

2023-24 Academic Salary Program Guidelines

Implementation Guidelines:

1. Some scale adjustments go into effect July 1, and others October 1; specific title series and effective dates are noted below.
2. Percentage increases are approximate; the precise amount may vary due to rounding and smoothing between steps; refer to [salary scales](#) for actual rates.
3. The salary program for ladder-rank, security of employment, and LR-equivalent title series will be effective October 1, 2023 and therefore will not be applied to summer 2023 research (ACR) and summer administration (ACA) salary rates.
4. If an eligible employee has a merit or promotion action effective on the same date as their salary program increase, the merit/promotion is applied before the salary program increases.
5. New hires are eligible for the salary program unless alternate terms were specified in writing at the time of hire.
6. The salary increases will be implemented in UCPath and DivData by APO and the UCPath Center, except where noted in the chart below.
7. The effective dates listed here apply to monthly-paid appointees. The effective date for biweekly-paid appointees is the beginning of the first biweekly pay period following the monthly effective date.
8. For policy-covered off-scale employees, the percentage calculation is applied separately to the off-scale component and rounded to the nearest dollar or \$100, as appropriate to the title series (e.g., to the nearest \$100 for professorial and related series). For policy-covered above scale employees, the percentage calculation is applied to the total above scale salary and rounded as appropriate to the title series.
9. For NSTP participants, the scale-based salary (SBS, including on- and off-scale or above-scale amounts), is subject to increase; the negotiated salary component is not subject to increase and remains at the same dollar amount for the participation year.

Effective July 1, 2023 (July 9, 2023 for biweekly-paid appointees)

TITLE SERIES	Programmatic Increase
Academic Coordinator	4.6% increase
Asst/Assoc University Librarian	4.6% increase
Clinical Psychology Intern	4.6% increase to range; appointments beginning on or after this date must be at or above the minimum. Divisions must process any increases.
College Provost	4.6% stipend increase
Continuing Educator (UNEX)	4.6% increase
Coordinator of Fieldwork	3.0% increase in accordance with the IX contract
Department Chair	4.6% stipend increase
Deans & Faculty Administrators	With the exception of College Provost and Department Chair stipends (listed separately), administrative salaries and/or stipends are eligible for up to a 4.6% increase for meritorious performance, as determined by the appointing authority.
Lecturer & Continuing Lecturer	3.0% increase in accordance with the IX contract
Librarian	policy-covered (non rep): 4.6% increase represented: 3.0% to scales in accordance with the LX contract
Non-Physician Clinical Trainee	4.6% increase to range; appointments beginning on or after this date must be at or above the new minimum. Divisions must process any increases.
Professional Researcher	Policy-covered (non rep): 4.6% increase Represented: 4.5% increase to scales in accordance with the RA contract

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TITLE SERIES	Programmatic Increase
Project Scientist	Policy-covered (non rep): 4.6% increase Represented: 4.5% increase to scales in accordance with the RA contract
Specialist	Policy-covered (non rep): 4.6% increase Represented: 4.5% increase to scales in accordance with the RA contract
Supervisor of Teacher Education	3.0% increase in accordance with the IX contract

Effective October 1, 2023 (for both monthly and biweekly paid appointees)

TITLE SERIES	Programmatic Increase
Acting Professor	4.6% increase to scales, offscale components and above-scale salaries
Adjunct Professor	4.6% increase to scales, offscale components and above-scale salaries
Associate In __	16.5% increase in accordance with the BX contract
Astronomer	4.6% increase to scales, offscale components and above-scale salaries
Graduate Student Researcher	6.4% increase in accordance with the BR contract, with new experience-based salary points
Non-Student Tutor (Course Assistant)	16.5% increase in accordance with the BX contract
Postdoctoral Scholar	7.47% increase to scales in accordance with the PX contract
Professor	4.6% increase to scales, offscale components and above-scale salaries
Reader (student, non-student)	\$1 per hour increase in accordance with the BX contract
Remedial Tutor	\$1 per hour increase in accordance with the BX contract
Teaching Assistant	16.5% increase in accordance with the BX contract, with new experience-based salary points
Teaching Fellow	16.5% increase in accordance with the BX contract
Teaching Professor (LSOE)	4.6% increase to scales, offscale components and above-scale salaries
Tutor	\$1 per hour increase in accordance with the BX contract

Other Title Series and Notes

TITLE SERIES	Programmatic Increase
Program Coordinator (UNEX)	No – individually negotiated contracts
Recall (all recall titles)	Recall salaries and stipends may be adjusted with the concurrence of the PI and appointing authority. Divisions must process any increases.
Salary Supplements (3998)	Salary supplements are individually negotiated, so the increase will be applied based on the supplement agreement. Divisions must process any increases.
Summer Session	No – summer 2023 payments are based on rates in effect as of June 30, 2023.
Teacher- UNEX	No – individually negotiated contracts
Visiting titles	Salaries are individually negotiated, so they will not be increased unless requested by the appointing authority. Divisions must process any increases.