



OFFICE OF THE PROVOST AND EXECUTIVE VICE PRESIDENT --
ACADEMIC AFFAIRS

OFFICE OF THE PRESIDENT
1111 Franklin Street, 12th Floor
Oakland, California 94607-5200

September 18, 2009

COUNCIL OF VICE CHANCELLORS

Dear Colleagues:

Enclosed are the Academic Salary Scales for 2009-10, with rates effective October 1, 2009. Due to the state's financial crisis, state budget allocations to the University of California for 2009-10 did not provide adequate funding for employee salary increases and so the academic salary scales will remain unchanged from 2008-09, with certain exceptions listed below.

- Scales for Non-Senate Instructional Unit 18 titles of Lecturers, Demonstration Teachers, and Supervisors of Teacher Education in Tables 16, 17, 18, 35, 36, and 37: as I had previously announced in my letter of August 17, 2009 to you, and in accordance with the contractual agreement between the UC-AFT and the University of California, a 3 percent salary increase is effective October 1, 2009, and applies to both represented and non-represented employees.

The scale for Faculty Fellow Researchers in Table 26: because this scale is directly tied to the Lecturer scale in Table 17, Table 26 is also adjusted accordingly to reflect a 3 percent salary increase effective October 1, 2009.

- The scale for Resident Physicians and Dental School Residents in Table 22: as I had previously announced in my letter of June 9, 2009 to you, the scale was increased by 3.3 percent effective July 1, 2009 for market considerations, and applies to both represented and non-represented resident physicians, and to dental school residents in the Post D.D.S. title. The affected campuses are responsible for ensuring funding to support the new scale. There are no other changes to the scales for other house staff titles listed in Table 22 for 2009-10.
- The scale for Postdoctoral Scholars in Table 24: as I had previously announced in my letter of August 27, 2009 to you, the annual minimum salary for Postdoctoral Scholars is adjusted to \$37,400 effective October 1, 2009. The minimum scale increase is the third year of a three year plan to increase UC's Postdoctoral Scholar annual minimum salary by October 1, 2009 to the annual level established by the NIH for NRSA Postdoctoral Fellowships and Training Grants. There is no change in the maximum salary.
- The scale for the non-student Postgraduate Researchers in Table 25: as I had previously announced in my letter of August 27, 2009 to you, Steps I, II, and III in the scale have been made equivalent because the annual minimum salary is adjusted to \$37,400 effective October 1, 2009, the same annual minimum salary established for Postdoctoral Scholars in Table 24. The minimum scale increase is the third year of a three year plan to increase UC's Postdoctoral Scholar annual minimum salary by October 1, 2009 to the

annual level established by the NIH for NRSA Postdoctoral Fellowships and Training Grants. There are no other changes made to this scale.

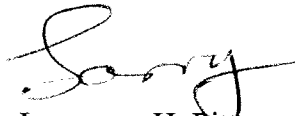
In addition, Table 25, along with the use of the following Postgraduate Researcher title codes that correspond to Table 25, will be retired effective January 1, 2010:

3240 Postgraduate Research _____ - Fiscal Year
3370 Visiting _____ - Postdoctoral Scholar

The Professional Research salary scales in Tables 12, 13, 14, and 15 continue to show salary ranges for 2009-10. As of October 1, 2010, the ranges will be collapsed into a single rate for each step; that single rate will be the maximum salary of the current salary range.

The 2009-10 Academic Salary Scales will be on line at
<http://www.ucop.edu/acadadv/acadpers/0910>

Sincerely,



Lawrence H. Pitts
Interim Provost and Executive Vice President
Academic Affairs

Enclosure

cc: Chancellors
Academic Senate Chair Powell
Vice President Duckett
Associate Vice President Nation
Associate Vice President Obley
Graduate Deans
Vice Provosts for Academic Personnel
Academic Personnel Directors
Executive Director Cain
Interim Executive Director Price
Acting Executive Director Cowan
Interim Senior Director Nielsen
Associate Director Lockwood
Assistant Director Chester
Assistant Director Clune
Senior University Negotiator Saxton
Manager Okada
Coordinator Litrownik
Policy and Compensation Analyst Agustin
Policy and Compensation Analyst Del Simone