405.00
3614-Temporary	IV	82,416	6,868.00
	V	88,848	7,404.00
	VI	95,508	7,959.00
	VII	102,480	8,540.00

*This salary Scale applies to both represented and non-represented employees in these titles. 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) For librarians who are exclusively represented, the Salary Scale applies only to the extent provided for in the MOU.

ASSISTANT AND ASSOCIATE UNIVERSITY LIBRARIANS

Fiscal Year (11 months)

Scale 10/1/2001 and 10/1/2002

	ANNUAL RANGE	MONTHLY RANGE
ASSISTANT UNIVERSITY LIBRARIAN (3610)	57,600 - 105,800	4,800.00 - 8,816.67
ASSOCIATE UNIVERSITY LIBRARIAN (3600)	60,900 - 116,400	5,075.00 - 9,700.00

**COORDINATORS OF PUBLIC PROGRAMS
CONTINUING EDUCATION SPECIALISTS--UNIVERSITY EXTENSION**
Fiscal Year (11 months)

Scale 10/1/2001 and 10/1/2002

(Title Code)	Rank	Step	Normal Period	Annual	Monthly
			at Step in Rank		
CPP (3515)	I	1	1 yr.	37,100	3,091.67
CES (3514)		2		38,400	3,200.00
		3		40,100	3,341.67
		4		41,500	3,456.33
CPP (3513)	II	1	1 yr.	42,200	3,516.67
CES (3512)		2		43,900	3,658.33
		3		45,100	3,758.33
		4		46,600	3,883.33
CPP (3511)	III	1	1 yr.	47,800	3,983.33
CES (3510)		2		50,300	4,191.67
		3		51,700	4,308.33
		4		53,300	4,441.67
CPP (3509)	IV	1	1 yr.	55,000	4,583.33
CES (3508)		2		57,000	4,750.00
		3		58,300	4,858.33
		4		60,800	5,066.67
CPP (3507)	V	1	1 yr.	62,900	5,241.67
CES (3506)		2		65,000	5,416.67
		3		67,100	5,591.67
		4		68,900	5,741.67
CPP (3505)	VI	1	1 yr.	71,500	5,958.33
CES (3504)		2		73,900	6,158.33
		3		76,300	6,358.33
		4		79,100	6,591.67
CPP (3503)	VII	1	--	81,400	6,783.33
CES (3502)		2		83,900	6,991.67
		3		86,800	7,233.33
		4		89,200	7,433.33
CPP (3501)	VIII	1	--	92,100	7,675.00
CES (3500)		2		95,500	7,958.33
		3		98,800	8,233.33
		4		102,400	8,533.33

BUC: FX

ACADEMIC ADMINISTRATOR SERIES

Fiscal Year (11 months)

Scale 10/1/2001 and
10/1/2002

Rank		Annual Range	Monthly Range
ACADEMIC ADMINISTRATOR (1061)	I	42,960 - 59,436	3,580.00 - 4,953.00
ACADEMIC ADMINISTRATOR (1062)	II	48,168 - 66,984	4,014.00 - 5,582.00
ACADEMIC ADMINISTRATOR (1063)	III	54,240 - 75,324	4,520.00 - 6,277.00
ACADEMIC ADMINISTRATOR (1064)	IV	60,672 - 83,256	5,056.00 - 6,938.00
ACADEMIC ADMINISTRATOR (1065)	V	68,700 - 93,252	5,725.00 - 7,771.00
ACADEMIC ADMINISTRATOR (1066)	VI	77,004 - 105,648	6,417.00 - 8,804.00
ACADEMIC ADMINISTRATOR (1067)	VII	84,912 - 119,244	7,076.00 - 9,937.00

**ACADEMIC COORDINATOR SERIES
SALARY SCALE
ACADEMIC YEAR (9 month)
Effective 10/1/2001 & 10/1/2002**

Step	I (0840)			II (0842)				III (0844)			
	Step	Annual	Monthly	Step	at Step	Annual	y	Step	Step	Annual	Monthly
1	2	36,096	3,008	1	2	47,148	3,929	1	3	59,436	4,953
2	2	37,800	3,150	2	2	49,308	4,109	2	3	64,020	5,335
3	2	39,540	3,295	3	2	51,660	4,305	3	3	68,700	5,725
4	2	41,352	3,446	4	2	54,240	4,520	4	3	73,260	6,105
5	2	42,960	3,580	5	2	56,880	4,740	5	3	78,732	6,561
6	2	45,048	3,754	6	2	59,436	4,953	6	3	84,912	7,076
7	2	47,148	3,929	7	2	62,376	5,198	7	3	91,200	7,600
8	2	49,308	4,109	8	2	65,304	5,442	8	3	98,292	8,191
9	2	51,660	4,305	9	2	68,700	5,725	9	--	105,648	8,804
10	2	54,240	4,520	10	2	71,592	5,966				
11	2	56,880	4,740	11	2	75,324	6,277				
12	2	59,436	4,953	12	2	78,732	6,561				
13	2	62,376	5,198	13	2	82,476	6,873				
14	2	65,304	5,442	14	2	87,012	7,251				
15	--	68,700	5,725	15	--	91,200	7,600				

**FISCAL YEAR (11 month)
Effective 10/1/2001 & 10/1/2002**

Step	I (0841)			II (0843)				III (0845)			
	Step	Annual	Monthly	Step	at Step	Annual	y	Step	Step	Annual	Monthly
1	2	41,352	3,446	1	2	54,240	4,520	1	3	68,700	5,725
2	2	42,960	3,580	2	2	56,880	4,740	2	3	73,260	6,105
3	2	45,048	3,754	3	2	59,436	4,953	3	3	78,732	6,561
4	2	47,148	3,929	4	2	62,376	5,198	4	3	84,912	7,076
5	2	49,308	4,109	5	2	65,304	5,442	5	3	91,200	7,600
6	2	51,660	4,305	6	2	68,700	5,725	6	3	98,292	8,191
7	2	54,240	4,520	7	2	71,592	5,966	7	3	105,648	8,804
8	2	56,880	4,740	8	2	75,324	6,277	8	3	113,592	9,466
9	2	59,436	4,953	9	2	78,732	6,561	9	--	122,112	10,176
10	2	62,376	5,198	10	2	82,476	6,873				
11	2	65,304	5,442	11	2	87,012	7,251				
12	2	68,700	5,725	12	2	91,200	7,600				
13	2	71,592	5,966	13	2	95,700	7,975				
14	2	75,324	6,277	14	2	100,668	8,389				
15	--	78,732	6,561	15	--	105,648	8,804				

BUC:99

SALARY DIFFERENTIAL HOUSING ALLOWANCE

Scale 10/1/2001 and 10/1/2002

Maximum Allowable 53,300

Use of the housing allowance requires approval by the Chancellor.

COORDINATOR OF FIELD WORK

	Scale 10/1/99	Scale 10/1/2002
Academic Year (9 month: 2240	28,968 - 97,020	Rates are currently subject to ongoing collective bargaining negotiations. These rates will be published upon resolution of the negotiations.
Fiscal Year (11 months) 2245	32,916 - 115,200	

For salary levels within range, see Lecturer & Other Unit 18 Titles Table of Pay Rates, pages 22 & 23

BUC: IX

Alphabetical Title Code Index 2002-03

<u>TITLE CODE</u>	<u>ACADEMIC TITLE</u>
3802	_____ Recall
1061	Academic Administrator I
1062	Academic Administrator II
1063	Academic Administrator III
1064	Academic Administrator IV
1065	Academic Administrator V
1066	Academic Administrator VI
1067	Academic Administrator VII
0840	Academic Coordinator I - Academic Year
0841	Academic Coordinator I - Fiscal Year
0842	Academic Coordinator II - Academic Year
0843	Academic Coordinator II - Fiscal Year
0844	Academic Coordinator III - Academic Year
0845	Academic Coordinator III - Fiscal Year
0846	Academic Coordinator IV - Academic Year
0847	Academic Coordinator IV - Fiscal Year
0848	Academic Coordinator V - Academic Year
0849	Academic Coordinator V - Fiscal Year
3127	Acting Assistant Astronomer
1307	Acting Assistant Professor - Academic Year
1301	Acting Assistant Professor - Academic Year - 1/9
1979	Acting Assistant Professor - Academic Year - 1/9 - Bus/Eng
1977	Acting Assistant Professor - Academic Year - Bus/Eng
1317	Acting Assistant Professor - Fiscal Year
1978	Acting Assistant Professor - Fiscal Year - Bus/Eng
3117	Acting Associate Astronomer
1207	Acting Associate Professor - Academic Year
1201	Acting Associate Professor - Academic Year - 1/9
1976	Acting Associate Professor - Academic Year - 1/9 - Bus/Eng
1974	Acting Associate Professor - Academic Year - Bus/Eng
1217	Acting Associate Professor - Fiscal Year
1975	Acting Associate Professor - Fiscal Year - Bus/Eng
3107	Acting Astronomer
1107	Acting Professor - Academic Year
1101	Acting Professor - Academic Year - 1/9
1973	Acting Professor - Academic Year - 1/9 - Bus/Eng
1971	Acting Professor - Academic Year - Bus/Eng
1117	Acting Professor - Fiscal Year
1972	Acting Professor - Fiscal Year - Bus/Eng
3258	Adjunct Professor - Academic Year
3363	Adjunct Professor - Academic Year - 1/9
3379	Adjunct Professor - Academic Year - 1/9 - Bus/Eng
3377	Adjunct Professor - Academic Year - Bus/Eng
3259	Adjunct Professor - Fiscal Year
3378	Adjunct Professor - Fiscal Year - Bus/Eng
3278	Assistant Adjunct Professor - Academic Year
3361	Assistant Adjunct Professor - Academic Year - 1/9
3373	Assistant Adjunct Professor - Academic Year - 1/9 - Bus/Eng

Alphabetical Title Code Index 2002-03

<u>TITLE CODE</u>	<u>ACADEMIC TITLE</u>
3371	Assistant Adjunct Professor - Academic Year - Bus/Eng
3279	Assistant Adjunct Professor - Fiscal Year
3372	Assistant Adjunct Professor - Fiscal Year - Bus/Eng
3120	Assistant Astronomer
3620	Assistant Librarian - Career Status
3621	Assistant Librarian - Potential Career
3622	Assistant Librarian - Temporary Status
1300	Assistant Professor - Academic Year
1303	Assistant Professor - Academic Year - 1/9
1345	Assistant Professor - Academic Year - 1/9 - Bus/Eng
1343	Assistant Professor - Academic Year - Bus/Eng
1306	Assistant Professor - Academic Year - Recalled
1310	Assistant Professor - Fiscal Year
1344	Assistant Professor - Fiscal Year - Bus/Eng
3270	Assistant Professor In-Residence - Academic Year
3351	Assistant Professor In-Residence - Academic Year - 1/9
3389	Assistant Professor In-Residence - Academic Year - 1/9 - Bus/Eng
3387	Assistant Professor In-Residence - Academic Year - Bus/Eng
3271	Assistant Professor In-Residence - Fiscal Year
3388	Assistant Professor In-Residence - Fiscal Year - Bus/Eng
3223	Assistant Research _____ - Academic Year
3225	Assistant Research _____ - Academic Year - 1/9
1986	Assistant Research _____ - Academic Year - 1/9 - Bus/Eng
1985	Assistant Research _____ - Academic Year - Bus/Eng
3220	Assistant Research _____ - Fiscal Year
1989	Assistant Research _____ - Fiscal Year - Bus/Eng
3320	Assistant Specialist
2140	Assistant Supervisor of Physical Education - Academic Year
3572	Assistant Teacher - University Extension
3610	Assistant University Librarian
3268	Associate Adjunct Professor - Academic Year
3362	Associate Adjunct Professor - Academic Year - 1/9
3376	Associate Adjunct Professor - Academic Year - 1/9 - Bus/Eng
3374	Associate Adjunct Professor - Academic Year - Bus/Eng
3269	Associate Adjunct Professor - Fiscal Year
3375	Associate Adjunct Professor - Fiscal Year - Bus/Eng
3110	Associate Astronomer
1506	Associate In - Graduate Student - Academic Year - 1/9 - GSHIP
1507	Associate In - Graduate Student - Academic Year - 1/9 - Non-GSHIP
1501	Associate In - Graduate Student - Academic Year - GSHIP
1502	Associate in - Graduate Student - Academic Year - Non-GSHIP
1511	Associate In - Graduate Student - Fiscal Year - GSHIP
1512	Associate In - Graduate Student - Fiscal Year - Non-GSHIP
3616	Associate Librarian - Career Status
3617	Associate Librarian - Potential Career Status
3618	Associate Librarian - Temporary Status
1200	Associate Professor - Academic Year
1203	Associate Professor - Academic Year - 1/9

Alphabetical Title Code Index 2002-03

<u>TITLE CODE</u>	<u>ACADEMIC TITLE</u>
1245	Associate Professor - Academic Year - 1/9 - Bus/Eng
1248	Associate Professor - Academic Year - 1/9 - Bus/Eng - Recalled
1243	Associate Professor - Academic Year - Bus/Eng
1246	Associate Professor - Academic Year - Bus/Eng - Recalled
1206	Associate Professor - Academic Year - Recalled
1210	Associate Professor - Fiscal Year
1244	Associate Professor - Fiscal Year - Bus/Eng
1216	Associate Professor - Fiscal Year - Recalled
1209	Associate Professor - Recalled - Academic Year - 1/9
3260	Associate Professor In-Residence - Academic Year
3352	Associate Professor In-Residence - Academic Year - 1/9
3386	Associate Professor In-Residence - Academic Year - 1/9 - Bus/Eng
3384	Associate Professor In-Residence - Academic Year - Bus/Eng
3261	Associate Professor In-Residence - Fiscal Year
3385	Associate Professor In-Residence - Fiscal year - Bus/Eng
3213	Associate Research _____ - Academic Year
3215	Associate Research _____ - Academic Year - 1/9
1984	Associate Research _____ - Academic Year - 1/9 - Bus/Eng
1983	Associate Research _____ - Academic Year - Bus/Eng
3210	Associate Research _____ - Fiscal Year
1988	Associate Research _____ - Fiscal Year - Bus/Eng
3310	Associate Specialist
2120	Associate Supervisor of Physical Education - Academic Year
3600	Associate University Librarian
3100	Astronomer
3106	Astronomer - Recalled
3514	Continuing Education Specialist I
3512	Continuing Education Specialist II
3510	Continuing Education Specialist III
3508	Continuing Education Specialist IV
3506	Continuing Education Specialist V
3504	Continuing Education Specialist VI
3502	Continuing Education Specialist VII
3500	Continuing Education Specialist VIII
2240	Coordinator of Field Work - Academic Year
2241	Coordinator of Field Work - Academic Year - 3-Year Contract
2245	Coordinator of Field Work - Fiscal Year
2246	Coordinator of Field Work - Fiscal Year - 3-Year Contract
3580	Course Author - University Extension
3266	Graduate Student Researcher - No Remission
3276	Graduate Student Researcher - Partial Fee Remission
3282	Graduate Student Researcher - Full Fee Rem
3283	Graduate Student Researcher - Full Tuit & Pfr
3284	Graduate Student Researcher - Tuit & Fee Rem
3330	Junior Specialist
2160	Junior Supervisor of Physical Education - Academic Year
1630	Lecturer - Academic Year
1632	Lecturer - Academic Year - 1/9

Alphabetical Title Code Index 2002-03

<u>TITLE CODE</u>	<u>ACADEMIC TITLE</u>
1633	Lecturer - Academic Year - 1/9th - 3-Year Contract
1631	Lecturer - Academic Year - 3-Year Contract
1634	Lecturer - Fiscal Year
1635	Lecturer - Fiscal Year - 3-Year Contract
1680	Lecturer Potential SOE - Academic Year
1681	Lecturer Potential SOE - Academic Year - 1/9
1682	Lecturer Potential SOE - Fiscal Year
1607	Lecturer with SOE - Academic Year
1608	Lecturer with SOE - Academic Year - 1/9
1665	Lecturer with SOE - Academic Year - Recalled
1666	Lecturer with SOE - Academic Year - Recalled - 1/9
1620	Lecturer with SOE - Emeritus
1617	Lecturer with SOE - Fiscal Year
1667	Lecturer with SOE - Fiscal Year - Recalled
1675	Lecturer/Senior Lecturer - Academic Year - (without salary)
1676	Lecturer/Senior Lecturer - Fiscal Year - (without salary)
3612	Librarian - Career Status
3613	Librarian - Potential Career Status
3614	Librarian - Temporary Status
3240	Postgraduate Research _____ - Fiscal Year
3241	Postgraduate Research Stdnt _____ - Fiscal Year - GSHIP
3242	Postgraduate Research Stdnt _____ - Fiscal Year NON-GSHIP
1100	Professor - Academic Year
1103	Professor - Academic Year - 1/9
1145	Professor - Academic Year - 1/9 - Bus/Eng
1148	Professor - Academic Year - 1/9 - Bus/Eng - Recalled
1143	Professor - Academic Year - Bus/Eng
1146	Professor - Academic Year - Bus/Eng - Recalled
1106	Professor - Academic Year - Recalled
1109	Professor - Academic Year - Recalled - 1/9
1110	Professor - Fiscal Year
1144	Professor - Fiscal Year - Bus/Eng
1116	Professor - Fiscal Year - Recalled
3250	Professor In-Residence - Academic Year
3353	Professor In-Residence - Academic Year - 1/9
3383	Professor In-Residence - Academic Year - 1/9 - Bus/Eng
3381	Professor In-Residence - Academic Year - Bus/Eng
3251	Professor In-Residence - Fiscal Year
3382	Professor In-Residence - Fiscal Year - Bus/Eng
3540	Program Coordinator
2850	Reader - GSHIP
2851	Reader - non-GSHIP
2500	Reader - Non-student
2288	Remedial Tutor I - GSHIP
2280	Remedial Tutor I - Non-GSHIP
2289	Remedial Tutor II - GSHIP
2290	Remedial Tutor II - Non-GSHIP
3203	Research _____ - Academic Year

Alphabetical Title Code Index 2002-03

<u>TITLE CODE</u>	<u>ACADEMIC TITLE</u>
3205	Research _____ - Academic Year - 1/9
1982	Research _____ - Academic Year - 1/9 - Bus/Eng
1981	Research _____ - Academic Year - Bus/Eng
3200	Research _____ - Fiscal Year
1987	Research _____ - Fiscal Year - Bus/Eng
3209	Research _____ - Recalled
3298	Research Associate (without salary)
3296	Research Fellow (without salary)
1707	Research Professor
1640	Senior Lecturer - Academic Year
1642	Senior Lecturer - Academic Year - 1/9
1643	Senior Lecturer - Academic Year - 1/9th - 3-Year Contract
1641	Senior Lecturer - Academic Year - 3-Year Contract
1644	Senior Lecturer - Fiscal Year
1645	Senior Lecturer - Fiscal Year - 3-Year Contract
1683	Senior Lecturer Potential SOE - Academic Year
1684	Senior Lecturer Potential SOE - Academic Year - 1/9
1685	Senior Lecturer Potential SOE - Fiscal Year
1603	Senior Lecturer with SOE - Academic Year
1604	Senior Lecturer with SOE - Academic Year - 1/9
1660	Senior Lecturer with SOE - Academic Year - Recalled
1662	Senior Lecturer with SOE - Academic Year - Recalled - 1/9
1621	Senior Lecturer with SOE - Emeritus
1613	Senior Lecturer with SOE - Fiscal Year
1663	Senior Lecturer with SOE - Fiscal Year - Recalled
3575	Speaker - University Extension
3300	Specialist
2100	Supervisor of Physical Education - Academic Year
2106	Supervisor of Physical Education - Academic Year - Recalled
2220	Supervisor of Teacher Education
2221	Supervisor of Teacher Education - 3-Year Contract
2460	Teacher-Special Programs
2461	Teacher-Special Programs - 3-Year Contract
3574	Teacher - University Extension
3570	Teacher - University Extension - Contract Year
2310	Teaching Assistant - GSHIP
2311	Teaching Assistant - non-GSHIP
2300	Teaching Fellow - GSHIP
2301	Teaching Fellow - non-GSHIP
2860	Tutor - GSHIP
2861	Tutor - Non-GSHIP
2510	Tutor - Non-studnet
3370	Visiting _____ Postdoctoral
3128	Visiting Assistant Astronomer
3623	Visiting Assistant Librarian - Fiscal Year
1308	Visiting Assistant Professor - Academic Year
1302	Visiting Assistant Professor - Academic Year - 1/9
1429	Visiting Assistant Professor - Academic year - 1/9 - Bus/Eng

Alphabetical Title Code Index
2002-03

<u>TITLE CODE</u>	<u>ACADEMIC TITLE</u>
1427	Visiting Assistant Professor - Academic Year - Bus/Eng
1318	Visiting Assistant Professor - Fiscal Year
1428	Visiting Assistant Professor - Fiscal Year - Bus/Eng
3228	Visiting Assistant Research _____ - Fiscal Year
3118	Visiting Associate Astronomer
3619	Visiting Associate Librarian - Fiscal Year
1208	Visiting Associate Professor - Academic Year
1202	Visiting Associate Professor - Academic Year - 1/9
1426	Visiting Associate Professor - Academic Year - 1/9 - Bus/Eng
1424	Visiting Associate Professor - Academic Year - Bus/Eng
1218	Visiting Associate Professor - Fiscal Year
1425	Visiting Associate Professor - Fiscal Year - Bus/Eng
3218	Visiting Associate Research _____ - Fiscal Year
3108	Visiting Astronomer
3615	Visiting Librarian - Fiscal Year
1108	Visiting Professor - Academic Year
1102	Visiting Professor - Academic Year - 1/9
1423	Visiting Professor - Academic Year - 1/9 - Bus/Eng
1421	Visiting Professor - Academic Year - Bus/Eng
1118	Visiting Professor - Fiscal Year
1422	Visiting Professor - Fiscal Year - Bus/Eng
3208	Visiting Research _____ - Fiscal Year

Numeric Title Code Index 2002-03

<u>TITLE CODE</u>	<u>ACADEMIC TITLE</u>
0840	Academic Coordinator I - Academic Year
0841	Academic Coordinator I - Fiscal Year
0842	Academic Coordinator II - Academic Year
0843	Academic Coordinator II - Fiscal Year
0844	Academic Coordinator III - Academic Year
0845	Academic Coordinator III - Fiscal Year
0846	Academic Coordinator IV - Academic Year
0847	Academic Coordinator IV - Fiscal Year
0848	Academic Coordinator V - Academic Year
0849	Academic Coordinator V - Fiscal Year
1061	Academic Administrator I
1062	Academic Administrator II
1063	Academic Administrator III
1064	Academic Administrator IV
1065	Academic Administrator V
1066	Academic Administrator VI
1067	Academic Administrator VII
1100	Professor - Academic Year
1101	Acting Professor - Academic Year - 1/9
1102	Visiting Professor - Academic Year - 1/9
1103	Professor - Academic Year - 1/9
1106	Professor - Academic Year - Recalled
1107	Acting Professor - Academic Year
1108	Visiting Professor - Academic Year
1109	Professor - Academic Year - Recalled - 1/9
1110	Professor - Fiscal Year
1116	Professor - Fiscal Year - Recalled
1117	Acting Professor - Fiscal Year
1118	Visiting Professor - Fiscal Year
1143	Professor - Academic Year - Bus/Eng
1144	Professor - Fiscal Year - Bus/Eng
1145	Professor - Academic Year - 1/9 - Bus/Eng
1146	Professor - Academic Year - Bus/Eng - Recalled
1148	Professor - Academic Year - 1/9 - Bus/Eng - Recalled
1200	Associate Professor - Academic Year
1201	Acting Associate Professor - Academic Year - 1/9
1202	Visiting Associate Professor - Academic Year - 1/9
1203	Associate Professor - Academic Year - 1/9
1206	Associate Professor - Academic Year - Recalled
1207	Acting Associate Professor - Academic Year
1208	Visiting Associate Professor - Academic Year
1209	Associate Professor - Recalled - Academic Year - 1/9
1210	Associate Professor - Fiscal Year
1216	Associate Professor - Fiscal Year - Recalled
1217	Acting Associate Professor - Fiscal Year
1218	Visiting Associate Professor - Fiscal Year
1243	Associate Professor - Academic Year - Bus/Eng
1244	Associate Professor - Fiscal Year - Bus/Eng

Numeric Title Code Index 2002-03

<u>TITLE CODE</u>	<u>ACADEMIC TITLE</u>
1245	Associate Professor - Academic Year - 1/9 - Bus/Eng
1246	Associate Professor - Academic Year - Bus/Eng - Recalled
1248	Associate Professor - Academic Year - 1/9 - Bus/Eng - Recalled
1300	Assistant Professor - Academic Year
1301	Acting Assistant Professor - Academic Year - 1/9
1302	Visiting Assistant Professor - Academic Year - 1/9
1303	Assistant Professor - Academic Year - 1/9
1306	Assistant Professor - Academic Year - Recalled
1307	Acting Assistant Professor - Academic Year
1308	Visiting Assistant Professor - Academic Year
1310	Assistant Professor - Fiscal Year
1317	Acting Assistant Professor - Fiscal Year
1318	Visiting Assistant Professor - Fiscal Year
1343	Assistant Professor - Academic Year - Bus/Eng
1344	Assistant Professor - Fiscal Year - Bus/Eng
1345	Assistant Professor - Academic Year - 1/9 - Bus/Eng
1421	Visiting Professor - Academic Year - Bus/Eng
1422	Visiting Professor - Fiscal Year - Bus/Eng
1423	Visiting Professor - Academic Year - 1/9 - Bus/Eng
1424	Visiting Associate Professor - Academic Year - Bus/Eng
1425	Visiting Associate Professor - Fiscal Year - Bus/Eng
1426	Visiting Associate Professor - Academic Year - 1/9 - Bus/Eng
1427	Visiting Assistant Professor - Academic Year - Bus/Eng
1428	Visiting Assistant Professor - Fiscal Year - Bus/Eng
1429	Visiting Assistant Professor - Academic year - 1/9 - Bus/Eng
1501	Associate In - Graduate Student - Academic Year - GSHIP
1502	Associate in - Graduate Student - Academic Year - Non-GSHIP
1506	Associate In - Graduate Student - Academic Year - 1/9 - GSHIP
1507	Associate In - Graduate Student - Academic Year - 1/9 - Non-GSHIP
1511	Associate In - Graduate Student - Fiscal Year - GSHIP
1512	Associate In - Graduate Student - Fiscal Year - Non-GSHIP
1603	Senior Lecturer with SOE - Academic Year
1604	Senior Lecturer with SOE - Academic Year - 1/9
1607	Lecturer with SOE - Academic Year
1608	Lecturer with SOE - Academic Year - 1/9
1613	Senior Lecturer with SOE - Fiscal Year
1617	Lecturer with SOE - Fiscal Year
1620	Lecturer with SOE - Emeritus
1621	Senior Lecturer with SOE - Emeritus
1630	Lecturer - Academic Year
1631	Lecturer - Academic Year - 3-Year Contract
1632	Lecturer - Academic Year - 1/9
1633	Lecturer - Academic Year - 1/9th - 3-Year Contract
1634	Lecturer - Fiscal Year
1635	Lecturer - Fiscal Year - 3-Year Contract
1640	Senior Lecturer - Academic Year
1641	Senior Lecturer - Academic Year - 3-Year Contract
1642	Senior Lecturer - Academic Year - 1/9

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<u>TITLE CODE</u>	<u>ACADEMIC TITLE</u>
1643	Senior Lecturer - Academic Year - 1/9th - 3-Year Contract
1644	Senior Lecturer - Fiscal Year
1645	Senior Lecturer - Fiscal Year - 3-Year Contract
1660	Senior Lecturer with SOE - Academic Year - Recalled
1662	Senior Lecturer with SOE - Academic Year - Recalled - 1/9
1663	Senior Lecturer with SOE - Fiscal Year - Recalled
1665	Lecturer with SOE - Academic Year - Recalled
1666	Lecturer with SOE - Academic Year - Recalled - 1/9
1667	Lecturer with SOE - Fiscal Year - Recalled
1675	Lecturer/Senior Lecturer - Academic Year - (without salary)
1676	Lecturer/Senior Lecturer - Fiscal Year - (without salary)
1680	Lecturer Potential SOE - Academic Year
1681	Lecturer Potential SOE - Academic Year - 1/9
1682	Lecturer Potential SOE - Fiscal Year
1683	Senior Lecturer Potential SOE - Academic Year
1684	Senior Lecturer Potential SOE - Academic Year - 1/9
1685	Senior Lecturer Potential SOE - Fiscal Year
1707	Research Professor
1971	Acting Professor - Academic Year - Bus/Eng
1972	Acting Professor - Fiscal Year - Bus/Eng
1973	Acting Professor - Academic Year - 1/9 - Bus/Eng
1974	Acting Associate Professor - Academic Year - Bus/Eng
1975	Acting Associate Professor - Fiscal Year - Bus/Eng
1976	Acting Associate Professor - Academic Year - 1/9 - Bus/Eng
1977	Acting Assistant Professor - Academic Year - Bus/Eng
1978	Acting Assistant Professor - Fiscal Year - Bus/Eng
1979	Acting Assistant Professor - Academic Year - 1/9 - Bus/Eng
1981	Research _____ - Academic Year - Bus/Eng
1982	Research _____ - Academic Year - 1/9 - Bus/Eng
1983	Associate Research _____ - Academic Year - Bus/Eng
1984	Associate Research _____ - Academic Year - 1/9 - Bus/Eng
1985	Assistant Research _____ - Academic Year - Bus/Eng
1986	Assistant Research _____ - Academic Year - 1/9 - Bus/Eng
1987	Research _____ - Fiscal Year - Bus/Eng
1988	Associate Research _____ - Fiscal Year - Bus/Eng
1989	Assistant Research _____ - Fiscal Year - Bus/Eng
2100	Supervisor of Physical Education - Academic Year
2106	Supervisor of Physical Education - Academic Year - Recalled
2120	Associate Supervisor of Physical Education - Academic Year
2140	Assistant Supervisor of Physical Education - Academic Year
2160	Junior Supervisor of Physical Education - Academic Year
2220	Supervisor of Teacher Education
2221	Supervisor of Teacher Education - 3-Year Contract
2240	Coordinator of Field Work - Academic Year
2241	Coordinator of Field Work - Academic Year - 3-Year Contract
2245	Coordinator of Field Work - Fiscal Year
2246	Coordinator of Field Work - Fiscal Year - 3-Year Contract
2280	Remedial Tutor I - Non-GSHIP

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<u>TITLE CODE</u>	<u>ACADEMIC TITLE</u>
2288	Remedial Tutor I - GSHIP
2289	Remedial Tutor II - GSHIP
2290	Remedial Tutor II - Non-GSHIP
2300	Teaching Fellow - GSHIP
2301	Teaching Fellow - non-GSHIP
2310	Teaching Assistant - GSHIP
2311	Teaching Assistant - non-GSHIP
2460	Teacher-Special Programs
2461	Teacher-Special Programs - 3-Year Contract
2500	Reader - Non-student
2510	Tutor - Non-student
2850	Reader - GSHIP
2851	Reader - non-GSHIP
2860	Tutor - GSHIP
2861	Tutor - Non-GSHIP
3100	Astronomer
3106	Astronomer - Recalled
3107	Acting Astronomer
3108	Visiting Astronomer
3110	Associate Astronomer
3117	Acting Associate Astronomer
3118	Visiting Associate Astronomer
3120	Assistant Astronomer
3127	Acting Assistant Astronomer
3128	Visiting Assistant Astronomer
3200	Research _____ - Fiscal Year
3203	Research _____ - Academic Year
3205	Research _____ - Academic Year - 1/9
3208	Visiting Research _____ - Fiscal Year
3209	Research _____ - Recalled
3210	Associate Research _____ - Fiscal Year
3213	Associate Research _____ - Academic Year
3215	Associate Research _____ - Academic Year - 1/9
3218	Visiting Associate Research _____ - Fiscal Year
3220	Assistant Research _____ - Fiscal Year
3223	Assistant Research _____ - Academic Year
3225	Assistant Research _____ - Academic Year - 1/9
3228	Visiting Assistant Research _____ - Fiscal Year
3240	Postgraduate Research _____ - Fiscal Year
3241	Postgraduate Research Student - Fiscal Year - GSHIP
3242	Postgraduate Research Student - Fiscal Year - NON-GSHIP
3250	Professor In-Residence - Academic Year
3251	Professor In-Residence - Fiscal Year
3258	Adjunct Professor - Academic Year
3259	Adjunct Professor - Fiscal Year
3260	Associate Professor In-Residence - Academic Year
3261	Associate Professor In-Residence - Fiscal Year
3266	Graduate Student Researcher - No Remission

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<u>TITLE CODE</u>	<u>ACADEMIC TITLE</u>
3268	Associate Adjunct Professor - Academic Year
3269	Associate Adjunct Professor - Fiscal Year
3270	Assistant Professor In-Residence - Academic Year
3271	Assistant Professor In-Residence - Fiscal Year
3276	Graduate Student Researcher - Partial Fee Remission
3278	Assistant Adjunct Professor - Academic Year
3279	Assistant Adjunct Professor - Fiscal Year
3282	Graduate Student Researcher - Full Fee Rem
3283	Graduate Student Researcher - Full Tuit & Pfr
3284	Graduate Student Researcher - Tuit & Fee Rem
3296	Research Fellow (without salary)
3298	Research Associate (without salary)
3300	Specialist
3310	Associate Specialist
3320	Assistant Specialist
3330	Junior Specialist
3351	Assistant Professor In-Residence - Academic Year - 1/9
3352	Associate Professor In-Residence - Academic Year - 1/9
3353	Professor In-Residence - Academic Year - 1/9
3361	Assistant Adjunct Professor - Academic Year - 1/9
3362	Associate Adjunct Professor - Academic Year - 1/9
3363	Adjunct Professor - Academic Year - 1/9
3370	Visiting _____ Postdoctoral
3371	Assistant Adjunct Professor - Academic Year - Bus/Eng
3372	Assistant Adjunct Professor - Fiscal Year - Bus/Eng
3373	Assistant Adjunct Professor - Academic Year - 1/9 - Bus/Eng
3374	Associate Adjunct Professor - Academic Year - Bus/Eng
3375	Associate Adjunct Professor - Fiscal Year - Bus/Eng
3376	Associate Adjunct Professor - Academic Year - 1/9 - Bus/Eng
3377	Adjunct Professor - Academic Year - Bus/Eng
3378	Adjunct Professor - Fiscal Year - Bus/Eng
3379	Adjunct Professor - Academic Year - 1/9 - Bus/Eng
3381	Professor In-Residence - Academic Year - Bus/Eng
3382	Professor In-Residence - Fiscal Year - Bus/Eng
3383	Professor In-Residence - Academic Year - 1/9 - Bus/Eng
3384	Associate Professor In-Residence - Academic Year - Bus/Eng
3385	Associate Professor In-Residence - Fiscal year - Bus/Eng
3386	Associate Professor In-Residence - Academic Year - 1/9 - Bus/Eng
3387	Assistant Professor In-Residence - Academic Year - Bus/Eng
3388	Assistant Professor In-Residence - Fiscal Year - Bus/Eng
3389	Assistant Professor In-Residence - Academic Year - 1/9 - Bus/Eng
3500	Continuing Education Specialist VIII
3502	Continuing Education Specialist VII
3504	Continuing Education Specialist VI
3506	Continuing Education Specialist V
3508	Continuing Education Specialist IV
3510	Continuing Education Specialist III
3512	Continuing Education Specialist II

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<u>TITLE CODE</u>	<u>ACADEMIC TITLE</u>
3540	Program Coordinator
3570	Teacher - University Extension-Contract Year
3572	Assistant Teacher - University Extension
3574	Teacher - University Extension
3575	Speaker - University Extension
3580	Course Author - University Extension
3514	Continuing Education Specialist I
3600	Associate University Librarian
3610	Assistant University Librarian
3612	Librarian - Career Status
3613	Librarian - Potential Career Status
3614	Librarian - Temporary Status
3615	Visiting Librarian - Fiscal Year
3616	Associate Librarian - Career Status
3617	Associate Librarian - Potential Career Status
3618	Associate Librarian - Temporary Status
3619	Visiting Associate Librarian - Fiscal Year
3620	Assistant Librarian - Career Status
3621	Assistant Librarian - Potential Career
3622	Assistant Librarian - Temporary Status
3623	Visiting Assistant Librarian - Fiscal Year
3802	_____ Recall