

ACADEMIC SALARY SCALES

For Salary Scales effective 7/1/2003, refer to the [University of California Title Code Web Inquiry System](#)

I. REFERENCES

Academic Personnel Manual, Sections 130 through 158

II. RELATED POLICIES

UCSD Policy and Procedure Manual

[230-20](#) Procedures for Appointment of Academic Personnel

[230-28](#) Procedures and Schedules for Academic Appraisals, Advancements, and Reappointments

III. POLICY

The Academic Salary Scales of the University of California, which are established by the Board of Regents, are issued by Systemwide Administration and distributed to the Chancellors. Detailed policy statements are contained in the Academic Personnel Manual (APM).

IV. PROCEDURE

The Academic Salary Scales, *Supplement I* through *IV*, provide academic department chairs or administrative heads and their staff members with official rates for academic appointees. The Academic Standard Table of Pay Rates, *Supplement V*, and the Unit 18 Academic Standard of Pay Rates, *Supplement I*, provides pay rates for those titles where only a range is shown on the Academic Salary Scale, e.g., Lecturers, Academic Administrators. Questions concerning application of the rates may be directed to the Academic Personnel Office.

A. Rank and Step

1. 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 V. 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.
2. For statistical purposes, years at rank and step for appointees are recorded in their individual salary history records as follows:
 - a. An academic year appointee who has served at least two full quarters in any fiscal year (July 1 through June 30) will receive one year's credit at rank and step.
 - b. An academic year 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.
 - c. A fiscal year appointee who is appointed during the period July 1 through January 1 will receive one year's credit at rank and step.
 - d. A fiscal year appointee who is appointed during the period January 2 through June 30 will not receive credit for that year at rank and step.

B. Normal Periods of Service

1. Instructor

Service in the rank of instructor is limited to 2 years.

2. Assistant Professor Rank *

The total period of University service in the Assistant rank shall not exceed eight years. (For complete information, see Section 133 of the Academic Personnel Manual (APM)).

The normal period of service at a given step in the rank of Assistant Professor is two years. The first four steps in rank are for normal use. Steps V and VI, known as crossover steps, may be used in exceptional situations and with proper justification. For promotion to the rank of Associate Professor, previous service at crossover Steps V or VI at the Assistant Professor rank and the conclusion of a career review are used to determine the entry step in the Associate rank. Service at Assistant Professor, Step V, may be in lieu of service at Associate Professor, Step I; service at Assistant Professor, Step VI, may be in lieu of service at Associate Professor, Step II.

3. Associate Professor Rank *

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 in the Associate rank is two years. Steps IV and V, known as crossover steps, may be used in exceptional situations and with proper justification. The normal period of service at Steps IV and V is three years. In case of subsequent promotion to the Professor rank, previous service at crossover Steps IV or V at the Associate rank and the conclusion of a career review determine the entry step in the Professor rank. Service at Associate Professor, Step IV, may be in lieu of service at Professor, Step I; service at Associate Professor, Step V, may be in lieu of service at Professor, Step II.

4. Professor Rank *

For the Professor rank, the normal period of service at step is three years in each of the first eight steps. Service at Step V may be of indefinite duration; however, formal timely academic review for advancement beyond Step V is mandatory. 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 continuing highly distinguished scholarship, highly meritorious service, and excellent University teaching. Furthermore, there must be evidence of continuing achievement in all areas at the prescribed level. 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. The file must reflect a critical career review. Service at Step VI may be of indefinite duration. Advancement from Step VI to Step VII, from Step VII to Step VIII, and from Step VIII to Step IX usually will not occur after less than three years of service at the lower step, and only will be granted on evidence of continuing achievement at the level required for advancement to Step VI.

Advancement to Professor, Above-Scale 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. However, formal timely academic review for advancement beyond Step IX is mandatory. Moreover, mere length of service and continued good performance at Step IX are not a 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. The file must reflect a critical career review.

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 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 increases at intervals shorter than four years be approved. The normal amount of salary increase for a person in the "above-scale" category is from 50% to 100% of the difference between the top two steps of the salary scale.

*While this policy is written for the Professor series, it applies to all series which utilize the same rank system (e.g. Professor In-Residence, Professor of Clinical X, Adjunct Professor, Clinical Professor, Research Scientist and Project Scientist).

C. Off-Scale Salaries

For guidelines for use of off-scale salaries, please refer to PPM [230-41](#).

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Effective: 10/1/2004

Supersedes: 1/1/2004

Issuing Office: Academic Personnel Office

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ALPHABETICAL

Title Code	Academic Titles	Use Salaries on Supplement/ Page Number
1061	Academic Administrator I	III 1
0840	Academic Coordinator I - Academic Year	III 3
0841	Academic Coordinator I - Fiscal Year	III 4
0842	Academic Coordinator II - Academic Year	III 3
0843	Academic Coordinator II - Fiscal Year	III 4
0844	Academic Coordinator III - Academic Year	III 3
0845	Academic Coordinator III - Fiscal Year	III 4
1065	Academic-Administrator V	III 1
1062	Academic-Administrator II	III 1
1063	Academic-Administrator III	III 1
1064	Academic-Administrator IV	III 1
1066	Academic-Administrator VI	III 1
1067	Academic-Administrator VII	III 2
1307	Acting Assistant Professor - Academic Year	I 6
1301	Acting Assistant Professor - Academic Year - 1/9th payment	I 6
1979	Acting Assistant Professor - Academic Year - 1/9th payment - Bus/Eng	I 6
1977	Acting Assistant Professor - Academic Year - Bus/Eng	I 6
1317	Acting Assistant Professor - Fiscal Year	I 6
1978	Acting Assistant Professor - Fiscal Year - Bus/Eng	I 6
1564	Acting Assistant Professor - Fiscal Year - GenComp	I 6
1778	Acting Assistant Professor - Fiscal Year - MedComp	I 6
1207	Acting Associate Professor - Academic Year	I 1
1201	Acting Associate Professor - Academic Year - 1/9th payment	II 5
1976	Acting Associate Professor - Academic Year - 1/9th payment - Bus/Eng	II 6
1974	Acting Associate Professor - Academic Year - Bus/Eng	I 3
1217	Acting Associate Professor - Fiscal Year	I 2
1975	Acting Associate Professor - Fiscal Year - Bus/Eng	I 4
1740	Acting Associate Professor - GenComp - B	I 2
1720	Acting Associate Professor - MedComp - A	I 2
1107	Acting Professor - Academic Year	I 1
1101	Acting Professor - Academic Year - 1/9th payment	II 5
1973	Acting Professor - Academic Year - 1/9th payment - Bus/Eng	II 6
1971	Acting Professor - Academic Year - Bus/Eng	I 3
1117	Acting Professor - Fiscal Year	I 2
1972	Acting Professor - Fiscal Year - Bus/Eng	I 4
1742	Acting Professor - GenComp - B	I 2
1722	Acting Professor - MedComp - A	I 2
3258	Adjunct Professor - Academic Year	I 1
3363	Adjunct Professor - Academic Year - 1/9th payment	II 5
3379	Adjunct Professor - Academic Year - 1/9th payment - Bus/Eng	II 6
3377	Adjunct Professor - Academic Year - Bus/Eng	I 3
3259	Adjunct Professor - Fiscal Year	I 2
3378	Adjunct Professor - Fiscal Year - Bus/Eng	I 4
1750	Adjunct Professor - GenComp - B	I 2
1730	Adjunct Professor - MedComp - A	I 2
3278	Assistant Adjunct Professor - Academic Year	I 1
3361	Assistant Adjunct Professor - Academic Year - 1/9th payment	II 5
3373	Assistant Adjunct Professor - Academic Year - 1/9th payment - Bus/Eng	II 6

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Effective: 10/1/2004

Supersedes: 1/1/2004

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3371	Assistant Adjunct Professor - Academic Year - Bus/Eng	I 3
3279	Assistant Adjunct Professor - Fiscal Year	I 2
3372	Assistant Adjunct Professor - Fiscal Year - Bus/Eng	I 4
1748	Assistant Adjunct Professor - GenComp - B	I 2
1728	Assistant Adjunct Professor - MedComp - A	I 2
2040	Assistant Clinical Professor - Academic Year	I 1
2050	Assistant Clinical Professor - Fiscal Year	I 2
1792	Assistant Clinical Professor - GenComp - B	I 2
1732	Assistant Clinical Professor - MedComp - A	I 2
3652	Assistant Curator - Library	III 10
3620	Assistant Librarian - Career Status Non-Represented	III 8
3620	Assistant Librarian - Career Status Represented	III 8
3621	Assistant Librarian - Potential Career Non-Represented	III 8
3621	Assistant Librarian - Potential Career Represented	III 8
3622	Assistant Librarian - Temporary Status Non-Represented	III 8
3622	Assistant Librarian - Temporary Status Represented	III 8
1300	Assistant Professor - Academic Year	I 1
1303	Assistant Professor - Academic Year - 1/9th payment	II 5
1345	Assistant Professor - Academic Year - 1/9th payment - Bus/Eng	II 6
1343	Assistant Professor - Academic Year – Bus/Eng	I 3
1306	Assistant Professor - Academic Year - Recalled	I 1
1310	Assistant Professor - Fiscal Year	I 2
1344	Assistant Professor - Fiscal Year - Bus/Eng	I 4
1737	Assistant Professor - GenComp – B	I 2
1717	Assistant Professor - MedComp – A	I 2
3270	Assistant Professor In-Residence - Academic Year	I 1
3351	Assistant Professor In-Residence - Academic Year - 1/9th payment	II 5
3389	Assistant Professor In-Residence - Academic Year - 1/9th payment - Bus/Eng	II 6
3387	Assistant Professor In-Residence - Academic Year - Bus/Eng	I 3
3271	Assistant Professor In-Residence - Fiscal Year	I 2
3388	Assistant Professor In-Residence - Fiscal Year - Bus/Eng	I 4
1744	Assistant Professor In-Residence - GenComp - B	I 2
1724	Assistant Professor In-Residence - MedComp - A	I 2
1458	Assistant Professor of Clinical _____ - GenComp - B	I 2
1455	Assistant Professor of Clinical _____ - MedComp - A	I 2
3394	Assistant Project Scientist – Fiscal Year	II 2
3395	Assistant Project Scientist – Fiscal Year – Bus/Eng	II 2
3223	Assistant Research _____ - Academic Year	II 3
3225	Assistant Research _____ - Academic Year - 1/9th payment	II 5
1986	Assistant Research _____ - Academic Year - 1/9th payment - Bus/Eng	II 6
1985	Assistant Research _____ - Academic Year - Bus/Eng	I 3
3220	Assistant Research _____ - Fiscal Year	II 1
1989	Assistant Research _____ - Fiscal Year - Bus/Eng	II 4
3320	Assistant Specialist	II 7
3610	Assistant University Librarian Non-Represented	III 10
3610	Assistant University Librarian Represented	III 10
0802	Assistant Vice Chancellor	N/A
3268	Associate Adjunct Professor - Academic Year	I 1

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Effective: 10/1/2004

Supersedes: 1/1/2004

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3376	Associate Adjunct Professor - Academic Year - 1/9th payment - Bus/Eng	II 6
3374	Associate Adjunct Professor - Academic Year - Bus/Eng	I 3
3269	Associate Adjunct Professor - Fiscal Year	I 2
3375	Associate Adjunct Professor - Fiscal Year - Bus/Eng	I 4
1749	Associate Adjunct Professor - GenComp - B	I 2
1729	Associate Adjunct Professor - MedComp - A	I 2
2020	Associate Clinical Professor - Academic Year	I 1
2030	Associate Clinical Professor - Fiscal Year	I 2
1793	Associate Clinical Professor - GenComp - B	I 2
1733	Associate Clinical Professor - MedComp - A	I 2
3651	Associate Curator - Library	III 10
1506	Associate In - Graduate Student - Academic Year - 1/9th payment - GSHIP	IV 2
1501	Associate In - Graduate Student - Academic Year - GSHIP	IV 2
1511	Associate In - Graduate Student - Fiscal Year - GSHIP	IV 2
3616	Associate Librarian - Career Status Non-Represented	III 8
3616	Associate Librarian - Career Status Represented	III 8
3617	Associate Librarian - Potential Career Non-Represented	III 8
3617	Associate Librarian - Potential Career Represented	III 8
3618	Associate Librarian - Temporary Status Non-Represented	III 8
3618	Associate Librarian - Temporary Status Represented	III 8
1200	Associate Professor - Academic Year	I 1
1203	Associate Professor - Academic Year - 1/9th payment	II 5
1245	Associate Professor - Academic Year - 1/9th payment - Bus/Eng	II 6
1248	Associate Professor - Academic Year - 1/9th payment - Bus/Eng - Recalled	II 6
1209	Associate Professor - Academic Year - 1/9th payment - Recalled	II 5
1243	Associate Professor - Academic Year - Bus/Eng	I 3
1246	Associate Professor - Academic Year - Bus/Eng - Recalled	I 3
1206	Associate Professor - Academic Year - Recalled	I 1
1210	Associate Professor - Fiscal Year	I 2
1244	Associate Professor - Fiscal Year - Bus/Eng	I 4
1216	Associate Professor - Fiscal Year - Recalled	I 2
1739	Associate Professor - GenComp – B	I 2
1719	Associate Professor - MedComp – A	I 2
1725	Associate Professor In Residence - MedComp - A	I 2
3260	Associate Professor In-Residence - Academic Year	I 1
3352	Associate Professor In-Residence - Academic Year - 1/9th payment	II 5
3386	Associate Professor In-Residence - Academic Year - 1/9th payment - Bus/Eng	II 6
3384	Associate Professor In-Residence - Academic Year - Bus/Eng	I 3
3261	Associate Professor In-Residence – Fiscal Year	I 2
3385	Associate Professor In-Residence – Fiscal Year - Bus/Eng	I 4
1745	Associate Professor In-Residence - GenComp - B	I 2
1457	Associate Professor of Clinical _____ - GenComp - B	I 2
1454	Associate Professor of Clinical _____ - MedComp - A	I 2
3392	Associate Project Scientist – Fiscal Year	II 2
3393	Associate Project Scientist – Fiscal Year – Bus/Eng	II 2
3213	Associate Research _____ - Academic Year	II 3
3215	Associate Research _____ - Academic Year - 1/9th payment	II 5

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Effective: 10/1/2004

Supersedes: 1/1/2004

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1984	Associate Research _____ - Academic Year - 1/9th payment - Bus/Eng	II 6
1983	Associate Research _____ - Academic Year - Bus/Eng	I 3
3210	Associate Research _____ - Fiscal Year	II 1
1988	Associate Research _____ - Fiscal Year - Bus/Eng	II 4
3310	Associate Specialist	II 7
3600	Associate University Librarian	III 10
0803	Associate Vice Chancellor	N/A
2729	Chief Resident – Pharmacy/Non-Represented	III 6
2738	Chief Resident Physician/Represented	III 7
2060	Clinical Instructor - Academic Year	I 1
2070	Clinical Instructor - Fiscal Year	I 2
2000	Clinical Professor - Academic Year	I 1
2010	Clinical Professor - Fiscal Year	I 2
2016	Clinical Professor - Fiscal Year – Recalled	I 2
1794	Clinical Professor - GenComp – B	I 2
1734	Clinical Professor - MedComp – A	I 2
3514	Continuing Education Specialist I	III 5
3512	Continuing Education Specialist II	III 5
3510	Continuing Education Specialist III	III 5
3508	Continuing Education Specialist IV	III 5
3506	Continuing Education Specialist V	III 5
3504	Continuing Education Specialist VI	III 5
3502	Continuing Education Specialist VII	III 5
3500	Continuing Education Specialist VIII	III 5
3515	Coordinator of Public Programs I	III 5
3513	Coordinator of Public Programs II	III 5
3511	Coordinator of Public Programs III	III 5
3509	Coordinator of Public Programs IV	III 5
3507	Coordinator of Public Programs V	III 5
3505	Coordinator of Public Programs VI	III 5
3503	Coordinator of Public Programs VII	III 5
3501	Coordinator of Public Programs VIII	III 5
3650	Curator - Library	III 10
3238	Faculty Fellow Researcher - Academic year - 1/9th Payment	I 13
3237	Faculty Fellow Researcher - Academic Year	I 13
3266	Graduate Student Researcher - No Remission	IV 1
3284	Graduate Student Researcher - Tuition and Fee Remission	IV 1
3285	Graduate Student Researcher - Tuition and Fee Remission - Group B	IV 1
3286	Graduate Student Researcher - Tuition and Fee Remission - Group C	IV 1
3287	Graduate Student Researcher - Tuition and Fee Remission - Group D	IV 1
3262	Graduate Student Researcher - Tuition and Fee Remission - Group E	IV 1
3263	Graduate Student Researcher - Tuition and Fee Remission - Group F	IV 1
3264	Graduate Student Researcher - Tuition and Fee Remission - Group G	IV 1
1400	Instructor - Academic Year	I 1
1875	Instructor - Strict Full Time - Pre Clinical	I 5
3330	Junior Specialist	II 7
1630	Lecturer - Academic Year	I 13
1633	Lecturer - Academic Year - 1/9th - 3-Year Contract / Continuing Appointment	I 13

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Effective: 10/1/2004

Supersedes: 1/1/2004

Issuing Office: Academic Personnel Office

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1632	Lecturer - Academic Year - 1/9th payment	I 13
1631	Lecturer - Academic Year - 3-Year Contract / Continuing Appointment	I 13
1634	Lecturer - Fiscal Year	I 13
1635	Lecturer - Fiscal Year - 3-Year Contract / Continuing Appointment	I 13
1681	Lecturer with Potential SOE – Academic Year – 1/9th payment - 100%	I 10
1606	Lecturer with Potential SOE - Academic Year - 1/9th payment – Part Time	I 13
1680	Lecturer with Potential SOE – Academic Year – 100%	I 10
1605	Lecturer with Potential SOE - Academic Year – Part Time	I 13
1682	Lecturer with Potential SOE – Fiscal Year – 100%	I 10
1615	Lecturer with Potential SOE - Fiscal Year – Part Time	I 13
1607	Lecturer with SOE - Academic Year	I 10
1608	Lecturer with SOE - Academic Year - 1/9th Payment	I 10
1665	Lecturer with SOE - Academic Year - Recalled	I 10
1666	Lecturer with SOE - Academic Year - Recalled - 1/9th payment	I 10
1617	Lecturer with SOE - Fiscal Year	I 10
1667	Lecturer with SOE - Fiscal Year - Recalled	I 10
1675	Lecturer/Sr. Lecturer Without Salary - Academic Year	-
1676	Lecturer/Sr. Lecturer Without Salary - Fiscal Year	-
3612	Librarian - Career Status Non-Represented	III 8
3612	Librarian - Career Status Represented	III 8
3613	Librarian – Potential Career Status Non-Represented	III 8
3613	Librarian – Potential Career Status Represented	III 8
3614	Librarian - Temporary Status Non-Represented	III 8
3614	Librarian - Temporary Status Represented	III 8
3240	Postgraduate Research _____ - Fiscal Year	II 7
1100	Professor - Academic Year	I 1
1103	Professor - Academic Year - 1/9th payment	II 5
1145	Professor - Academic Year - 1/9th payment - Bus/Eng	II 6
1148	Professor - Academic Year - 1/9th payment - Bus/Eng - Recalled	II 6
1109	Professor - Academic Year - 1/9th payment - Recalled	II 5
1143	Professor - Academic Year - Bus/Eng	I 3
1146	Professor - Academic Year - Bus/Eng - Recalled	I 3
1106	Professor - Academic Year – Recalled	I 1
1110	Professor - Fiscal Year	I 2
1144	Professor - Fiscal Year - Bus/Eng	I 4
1116	Professor - Fiscal Year – Recalled	I 2
1741	Professor - GenComp – B	I 2
1721	Professor - MedComp – A	I 2
3250	Professor In-Residence - Academic Year	I 1
3353	Professor In-Residence - Academic Year - 1/9th payment	II 5
3383	Professor In-Residence - Academic Year - 1/9th payment - Bus/Eng	II 6
3381	Professor In-Residence - Academic Year - Bus/Eng	I 3
3251	Professor In-Residence - Fiscal Year	I 2
3382	Professor In-Residence - Fiscal Year - Bus/Eng	I 4
1746	Professor In-Residence - GenComp – B	I 2
1726	Professor In-Residence - MedComp – A	I 2
1456	Professor of Clinical _____ - GenComp – B	I 2
1453	Professor of Clinical _____ - MedComp – A	I 2

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Effective: 10/1/2004

Supersedes: 1/1/2004

Issuing Office: Academic Personnel Office

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3390	Project Scientist – Fiscal Year	II 2
3391	Project Scientist – Fiscal Year – Bus/Eng	II 2
2850	Reader – GSHIP	IV 1
3203	Research _____ - Academic Year	II 3
3205	Research _____ - Academic Year - 1/9th payment	II 5
1982	Research _____ - Academic Year - 1/9th payment - Bus/Eng	II 6
1981	Research _____ - Academic Year - Bus/Eng	I 3
3200	Research _____ - Fiscal Year	II 1
1987	Research _____ - Fiscal Year - Bus/Eng	II 4
3209	Research _____ - Recalled	II 1
2728	Resident – Pharmacy/Non-Represented	III 6
2708	Resident Physician /Non-Represented	III 6
2709	Resident Physician I/Represented	III 7
2723	Resident Physician II – IX/Represented	III 7
2724	Resident Physician II-VI/Non-Represented	III 6
1640	Senior Lecturer - Academic Year	I 13
1642	Senior Lecturer - Academic Year - 1/9th payment	I 13
1644	Senior Lecturer - Fiscal Year	I 13
1684	Senior Lecturer with Potential SOE - Academic Year – 1/9th – 100%	I 10
1602	Senior Lecturer with Potential SOE - Academic Year - 1/9th payment – Part Time	I 13
1683	Senior Lecturer with Potential SOE - Academic Year – 100%	I 10
1600	Senior Lecturer with Potential SOE - Academic Year – Part Time	I 13
1685	Senior Lecturer with Potential SOE - Fiscal Year – 100%	I 10
1610	Senior Lecturer with Potential SOE - Fiscal Year – Part Time	I 13
1603	Senior Lecturer with SOE - Academic Year	I 10
1660	Senior Lecturer with SOE - Academic Year – Recalled	I 10
1662	Senior Lecturer with SOE - Academic Year - Recalled - 1/9th payment	I 10
1621	Senior Lecturer with SOE – Emeritus	I 10
1613	Senior Lecturer with SOE - Fiscal Year	I 10
1663	Senior Lecturer with SOE - Fiscal Year – Recalled	I 10
3300	Specialist	II 7
1092	Stipend - Resident Physician	III 6
2100	Supervisor of Physical Education - Academic Year	I 7
2220	Supervisor of Teacher Education	I 8
2221	Supervisor of Teacher Education - 3- Year Contract / Continuing Appointment	I 8
2310	Teaching Assistant - GSHIP	IV 1
2860	Tutors	IV 2
1104	University Professor	I 1
3370	Visiting (____)-Postdoc	II 7
3623	Visiting Assistant Librarian - Fiscal Year	III 8
1308	Visiting Assistant Professor - Academic Year	I 1
1302	Visiting Assistant Professor - Academic Year - 1/9th payment	II 5
1429	Visiting Assistant Professor - Academic Year - 1/9th payment - Bus/Eng	II 6
1427	Visiting Assistant Professor - Academic Year - Bus/Eng	I 3
1318	Visiting Assistant Professor - Fiscal Year	I 2
1428	Visiting Assistant Professor - Fiscal Year - Bus/Eng	I 4
3228	Visiting Assistant Research _____ - Fiscal Year	II 1
3619	Visiting Associate Librarian - Fiscal Year	III 8

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TITLE CODE/TITLE/SALARY SCALE INDEX
ALPHABETICAL

Title Code	Academic Titles	Use Salaries on Supplement/ Page Number
1208	Visiting Associate Professor - Academic Year	I 1
1202	Visiting Associate Professor - Academic Year - 1/9th payment	II 5
1426	Visiting Associate Professor - Academic Year - 1/9th payment - Bus/Eng	II 6
1424	Visiting Associate Professor - Academic Year - Bus/Eng	I 3
1218	Visiting Associate Professor - Fiscal Year	I 2
1425	Visiting Associate Professor - Fiscal Year - Bus/Eng	I 4
3218	Visiting Associate Research _____ - Fiscal Year	II 1
3615	Visiting Librarian - Fiscal Year	III 8
1108	Visiting Professor - Academic Year	I 1
1102	Visiting Professor - Academic Year - 1/9th payment	II 5
1423	Visiting Professor - Academic Year - 1/9th payment - Bus/Eng	II 6
1421	Visiting Professor - Academic Year - Bus/Eng	I 3
1118	Visiting Professor - Fiscal Year	I 2
1422	Visiting Professor - Fiscal Year - Bus/Eng	I 4
3208	Visiting Research _____ - Fiscal Year	II 1

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Title Code	TITLE CODE/TITLE/SALARY SCALE INDEX NUMERICAL Academic Titles	Use Salaries on Supplement/ Page Number
0802	Assistant Vice Chancellor	N/A
0803	Associate Vice Chancellor	N/A
0840	Academic Coordinator I - Academic Year	III 3
0841	Academic Coordinator I - Fiscal Year	III 4
0842	Academic Coordinator II - Academic Year	III 3
0843	Academic Coordinator II - Fiscal Year	III 4
0844	Academic Coordinator III - Academic Year	III 3
0845	Academic Coordinator III - Fiscal Year	III 4
1061	Academic Administrator I	III 1
1062	Academic-Administrator II	III 1
1063	Academic-Administrator III	III 1
1064	Academic-Administrator IV	III 1
1065	Academic-Administrator V	III 1
1066	Academic-Administrator VI	III 1
1067	Academic-Administrator VII	III 2
1092	Stipend - Resident Physician	III 6
1100	Professor - Academic Year	I 1
1101	Acting Professor - Academic Year - 1/9th payment	II 5
1102	Visiting Professor - Academic Year - 1/9th payment	II 5
1103	Professor - Academic Year - 1/9th payment	II 5
1104	University Professor	I 1
1106	Professor - Academic Year – Recalled	I 1
1107	Acting Professor - Academic Year	I 1
1108	Visiting Professor - Academic Year	I 1
1109	Professor - Academic Year - 1/9th payment - Recalled	II 5
1110	Professor - Fiscal Year	I 2
1116	Professor - Fiscal Year – Recalled	I 2
1117	Acting Professor - Fiscal Year	I 2
1118	Visiting Professor - Fiscal Year	I 2
1143	Professor - Academic Year - Bus/Eng	I 3
1144	Professor - Fiscal Year - Bus/Eng	I 4
1145	Professor - Academic Year - 1/9th payment - Bus/Eng	II 6
1146	Professor - Academic Year - Bus/Eng - Recalled	I 3
1148	Professor - Academic Year - 1/9th payment - Bus/Eng - Recalled	II 6
1200	Associate Professor - Academic Year	I 1
1201	Acting Associate Professor - Academic Year - 1/9th payment	II 5
1202	Visiting Associate Professor - Academic Year - 1/9th payment	II 5
1203	Associate Professor - Academic Year - 1/9th payment	II 5
1206	Associate Professor - Academic Year - Recalled	I 1
1207	Acting Associate Professor - Academic Year	I 1
1208	Visiting Associate Professor - Academic Year	I 1
1209	Associate Professor - Academic Year - 1/9th payment - Recalled	II 5
1210	Associate Professor - Fiscal Year	I 2
1216	Associate Professor - Fiscal Year - Recalled	I 2
1217	Acting Associate Professor - Fiscal Year	I 2
1218	Visiting Associate Professor - Fiscal Year	I 2
1243	Associate Professor - Academic Year - Bus/Eng	I 3

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Title Code	TITLE CODE/TITLE/SALARY SCALE INDEX NUMERICAL Academic Titles	Use Salaries on Supplement/ Page Number
1244	Associate Professor - Fiscal Year - Bus/Eng	I 4
1245	Associate Professor - Academic Year - 1/9th payment - Bus/Eng	II 6
1246	Associate Professor - Academic Year - Bus/Eng - Recalled	I 3
1248	Associate Professor - Academic Year - 1/9th payment - Bus/Eng - Recalled	II 6
1300	Assistant Professor - Academic Year	I 1
1301	Acting Assistant Professor - Academic Year - 1/9th payment	I 6
1302	Visiting Assistant Professor - Academic Year - 1/9th payment	II 5
1303	Assistant Professor - Academic Year - 1/9th payment	II 5
1306	Assistant Professor - Academic Year - Recalled	I 1
1307	Acting Assistant Professor - Academic Year	I 6
1308	Visiting Assistant Professor - Academic Year	I 1
1310	Assistant Professor - Fiscal Year	I 2
1317	Acting Assistant Professor - Fiscal Year	I 6
1318	Visiting Assistant Professor - Fiscal Year	I 2
1343	Assistant Professor - Academic Year – Bus/Eng	I 3
1344	Assistant Professor - Fiscal Year - Bus/Eng	I 4
1345	Assistant Professor - Academic Year - 1/9th payment - Bus/Eng	II 6
1400	Instructor - Academic Year	I 1
1421	Visiting Professor - Academic Year - Bus/Eng	I 3
1422	Visiting Professor - Fiscal Year - Bus/Eng	I 4
1423	Visiting Professor - Academic Year - 1/9th payment - Bus/Eng	II 6
1424	Visiting Associate Professor - Academic Year - Bus/Eng	I 3
1425	Visiting Associate Professor - Fiscal Year - Bus/Eng	I 4
1426	Visiting Associate Professor - Academic Year - 1/9th payment - Bus/Eng	II 6
1427	Visiting Assistant Professor - Academic Year - Bus/Eng	I 3
1428	Visiting Assistant Professor - Fiscal Year - Bus/Eng	I 4
1429	Visiting Assistant Professor - Academic Year - 1/9th payment - Bus/Eng	II 6
1453	Professor of Clinical _____ - MedComp – A	I 2
1454	Associate Professor of Clinical _____ - MedComp - A	I 2
1455	Assistant Professor of Clinical _____ - MedComp - A	I 2
1456	Professor of Clinical _____ - GenComp – B	I 2
1457	Associate Professor of Clinical _____ - GenComp - B	I 2
1458	Assistant Professor of Clinical _____ - GenComp - B	I 2
1501	Associate In - Graduate Student - Academic Year - GSHIP	IV 2
1506	Associate In - Graduate Student - Academic Year - 1/9th payment - GSHIP	IV 2
1511	Associate In - Graduate Student - Fiscal Year - GSHIP	IV 2
1564	Acting Assistant Professor - Fiscal Year - GenComp	I 6
1600	Senior Lecturer with Potential SOE - Academic Year – Part Time	I 13
1602	Senior Lecturer with Potential SOE - Academic Year - 1/9th payment – Part Time	I 13
1603	Senior Lecturer with SOE - Academic Year	I 10
1605	Lecturer with Potential SOE - Academic Year – Part Time	I 13
1606	Lecturer with Potential SOE - Academic Year - 1/9th payment – Part Time	I 13
1607	Lecturer with SOE - Academic Year	I 10
1608	Lecturer with SOE - Academic Year - 1/9th Payment	I 10
1610	Senior Lecturer with Potential SOE - Fiscal Year – Part Time	I 13
1613	Senior Lecturer with SOE - Fiscal Year	I 10
1615	Lecturer with Potential SOE - Fiscal Year – Part Time	I 13

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Title Code	TITLE CODE/TITLE/SALARY SCALE INDEX NUMERICAL Academic Titles	Use Salaries on Supplement/ Page Number
1617	Lecturer with SOE - Fiscal Year	10
1621	Senior Lecturer with SOE – Emeritus	10
1630	Lecturer - Academic Year	13
1631	Lecturer - Academic Year - 3-Year Contract / Continuing Appointment	13
1632	Lecturer - Academic Year - 1/9th payment	13
1633	Lecturer - Academic Year - 1/9th - 3-Year Contract / Continuing Appointment	13
1634	Lecturer - Fiscal Year	13
1635	Lecturer - Fiscal Year - 3-Year Contract / Continuing Appointment	13
1640	Senior Lecturer - Academic Year	13
1642	Senior Lecturer - Academic Year - 1/9th payment	13
1644	Senior Lecturer - Fiscal Year	13
1660	Senior Lecturer with SOE - Academic Year – Recalled	10
1662	Senior Lecturer with SOE - Academic Year - Recalled - 1/9th payment	10
1663	Senior Lecturer with SOE - Fiscal Year – Recalled	10
1665	Lecturer with SOE - Academic Year - Recalled	10
1666	Lecturer with SOE - Academic Year - Recalled - 1/9th payment	10
1667	Lecturer with SOE - Fiscal Year - Recalled	10
1675	Lecturer/Sr. Lecturer Without Salary - Academic Year	-
1676	Lecturer/Sr. Lecturer Without Salary - Fiscal Year	-
1680	Lecturer with Potential SOE – Academic Year – 100%	10
1681	Lecturer with Potential SOE – Academic Year – 1/9th payment - 100%	10
1682	Lecturer with Potential SOE – Fiscal Year – 100%	10
1683	Senior Lecturer with Potential SOE - Academic Year – 100%	10
1684	Senior Lecturer with Potential SOE - Academic Year – 1/9th – 100%	10
1685	Senior Lecturer with Potential SOE - Fiscal Year – 100%	10
1717	Assistant Professor - MedComp – A	2
1719	Associate Professor - MedComp – A	2
1720	Acting Associate Professor - MedComp - A	2
1721	Professor - MedComp – A	2
1722	Acting Professor - MedComp – A	2
1724	Assistant Professor In-Residence - MedComp - A	2
1725	Associate Professor In Residence - MedComp - A	2
1726	Professor In-Residence - MedComp – A	2
1728	Assistant Adjunct Professor - MedComp - A	2
1729	Associate Adjunct Professor - MedComp - A	2
1730	Adjunct Professor - MedComp – A	2
1732	Assistant Clinical Professor - MedComp - A	2
1733	Associate Clinical Professor - MedComp - A	2
1734	Clinical Professor - MedComp – A	2
1737	Assistant Professor - GenComp – B	2
1739	Associate Professor - GenComp – B	2
1740	Acting Associate Professor - GenComp - B	2
1741	Professor - GenComp – B	2
1742	Acting Professor - GenComp – B	2
1744	Assistant Professor In-Residence - GenComp - B	2
1745	Associate Professor In-Residence - GenComp - B	2
1746	Professor In-Residence - GenComp – B	2

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Title Code	TITLE CODE/TITLE/SALARY SCALE INDEX NUMERICAL Academic Titles	Use Salaries on Supplement/ Page Number
1748	Assistant Adjunct Professor - GenComp - B	I 2
1749	Associate Adjunct Professor - GenComp - B	I 2
1750	Adjunct Professor - GenComp – B	I 2
1778	Acting Assistant Professor - Fiscal Year - MedComp	I 6
1792	Assistant Clinical Professor - GenComp - B	I 2
1793	Associate Clinical Professor - GenComp - B	I 2
1794	Clinical Professor - GenComp – B	I 2
1875	Instructor - Strict Full Time - Pre Clinical	I 5
1971	Acting Professor - Academic Year - Bus/Eng	I 3
1972	Acting Professor - Fiscal Year - Bus/Eng	I 4
1973	Acting Professor - Academic Year - 1/9th payment - Bus/Eng	II 6
1974	Acting Associate Professor - Academic Year - Bus/Eng	I 3
1975	Acting Associate Professor - Fiscal Year - Bus/Eng	I 4
1976	Acting Associate Professor - Academic Year - 1/9th payment - Bus/Eng	II 6
1977	Acting Assistant Professor - Academic Year - Bus/Eng	I 6
1978	Acting Assistant Professor - Fiscal Year - Bus/Eng	I 6
1979	Acting Assistant Professor - Academic Year - 1/9th payment - Bus/Eng	I 6
1981	Research _____ - Academic Year - Bus/Eng	I 3
1982	Research _____ - Academic Year - 1/9th payment - Bus/Eng	II 6
1983	Associate Research _____ - Academic Year - Bus/Eng	I 3
1984	Associate Research _____ - Academic Year - 1/9th payment - Bus/Eng	II 6
1985	Assistant Research _____ - Academic Year - Bus/Eng	I 3
1986	Assistant Research _____ - Academic Year - 1/9th payment - Bus/Eng	II 6
1987	Research _____ - Fiscal Year - Bus/Eng	II 4
1988	Associate Research _____ - Fiscal Year - Bus/Eng	II 4
1989	Assistant Research _____ - Fiscal Year - Bus/Eng	II 4
2000	Clinical Professor - Academic Year	I 1
2010	Clinical Professor - Fiscal Year	I 2
2016	Clinical Professor - Fiscal Year – Recalled	I 2
2020	Associate Clinical Professor - Academic Year	I 1
2030	Associate Clinical Professor - Fiscal Year	I 2
2040	Assistant Clinical Professor - Academic Year	I 1
2050	Assistant Clinical Professor - Fiscal Year	I 2
2060	Clinical Instructor - Academic Year	I 1
2070	Clinical Instructor - Fiscal Year	I 2
2100	Supervisor of Physical Education - Academic Year	I 7
2220	Supervisor of Teacher Education	I 8
2221	Supervisor of Teacher Education - 3- Year Contract / Continuing Appointment	I 8
2310	Teaching Assistant - GSHIP	IV 1
2708	Resident Physician /Non-Represented	III 6
2709	Resident Physician I/Represented	III 7
2723	Resident Physician II – IX/Represented	III 7
2724	Resident Physician II-VI/Non-Represented	III 6
2728	Resident – Pharmacy/Non-Represented	III 6
2729	Chief Resident – Pharmacy/Non-Represented	III 6
2738	Chief Resident Physician/Represented	III 7
2850	Reader – GSHIP	IV 1

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Supersedes: 1/1/2004

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Title Code	TITLE CODE/TITLE/SALARY SCALE INDEX NUMERICAL Academic Titles	Use Salaries on Supplement/ Page Number
2860	Tutors	IV 2
3200	Research _____ - Fiscal Year	II 1
3203	Research _____ - Academic Year	II 3
3205	Research _____ - Academic Year - 1/9th payment	II 5
3208	Visiting Research _____ - Fiscal Year	II 1
3209	Research _____ - Recalled	II 1
3210	Associate Research _____ - Fiscal Year	II 1
3213	Associate Research _____ - Academic Year	II 3
3215	Associate Research _____ - Academic Year - 1/9th payment	II 5
3218	Visiting Associate Research _____ - Fiscal Year	II 1
3220	Assistant Research _____ - Fiscal Year	II 1
3223	Assistant Research _____ - Academic Year	II 3
3225	Assistant Research _____ - Academic Year - 1/9th payment	II 5
3228	Visiting Assistant Research _____ - Fiscal Year	II 1
3237	Faculty Fellow Researcher - Academic Year	I 13
3238	Faculty Fellow Researcher - Academic year - 1/9th Payment	I 13
3240	Postgraduate Research _____ - Fiscal Year	II 7
3250	Professor In-Residence - Academic Year	I 1
3251	Professor In-Residence - Fiscal Year	I 2
3258	Adjunct Professor - Academic Year	I 1
3259	Adjunct Professor - Fiscal Year	I 2
3260	Associate Professor In-Residence - Academic Year	I 1
3261	Associate Professor In-Residence – Fiscal Year	I 2
3262	Graduate Student Researcher - Tuition and Fee Remission - Group E	IV 1
3263	Graduate Student Researcher - Tuition and Fee Remission - Group F	IV 1
3264	Graduate Student Researcher - Tuition and Fee Remission - Group G	IV 1
3266	Graduate Student Researcher - No Remission	IV 1
3268	Associate Adjunct Professor - Academic Year	I 1
3269	Associate Adjunct Professor - Fiscal Year	I 2
3270	Assistant Professor In-Residence - Academic Year	I 1
3271	Assistant Professor In-Residence - Fiscal Year	I 2
3278	Assistant Adjunct Professor - Academic Year	I 1
3279	Assistant Adjunct Professor - Fiscal Year	I 2
3284	Graduate Student Researcher - Tuition and Fee Remission	IV 1
3285	Graduate Student Researcher - Tuition and Fee Remission - Group B	IV 1
3286	Graduate Student Researcher - Tuition and Fee Remission - Group C	IV 1
3287	Graduate Student Researcher - Tuition and Fee Remission - Group D	IV 1
3300	Specialist	II 7
3310	Associate Specialist	II 7
3320	Assistant Specialist	II 7
3330	Junior Specialist	II 7
3351	Assistant Professor In-Residence - Academic Year - 1/9th payment	II 5
3352	Associate Professor In-Residence - Academic Year - 1/9th payment	II 5
3353	Professor In-Residence - Academic Year - 1/9th payment	II 5
3361	Assistant Adjunct Professor - Academic Year - 1/9th payment	II 5
3362	Associate Adjunct Professor - Academic Year - 1/9th payment	II 5
3363	Adjunct Professor - Academic Year - 1/9th payment	II 5

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TITLE CODE/TITLE/SALARY SCALE INDEX
NUMERICAL

Title Code	Academic Titles	Use Salaries on Supplement/ Page Number
3370	Visiting (____)-Postdoc	II 7
3371	Assistant Adjunct Professor - Academic Year - Bus/Eng	I 3
3372	Assistant Adjunct Professor - Fiscal Year - Bus/Eng	I 4
3373	Assistant Adjunct Professor - Academic Year - 1/9th payment - Bus/Eng	II 6
3374	Associate Adjunct Professor - Academic Year - Bus/Eng	I 3
3375	Associate Adjunct Professor - Fiscal Year - Bus/Eng	I 4
3376	Associate Adjunct Professor - Academic Year - 1/9th payment - Bus/Eng	II 6
3377	Adjunct Professor - Academic Year - Bus/Eng	I 3
3378	Adjunct Professor - Fiscal Year - Bus/Eng	I 4
3379	Adjunct Professor - Academic Year - 1/9th payment - Bus/Eng	II 6
3381	Professor In-Residence - Academic Year - Bus/Eng	I 3
3382	Professor In-Residence - Fiscal Year - Bus/Eng	I 4
3383	Professor In-Residence - Academic Year - 1/9th payment - Bus/Eng	II 6
3384	Associate Professor In-Residence - Academic Year - Bus/Eng	I 3
3385	Associate Professor In-Residence – Fiscal Year - Bus/Eng	I 4
3386	Associate Professor In-Residence - Academic Year - 1/9th payment - Bus/Eng	II 6
3387	Assistant Professor In-Residence - Academic Year - Bus/Eng	I 3
3388	Assistant Professor In-Residence - Fiscal Year - Bus/Eng	I 4
3389	Assistant Professor In-Residence - Academic Year - 1/9th payment - Bus/Eng	II 6
3390	Project Scientist – Fiscal Year	II 2
3391	Project Scientist – Fiscal Year – Bus/Eng	II 2
3392	Associate Project Scientist – Fiscal Year	II 2
3393	Associate Project Scientist – Fiscal Year – Bus/Eng	II 2
3394	Assistant Project Scientist – Fiscal Year	II 2
3395	Assistant Project Scientist – Fiscal Year – Bus/Eng	II 2
3500	Continuing Education Specialist VIII	III 5
3501	Coordinator of Public Programs VIII	III 5
3502	Continuing Education Specialist VII	III 5
3503	Coordinator of Public Programs VII	III 5
3504	Continuing Education Specialist VI	III 5
3505	Coordinator of Public Programs VI	III 5
3506	Continuing Education Specialist V	III 5
3507	Coordinator of Public Programs V	III 5
3508	Continuing Education Specialist IV	III 5
3509	Coordinator of Public Programs IV	III 5
3510	Continuing Education Specialist III	III 5
3511	Coordinator of Public Programs III	III 5
3512	Continuing Education Specialist II	III 5
3513	Coordinator of Public Programs II	III 5
3514	Continuing Education Specialist I	III 5
3515	Coordinator of Public Programs I	III 5
3600	Associate University Librarian	III 10
3610	Assistant University Librarian Non-Represented	III 10
3610	Assistant University Librarian Represented	III 10
3612	Librarian - Career Status Non-Represented	III 8
3612	Librarian - Career Status Represented	III 8
3613	Librarian – Potential Career Status Non-Represented	III 8

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Effective: 10/1/2004

Supersedes: 1/1/2004

Issuing Office: Academic Personnel Office

Title Code	TITLE CODE/TITLE/SALARY SCALE INDEX NUMERICAL	Use Salaries on Supplement/ Page Number
	Academic Titles	
<u>3613</u>	Librarian – Potential Career Status Represented	III 8
<u>3614</u>	Librarian - Temporary Status Non-Represented	III 8
<u>3614</u>	Librarian - Temporary Status Represented	III 8
<u>3615</u>	Visiting Librarian - Fiscal Year	III 8
<u>3616</u>	Associate Librarian - Career Status Non-Represented	III 8
<u>3616</u>	Associate Librarian - Career Status Represented	III 8
<u>3617</u>	Associate Librarian - Potential Career Non-Represented	III 8
<u>3617</u>	Associate Librarian - Potential Career Represented	III 8
<u>3618</u>	Associate Librarian - Temporary Status Non-Represented	III 8
<u>3618</u>	Associate Librarian - Temporary Status Represented	III 8
<u>3619</u>	Visiting Associate Librarian - Fiscal Year	III 8
<u>3620</u>	Assistant Librarian - Career Status Non-Represented	III 8
<u>3620</u>	Assistant Librarian - Career Status Represented	III 8
<u>3621</u>	Assistant Librarian - Potential Career Non-Represented	III 8
<u>3621</u>	Assistant Librarian - Potential Career Represented	III 8
<u>3622</u>	Assistant Librarian - Temporary Status Non-Represented	III 8
<u>3622</u>	Assistant Librarian - Temporary Status Represented	III 8
<u>3623</u>	Visiting Assistant Librarian - Fiscal Year	III 8
<u>3650</u>	Curator - Library	III 10
<u>3651</u>	Associate Curator - Library	III 10
<u>3652</u>	Assistant Curator - Library	III 10

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PERSONNEL ACADEMIC

Effective: 10/1/2004

Supersedes: 10/1/2002

Issuing Office: Academic Personnel Office

***FACULTY-LADDER RANKS -- PROFESSOR SERIES
ACADEMIC YEAR**

Rank	Step	Years at Step	Salary Scale 10/1/03		Salary Scale 10/1/04	
			Annual	Monthly	Annual	Monthly
Instructor (1400)	--	---	\$39,900	\$3,325.00	\$39,900	\$3,325.00
Assistant Professor (1300)	I	2	46,300	3,858.33	46,300	3,858.33
	II	2	48,900	4,075.00	48,900	4,075.00
	III	2	51,700	4,308.33	51,700	4,308.33
	IV	2	54,600	4,550.00	54,600	4,550.00
	V	2 ¹	57,300	4,775.00	57,300	4,775.00
	VI	2 ¹	60,100	5,008.33	60,100	5,008.33
Associate Professor (1200)	I	2	57,400	4,783.33	57,400	4,783.33
	II	2	60,200	5,016.67	60,200	5,016.67
	III	2	63,500	5,291.67	63,500	5,291.67
	IV	3 ²	67,400	5,616.67	67,400	5,616.67
	V	3 ²	72,600	6,050.00	72,600	6,050.00
Professor (1100)	I	3	67,500	5,625.00	67,500	5,625.00
	II	3	72,700	6,058.33	72,700	6,058.33
	III	3	78,600	6,550.00	78,600	6,550.00
	IV	3	85,300	7,108.33	85,300	7,108.33
	V	-- ³	92,600	7,716.67	92,600	7,716.67
	VI	-- ³	100,400	8,366.67	100,400	8,366.67
	VII	-- ³	109,100	9,091.67	109,100	9,091.67
	VIII	-- ³	118,100	9,841.67	118,100	9,841.67
	IX	-- ³	128,300	10,691.67	128,300	10,691.67

*The Adjunct Professor Series, Professor In-Residence Series, Curator Series, and Agronomists are also paid on the Academic Year ladder ranks salary scales. The title codes shown under each title are only a sample of the title codes paid on this scale; see title code index for full information.

¹ Refer to PPM 230-40, Section IV. Procedure B.2. for information concerning service at these steps.

² Refer to PPM 230-40, Section IV. Procedure B.3. for information concerning service at these steps.

³ Refer to PPM 230-40, Section IV. Procedure B.4. for information concerning service at these steps; Step VIII effective July 1, 1988; Step IX effective July 1, 2000.

PERSONNEL ACADEMIC

Effective: 10/1/2004

Supersedes: 10/1/2002

Issuing Office: Academic Personnel Office

***FACULTY-LADDER RANKS -- PROFESSOR SERIES
FISCAL YEAR**

Rank	Step	Years at Step	Salary Scale 10/1/03		Salary Scale 10/1/04	
			Annual	Monthly	Annual	Monthly
Instructor (1410)	--	---	\$46,400	\$3,866.67	\$46,400	\$3,866.67
Assistant Professor (1310)	I	2	53,900	4,491.67	53,900	4,491.67
	II	2	56,800	4,733.33	56,800	4,733.33
	III	2	59,900	4,991.67	59,900	4,991.67
	IV	2	63,200	5,266.67	63,200	5,266.67
	V	2 ¹	66,400	5,533.33	66,400	5,533.33
	VI	2 ¹	69,700	5,808.33	69,700	5,808.33
Associate Professor (1210)	I	2	66,500	5,541.67	66,500	5,541.67
	II	2	69,800	5,816.67	69,800	5,816.67
	III	2	73,800	6,150.00	73,800	6,150.00
	IV	3 ²	78,400	6,533.33	78,400	6,533.33
	V	3 ²	84,100	7,008.33	84,100	7,008.33
Professor (1110)	I	3	78,500	6,541.67	78,500	6,541.67
	II	3	84,200	7,016.67	84,200	7,016.67
	III	3	91,300	7,608.33	91,300	7,608.33
	IV	3	99,000	8,250.00	99,000	8,250.00
	V	-- ³	107,400	8,950.00	107,400	8,950.00
	VI	-- ³	116,600	9,716.67	116,600	9,716.67
	VII	-- ³	126,500	10,541.67	126,500	10,541.67
	VIII	-- ³	137,000	11,416.67	137,000	11,416.67
	IX	-- ³	148,800	12,400.00	148,800	12,400.00

* The Adjunct Professor Series, Professor In-Residence Series, Clinical Professor Series, and Professor of Clinical __ Series, are also paid on the Fiscal Year ladder ranks salary scales. The title codes shown under each title are only a sample of the title codes paid on this scale; see title code index for full information.

¹ Refer to PPM 230-40, Section IV. Procedure B.2. for information concerning service at these steps.

² Refer to PPM 230-40, Section IV. Procedure B.3. for information concerning service at these steps.

³ Refer to PPM 230-40, Section IV. Procedure B.4. for information concerning service at these steps; Step VIII effective July 1, 1988; Step IX effective July 1, 2000.

**FACULTY-LADDER RANKS--SPECIALIZED SALARY SCALES
(PROFESSOR SERIES)***

**BUSINESS/MANAGEMENT AND ENGINEERING
ACADEMIC YEAR**

Rank	Step	Years at Step	Salary Scale 10/1/03		Salary Scale 10/1/04	
			Annual	Monthly	Annual	Monthly
Assistant Professor (1343)	I	2	\$61,600	\$5,133.33	\$61,600	\$5,133.33
	II	2	64,700	5,391.67	64,700	5,391.67
	III	2	67,900	5,658.33	67,900	5,658.33
	IV	2	71,500	5,958.33	71,500	5,958.33
	V	--- ¹	74,600	6,216.67	74,600	6,216.67
	VI	--- ¹	77,300	6,441.67	77,300	6,441.67
Associate Professor (1243)	I	2	74,700	6,225.00	74,700	6,225.00
	II	2	77,400	6,450.00	77,400	6,450.00
	III	2	80,500	6,708.33	80,500	6,708.33
	IV	--- ²	82,800	6,900.00	82,800	6,900.00
	V	--- ²	85,400	7,116.67	85,400	7,116.67
Professor (1143)	I	3	82,900	6,908.33	82,900	6,908.33
	II	3	85,500	7,125.00	85,500	7,125.00
	III	3	90,900	7,575.00	90,900	7,575.00
	IV	3	97,400	8,116.67	97,400	8,116.67
	V	--- ³	104,800	8,733.33	104,800	8,733.33
	VI	--- ³	113,000	9,416.67	113,000	9,416.67
	VII	--- ³	121,000	10,083.33	121,000	10,083.33
	VIII	--- ³	130,200	10,850.00	130,200	10,850.00
	IX	--- ³	141,500	11,791.67	141,500	11,791.67

* The Adjunct Professor Series, and Professor In-Residence Series, are also paid on the Academic Year Business/Management and Engineering salary scale.

¹ Refer to PPM 230-40, Section IV. Procedure B.2. for information concerning service at these steps. Steps V and VI effective July 1, 1989.

² Refer to PPM 230-40, Section IV. Procedure B.3. for information concerning service at these steps. Steps IV and V effective July 1, 1989.

³ Refer to PPM 230-40, Section IV. Procedure B.4. for information concerning service at these steps; Step VIII effective July 1, 1988; Step IX effective July 1, 2000.

Note: Faculty who are temporarily appointed to the Professional Research Series shall also be compensated according to this scale.

PERSONNEL ACADEMIC

Effective: 10/1/2004

Supersedes: 10/1/2002

Issuing Office: Academic Personnel Office

**FACULTY-LADDER RANKS--SPECIALIZED SALARY SCALES
(PROFESSOR SERIES)***

**BUSINESS/MANAGEMENT AND ENGINEERING
FISCAL YEAR**

Rank	Step	Years at Step	Salary Scale 10/1/03		Salary Scale 10/1/04	
			Annual	Monthly	Annual	Monthly
Assistant Professor (1344)	I	2	\$71,400	\$5,950.00	\$71,400	\$5,950.00
	II	2	75,100	6,258.33	75,100	6,258.33
	III	2	78,900	6,575.00	78,900	6,575.00
	IV	2	82,600	6,883.33	82,600	6,883.33
	V	2 ¹	86,400	7,200.00	86,400	7,200.00
	VI	2 ¹	89,600	7,466.67	89,600	7,466.67
Associate Professor (1244)	I	2	86,500	7,208.33	86,500	7,208.33
	II	2	89,700	7,475.00	89,700	7,475.00
	III	2	93,200	7,766.67	93,200	7,766.67
	IV	3 ²	96,000	8,000.00	96,000	8,000.00
	V	3 ²	99,200	8,266.67	99,200	8,266.67
Professor (1144)	I	3	96,100	8,008.33	96,100	8,008.33
	II	3	99,300	8,275.00	99,300	8,275.00
	III	3	105,300	8,775.00	105,300	8,775.00
	IV	3	113,000	9,416.67	113,000	9,416.67
	V	-- ³	121,600	10,133.33	121,600	10,133.33
	VI	-- ³	130,900	10,908.33	130,900	10,908.33
	VII	-- ³	140,200	11,683.33	140,200	11,683.33
	VIII	-- ³	150,100	12,508.33	150,100	12,508.33
	IX	-- ³	163,000	13,583.33	163,000	13,583.33

* The Adjunct Professor Series, and Professor In-Residence Series, are also paid on the Fiscal Year Business/Management and Engineering salary scale.

¹ Refer to PPM 230-40, Section IV. Procedure B.2. for information concerning service at these steps. Steps V and VI effective July 1, 1989.

² Refer to PPM 230-40, Section IV. Procedure B.3. for information concerning service at these steps. Steps IV and V effective July 1, 1989.

³ Refer to PPM 230-40, Section IV. Procedure B.4. for information concerning service at these steps. Step VIII effective July 1, 1988; Step IX effective July 1, 2000.

Note: Faculty who are temporarily appointed to the Professional Research Series shall also be compensated according to this scale.

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Effective: 10/1/2004

Supersedes: 10/1/2002

Issuing Office: Academic Personnel Office

FACULTY-LADDER RANKS--SPECIALIZED SALARY SCALES
(PROFESSOR SERIES)*
STRICT FULL-TIME
PRE-CLINICAL**
FISCAL YEAR

Rank	Step	Years at Step	Salary Scale 10/1/03		Salary Scale 10/1/04	
			Annual	Monthly	Annual	Monthly
Instructor (1875)	--	---	\$60,100	\$5,008.33	\$60,100	\$5,008.33
Assistant Professor (1877)	I	2	67,700	5,641.67	67,700	5,641.67
	II	2	72,300	6,025.00	72,300	6,025.00
	III	2	75,900	6,325.00	75,900	6,325.00
	IV	2	80,100	6,675.00	80,100	6,675.00
	V	2 ¹	82,100	6,841.67	82,100	6,841.67
	VI	2 ¹	86,000	7,166.67	86,000	7,166.67
Associate Professor (1879)	I	2	82,200	6,850.00	82,200	6,850.00
	II	2	86,100	7,175.00	86,100	7,175.00
	III	2	90,900	7,575.00	90,900	7,575.00
	IV	3 ²	95,200	7,933.33	95,200	7,933.33
	V	3 ²	100,100	8,341.67	100,100	8,341.67
Professor (1881)	I	3	95,300	7,941.67	95,300	7,941.67
	II	3	100,200	8,350.00	100,200	8,350.00
	III	3	105,200	8,766.67	105,200	8,766.67
	IV	3	112,500	9,375.00	112,500	9,375.00
	V	-- ³	121,500	10,125.00	121,500	10,125.00
	VI	-- ³	129,000	10,750.00	129,000	10,750.00
	VII	-- ³	138,100	11,508.33	138,100	11,508.33
	VIII	-- ³	147,800	12,316.67	147,800	12,316.67
	IX	-- ³	160,700	13,391.67	160,700	13,391.67

* The Adjunct Professor Series and Professor In-Residence Series may be paid on this scale.

** Preclinical Strict Full-Time salary for Medical School faculty not eligible for Medical School Clinical Compensation Plan (MSCCP).

¹ Refer to PPM 230-40, Section IV. Procedure B.2. for information concerning service at these steps.

² Refer to PPM 230-40, Section IV. Procedure B.3. for information concerning service at these steps.

³ Refer to PPM 230-40, Section IV. Procedure B.4. for information concerning service at these steps; Step VIII effective July 1, 1988; Step IX effective July 1, 2000.

FACULTY-ACTING RANKS--PROFESSOR SERIES*

Rank	Step	Salary Scale 10/1/03		Salary Scale 10/1/04	
		Annual	Monthly	Annual	Monthly
ACADEMIC YEAR					
Acting	I	\$44,000	\$3,666.67	\$44,000	\$3,666.67
Assistant	II	46,500	3,875.00	46,500	3,875.00
Professor	III	49,100	4,091.67	49,100	4,091.67
(1307)	IV	51,900	4,325.00	51,900	4,325.00
FISCAL YEAR					
Acting	I	\$51,200	\$4,266.67	\$51,200	\$4,266.67
Assistant	II	54,000	4,500.00	54,000	4,500.00
Professor	III	56,900	4,741.67	56,900	4,741.67
(1317)	IV	60,000	5,000.00	60,000	5,000.00

**FACULTY-ACTING RANKS SPECIALIZED SALARY SCALES*
(PROFESSOR SERIES)
BUSINESS/MANAGEMENT AND ENGINEERING
ACADEMIC YEAR**

Rank	Step	Salary Scale 10/1/03		Salary Scale 10/1/04	
		Annual	Monthly	Annual	Monthly
ACADEMIC YEAR					
Acting	I	\$58,500	\$4,875.00	\$58,500	\$4,875.00
Assistant	II	61,500	5,125.00	61,500	5,125.00
Professor	III	64,500	5,375.00	64,500	5,375.00
(1977)					
FISCAL YEAR					
Acting	I	\$67,800	\$5,650.00	\$67,800	\$5,650.00
Assistant	II	71,300	5,941.67	71,300	5,941.67
Professor	III	75,000	6,250.00	75,000	6,250.00
(1978)					

* For Acting ranks, see the Academic Personnel Manual for maximum years of service with an Acting title.

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

SUPERVISORS OF PHYSICAL EDUCATION SERIES

ACADEMIC YEAR

For Salaries in this series, please contact the Academic Personnel Office.

FACULTY -- RECALL TEACHING STIPENDS**

Academic Year—Estimated Scale

Base Salary at Retirement*	Stipend per Regular Quarter Course	
	Salary Scale 10/1/03	Salary Scale 10/1/04
less than \$60,000	\$6,700	\$6,700
\$60,000 - \$65,000	6,900	6,900
\$65,000 - \$70,000	7,300	7,300
\$70,000 - \$75,000	7,700	7,700
\$75,000 - \$80,000	8,300	8,300
\$80,000 - \$85,000	9,000	9,000
\$85,000 - \$90,000	9,500	9,500
more than \$90,000	9,700	9,700

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

**See APM 200, Appendix A, Guidelines for Faculty Recalled for Post-Retirement Teaching, for salary guidelines for faculty members age 60 (sixty) or older who have entered a pre-retirement agreement for a recall to service after retirement.

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Effective: 10/1/2004

Supersedes: 1/1/2003

Issuing Office: Academic Personnel Office

**NON-SENATE INSTRUCTIONAL (NSI) UNIT 18
SUPERVISOR OF TEACHER EDUCATION
ACADEMIC YEAR
(2220)**

Level		Salary Scale 10/1/03						Salary Scale 10/1/04					
		BA I	BA+12 II	MA III	MA+12 VI	MA+26 V	MA+36 VI	BA I	BA+12 II	MA III	MA+12 VI	MA+26 V	MA+36 VI
1	Annual	\$36,600	\$38,376	\$40,200	\$41,100	\$41,712	\$42,588	\$36,600	\$38,376	\$40,200	\$41,100	\$41,712	\$42,588
	Monthly	3,050	3,198	3,350	3,425	3,476	3,549	3,050	3,198	3,350	3,425	3,476	3,549
2	Annual	37,836	39,612	41,472	41,928	42,864	43,932	37,836	39,612	41,472	41,928	42,864	43,932
	Monthly	3,153	3,301	3,456	3,494	3,572	3,661	3,153	3,301	3,456	3,494	3,572	3,661
3	Annual	39,276	41,052	42,384	43,248	44,244	45,216	39,276	41,052	42,384	43,248	44,244	45,216
	Monthly	3,273	3,421	3,532	3,604	3,687	3,768	3,273	3,421	3,532	3,604	3,687	3,768
4	Annual	40,512	41,772	43,704	44,592	45,576	46,488	40,512	41,772	43,704	44,592	45,576	46,488
	Monthly	3,376	3,481	3,642	3,716	3,798	3,874	3,376	3,481	3,642	3,716	3,798	3,874
5	Annual	41,532	43,200	45,096	45,912	46,908	47,880	41,532	43,200	45,096	45,912	46,908	47,880
	Monthly	3,461	3,600	3,758	3,826	3,909	3,990	3,461	3,600	3,758	3,826	3,909	3,990
6	Annual	42,792	44,412	46,428	47,220	48,108	49,176	42,792	44,412	46,428	47,220	48,108	49,176
	Monthly	3,566	3,701	3,869	3,935	4,009	4,098	3,566	3,701	3,869	3,935	4,009	4,098
7	Annual	44,220	45,852	47,688	48,564	49,464	50,496	44,220	45,852	47,688	48,564	49,464	50,496
	Monthly	3,685	3,821	3,974	4,047	4,122	4,208	3,685	3,821	3,974	4,047	4,122	4,208
8	Annual	45,408	47,172	48,996	49,968	50,820	51,792	45,408	47,172	48,996	49,968	50,820	51,792
	Monthly	3,784	3,931	4,083	4,164	4,235	4,316	3,784	3,931	4,083	4,164	4,235	4,316
9	Annual	46,872	48,540	50,256	51,168	52,152	53,184	46,872	48,540	50,256	51,168	52,152	53,184
	Monthly	3,906	4,045	4,188	4,264	4,346	4,432	3,906	4,045	4,188	4,264	4,346	4,432
10	Annual	48,084	49,872	51,528	52,476	53,436	54,396	48,084	49,872	51,528	52,476	53,436	54,396
	Monthly	4,007	4,156	4,294	4,373	4,453	4,533	4,007	4,156	4,294	4,373	4,453	4,533
11	Annual	49,392	51,120	52,956	53,832	54,612	55,728	49,392	51,120	52,956	53,832	54,612	55,728
	Monthly	4,116	4,260	4,413	4,486	4,551	4,644	4,116	4,260	4,413	4,486	4,551	4,644
12	Annual	50,760	52,428	54,252	55,152	56,148	57,060	50,760	52,428	54,252	55,152	56,148	57,060
	Monthly	4,230	4,369	4,521	4,596	4,679	4,755	4,230	4,369	4,521	4,596	4,679	4,755
13*	Annual						58,392						58,392
	Monthly						4,866						4,866
14*	Annual						59,664						59,664
	Monthly						4,972						4,972
15*	Annual						61,020						61,020
	Monthly						5,085						5,085

**NON-SENATE INSTRUCTIONAL (NSI) UNIT 18
SUPERVISOR OF TEACHER EDUCATION (CONTINUED)
ACADEMIC YEAR
(2220)**

		Salary Scale 10/1/03						Salary Scale 10/1/04					
		BA I	BA+12 II	MA III	MA+12 VI	MA+26 V	MA+36 VI	BA I	BA+12 II	MA III	MA+12 VI	MA+26 V	MA+36 VI
Level													
16*	Annual						62,868						62,868
	Monthly						5,239						5,239
17*	Annual						64,752						64,752
	Monthly						5,396						5,396
18*	Annual						66,696						66,696
	Monthly						5,558						5,558
19*	Annual						\$68,688						\$68,688
	Monthly						5,724						5,724
20*	Annual						70,764						70,764
	Monthly						5,897						5,897
21*	Annual						72,888						72,888
	Monthly						6,074						6,074
22*	Annual						75,084						75,084
	Monthly						6,257						6,257

* Levels 13-22 allowable only to individuals with doctoral degree.

**LECTURERS AND SENIOR LECTURERS
WITH SECURITY OF EMPLOYMENT, WITH
POTENTIAL SECURITY OF EMPLOYMENT – 100% TIME**

	Salary Scale 10/1/03	Salary Scale 10/1/04
	Annual Range	Annual Range
ACADEMIC YEAR		
Senior Lecturer With Security of Employment (1603) With Potential Security of Employment (1683)	\$67,896* - \$110,460	\$67,896* - \$110,460
Lecturer With Security of Employment (1607) With Potential Security of Employment (1680)	\$40,896 - \$110,460	\$40,896 - \$110,460
FISCAL YEAR		
Senior Lecturer With Security of Employment (1613) With Potential Security of Employment (1685)	\$78,528* - \$131,064	\$78,528* - \$131,064
Lecturer With Security of Employment (1617) With Potential Security of Employment (1682)	\$46,836 - \$131,064	\$46,836 - \$131,064

*Effective August 1, 2002, Senior Lecturer w/SOE and Senior Lecturer w/PSOE titles should be paid at a level no less than Professor, Step I, pursuant to APM 285.18.

PERSONNEL ACADEMIC

Effective: 10/1/2004

Supersedes: 10/1/2002

Issuing Office: Academic Personnel Office

**LECTURERS AND SENIOR LECTURERS
WITH SECURITY OF EMPLOYMENT, WITH
POTENTIAL SECURITY OF EMPLOYMENT – 100% TIME**

Salary Scale 10/1/03			Salary Scale 10/1/04		
Annual	Monthly	Hourly	Annual	Monthly	Hourly
\$40,896	\$3,408.00	\$19.59	\$40,896	\$3,408.00	\$19.59
41,808	3,484.00	20.02	41,808	3,484.00	20.02
42,744	3,562.00	20.47	42,744	3,562.00	20.47
43,764	3,647.00	20.96	43,764	3,647.00	20.96
44,772	3,731.00	21.44	44,772	3,731.00	21.44
45,840	3,820.00	21.95	45,840	3,820.00	21.95
46,836	3,903.00	22.43	46,836	3,903.00	22.43
47,928	3,994.00	22.95	47,928	3,994.00	22.95
49,080	4,090.00	23.51	49,080	4,090.00	23.51
50,184	4,182.00	24.03	50,184	4,182.00	24.03
51,420	4,285.00	24.63	51,420	4,285.00	24.63
52,620	4,385.00	25.20	52,620	4,385.00	25.20
53,832	4,486.00	25.78	53,832	4,486.00	25.78
55,044	4,587.00	26.36	55,044	4,587.00	26.36
56,400	4,700.00	27.01	56,400	4,700.00	27.01
57,684	4,807.00	27.63	57,684	4,807.00	27.63
59,028	4,919.00	28.27	59,028	4,919.00	28.27
60,492	5,041.00	28.97	60,492	5,041.00	28.97
61,992	5,166.00	29.69	61,992	5,166.00	29.69
63,624	5,302.00	30.47	63,624	5,302.00	30.47
65,004	5,417.00	31.32	65,004	5,417.00	31.32
66,540	5,545.00	31.87	66,540	5,545.00	31.87
67,896	5,658.00	32.52	67,896	5,658.00	32.52
69,324	5,777.00	33.20	69,324	5,777.00	33.20
71,268	5,939.00	34.13	71,268	5,939.00	34.13
73,128	6,094.00	35.02	73,128	6,094.00	35.02
74,616	6,218.00	35.74	74,616	6,218.00	35.74

PERSONNEL ACADEMIC

Effective: 10/1/2004

Supersedes: 10/1/2002

Issuing Office: Academic Personnel Office

**LECTURERS AND SENIOR LECTURERS
WITH SECURITY OF EMPLOYMENT, WITH
POTENTIAL SECURITY OF EMPLOYMENT – 100% TIME
(continued)**

Salary Scale 10/1/03			Salary Scale 10/1/04		
Annual	Monthly	Hourly	Annual	Monthly	Hourly
76,536	6,378.00	36.66	76,536	6,378.00	36.66
78,528	6,544.00	37.61	78,528	6,544.00	37.61
80,280	6,690.00	38.45	80,280	6,690.00	38.45
81,840	6,820.00	39.20	81,840	6,820.00	39.20
83,748	6,979.00	40.11	83,748	6,979.00	40.11
86,064	7,172.00	41.22	86,064	7,172.00	41.22
88,044	7,337.00	42.17	88,044	7,337.00	42.17
89,976	7,498.00	43.09	89,976	7,498.00	43.09
91,824	7,652.00	43.98	91,824	7,652.00	43.98
94,224	7,852.00	45.13	94,224	7,852.00	45.13
96,084	8,007.00	46.02	96,084	8,007.00	46.02
98,016	8,168.00	46.94	98,016	8,168.00	46.94
100,404	8,367.00	48.09	100,404	8,367.00	48.09
102,912	8,576.00	49.29	102,912	8,576.00	49.29
105,192	8,766.00	50.38	105,192	8,766.00	50.38
107,592	8,966.00	51.53	107,592	8,966.00	51.53
110,460	9,205.00	52.90	110,460	9,205.00	52.90
113,388	9,449.00	54.30	113,388	9,449.00	54.30
116,196	9,683.00	55.65	116,196	9,683.00	55.65
118,932	9,911.00	56.96	118,932	9,911.00	56.96
121,896	10,158.00	58.38	121,896	10,158.00	58.38
124,872	10,406.00	59.80	124,872	10,406.00	59.80
127,932	10,661.00	61.27	127,932	10,661.00	61.27
131,064	10,922.00	62.77	131,064	10,922.00	62.77

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PERSONNEL ACADEMIC

Effective: 10/1/2004

Supersedes: 10/1/2002

Issuing Office: Academic Personnel Office

**LECTURERS
NON - SENATE INSTRUCTIONAL UNIT 18
ACADEMIC YEAR**

For Salary Scales effective 7/1/2003, refer to the [University of California Title Code Web Inquiry System](#)

Rank	Range Spring '04	Range 7/1/04	Range 10/1/04
	Annual	Annual	Annual
SENIOR LECTURER 1640 -- 1/12 month rate 1642 -- 1/9 month rate SENIOR LECTURER -- Potential Security of Employment 1600 -- 1/12 month rate 1602 -- 1/9 month rate	\$60,552 - \$99,456	\$60,552 - \$99,456	\$60,552 - \$99,456
LECTURER (Not Continuing) 1630 -- 1/12 month rate 1632 -- 1/9 month rate LECTURER -- Potential Security of Employment 1605 -- 1/12 month rate 1606 -- 1/9 month rate	\$35,868 - \$99,456	\$35,868 - \$99,456	\$35,868 - \$99,456
LECTURER 3 Yr Contract/Continuing 1631 -- 1/12 month rate 1633 -- 1/9 month rate	\$35,868 - \$99,456	\$40,200 - \$99,456	\$40,200 - \$99,456

FISCAL YEAR

Rank	Range Spring '04	Range 7/1/04	Range 10/1/04
	Annual	Annual	Annual
SENIOR LECTURER 1644 SENIOR LECTURER -- Potential Security of Employment 1610	\$69,612 - \$118,092	\$69,612 - \$118,092	\$69,612 - \$118,092
LECTURER (Not Continuing) 1634 LECTURER -- Potential Security of Employment 1615	\$41,112 - \$118,092	\$41,112 - \$118,092	\$41,112 - \$118,092
LECTURER 3 Yr Contract/Continuing 1635	\$41,112 - \$118,092	\$45,660 - \$118,092	\$45,660 - \$118,092

For salary steps within the published range, refer to the Unit 18 Academic Standard Table of Pay Rates, Supplement I, pages 14 and 15.

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

Note: The current minimum rate for a Lecturer appointment at the San Diego campus is \$37,572.

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PERSONNEL ACADEMIC

Effective: 10/1/2004

Supersedes: 10/1/2002 w/revision 7/1/2004

Issuing Office: Academic Personnel Office

**NON - SENATE INSTRUCTIONAL UNIT 18
ACADEMIC STANDARD TABLE OF PAY RATES**

For Salary Scales effective 7/1/2003, refer to the [University of California Title Code Web Inquiry System](#)

Scale 10/1/03			Scale Spring 2004			Scale 10/01/04		
Annual	1/12 Monthly	1/9 Monthly	Annual	1/12 Monthly	1/9 Monthly	Annual	1/12 Monthly	1/9 Monthly
\$34,404	\$2,867.00	\$3,822.67						
35,208	2,934.00	3,912.00						
35,868	2,989.00	3,985.33	35,868	2,989.00	3,985.33	35,868	2,989.00	3,985.33
36,696	3,058.00	4,077.33	36,696	3,058.00	4,077.33	36,696	3,058.00	4,077.33
37,572	3,131.00	4,174.67	37,572	3,131.00	4,174.67	37,572	3,131.00	4,174.67
38,376	3,198.00	4,264.00	38,376	3,198.00	4,264.00	38,376	3,198.00	4,264.00
39,264	3,272.00	4,362.67	39,264	3,272.00	4,362.67	39,264	3,272.00	4,362.67
40,200	3,350.00	4,466.67	40,200	3,350.00	4,466.67	40,200	3,350.00	4,466.67
41,112	3,426.00	4,568.00	41,112	3,426.00	4,568.00	41,112	3,426.00	4,568.00
41,712	3,476.00	4,634.67	41,712	3,476.00	4,634.67	41,712	3,476.00	4,634.67
42,588	3,549.00	4,732.00	42,588	3,549.00	4,732.00	42,588	3,549.00	4,732.00
43,596	3,633.00	4,844.00	43,596	3,633.00	4,844.00	43,596	3,633.00	4,844.00
44,676	3,723.00	4,964.00	44,676	3,723.00	4,964.00	44,676	3,723.00	4,964.00
45,660	3,805.00	5,073.33	45,660	3,805.00	5,073.33	45,660	3,805.00	5,073.33
46,812	3,901.00	5,201.33	46,812	3,901.00	5,201.33	46,812	3,901.00	5,201.33
47,880	3,990.00	5,320.00	47,880	3,990.00	5,320.00	47,880	3,990.00	5,320.00
48,996	4,083.00	5,444.00	48,996	4,083.00	5,444.00	48,996	4,083.00	5,444.00
50,088	4,174.00	5,565.33	50,088	4,174.00	5,565.33	50,088	4,174.00	5,565.33
51,264	4,272.00	5,696.00	51,264	4,272.00	5,696.00	51,264	4,272.00	5,696.00
52,476	4,373.00	5,830.67	52,476	4,373.00	5,830.67	52,476	4,373.00	5,830.67
53,700	4,475.00	5,966.67	53,700	4,475.00	5,966.67	53,700	4,475.00	5,966.67
55,056	4,588.00	6,117.33	55,056	4,588.00	6,117.33	55,056	4,588.00	6,117.33
56,376	4,698.00	6,264.00	56,376	4,698.00	6,264.00	56,376	4,698.00	6,264.00
57,888	4,824.00	6,432.00	57,888	4,824.00	6,432.00	57,888	4,824.00	6,432.00
59,136	4,928.00	6,570.67	59,136	4,928.00	6,570.67	59,136	4,928.00	6,570.67
60,552	5,046.00	6,728.00	60,552	5,046.00	6,728.00	60,552	5,046.00	6,728.00
61,812	5,151.00	6,868.00	61,812	5,151.00	6,868.00	61,812	5,151.00	6,868.00
\$63,072	\$5,256.00	\$7,008.00	\$63,072	\$5,256.00	\$7,008.00	\$63,072	\$5,256.00	\$7,008.00
64,824	5,402.00	7,202.67	64,824	5,402.00	7,202.67	64,824	5,402.00	7,202.67
66,564	5,547.00	7,396.00	66,564	5,547.00	7,396.00	66,564	5,547.00	7,396.00
67,896	5,658.00	7,544.00	67,896	5,658.00	7,544.00	67,896	5,658.00	7,544.00
69,612	5,801.00	7,734.67	69,612	5,801.00	7,734.67	69,612	5,801.00	7,734.67
71,448	5,954.00	7,938.67	71,448	5,954.00	7,938.67	71,448	5,954.00	7,938.67
73,032	6,086.00	8,114.67	73,032	6,086.00	8,114.67	73,032	6,086.00	8,114.67
74,412	6,201.00	8,268.00	74,412	6,201.00	8,268.00	74,412	6,201.00	8,268.00
76,176	6,348.00	8,464.00	76,176	6,348.00	8,464.00	76,176	6,348.00	8,464.00

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PERSONNEL ACADEMIC

Effective: 10/1/2004

Supersedes: 10/1/2002 w/revision 7/1/2004

Issuing Office: Academic Personnel Office

**NON - SENATE INSTRUCTIONAL UNIT 18
ACADEMIC STANDARD TABLE OF PAY RATES (cont)**

For Salary Scales effective 7/1/2003, refer to the [University of California Title Code Web Inquiry System](#)

Scale 10/1/03			Scale Spring 2004			Scale 10/01/04		
Annual	1/12 Monthly	1/9 Monthly	Annual	1/12 Monthly	1/9 Monthly	Annual	1/12 Monthly	1/9 Monthly
78,312	6,526.00	8,701.33	78,312	6,526.00	8,701.33	78,312	6,526.00	8,701.33
80,016	6,668.00	8,890.67	80,016	6,668.00	8,890.67	80,016	6,668.00	8,890.67
81,852	6,821.00	9,094.67	81,852	6,821.00	9,094.67	81,852	6,821.00	9,094.67
82,776	6,898.00	9,197.33	82,776	6,898.00	9,197.33	82,776	6,898.00	9,197.33
84,900	7,075.00	9,433.33	84,900	7,075.00	9,433.33	84,900	7,075.00	9,433.33
86,568	7,214.00	9,618.67	86,568	7,214.00	9,618.67	86,568	7,214.00	9,618.67
88,284	7,357.00	9,809.33	88,284	7,357.00	9,809.33	88,284	7,357.00	9,809.33
90,456	7,538.00	10,050.67	90,456	7,538.00	10,050.67	90,456	7,538.00	10,050.67
92,700	7,725.00	10,300.00	92,700	7,725.00	10,300.00	92,700	7,725.00	10,300.00
94,800	7,900.00	10,533.33	94,800	7,900.00	10,533.33	94,800	7,900.00	10,533.33
96,960	8,080.00	10,773.33	96,960	8,080.00	10,773.33	96,960	8,080.00	10,773.33
99,456	8,288.00	11,050.67	99,456	8,288.00	11,050.67	99,456	8,288.00	11,050.67
102,168	8,514.00	11,352.00	102,168	8,514.00	11,352.00	102,168	8,514.00	11,352.00
104,652	8,721.00	11,628.00	104,652	8,721.00	11,628.00	104,652	8,721.00	11,628.00
107,124	8,927.00	11,902.67	107,124	8,927.00	11,902.67	107,124	8,927.00	11,902.67
109,848	9,154.00	12,205.33	109,848	9,154.00	12,205.33	109,848	9,154.00	12,205.33
112,500	9,375.00	12,500.00	112,500	9,375.00	12,500.00	112,500	9,375.00	12,500.00
115,284	9,607.00	12,809.33	115,284	9,607.00	12,809.33	115,284	9,607.00	12,809.33
118,092	9,841.00	13,121.33	118,092	9,841.00	13,121.33	118,092	9,841.00	13,121.33
120,996	10,083.00	13,444.00	120,996	10,083.00	13,444.00	120,996	10,083.00	13,444.00
123,996	10,333.00	13,777.33	123,996	10,333.00	13,777.33	123,996	10,333.00	13,777.33

PERSONNEL-ACADEMIC

Effective: 10/1/2004

Supersedes: 1/1/2004

Issuing Office: Academic Personnel Office

**PROFESSIONAL RESEARCH SERIES
FISCAL YEAR**

Rank	Step	Years at Step	Salary Scale 10/1/03		Salary Scale 10/1/04	
			Annual	Monthly	Annual	Monthly
Assistant Research (3220)	I	2	53,900	4,491.67	53,900	4,491.67
	II	2	56,800	4,733.33	56,800	4,733.33
	III	2	59,900	4,991.67	59,900	4,991.67
	IV	2	63,200	5,266.67	63,200	5,266.67
	V	2 ¹	66,400	5,533.33	66,400	5,533.33
	VI	2 ¹	69,700	5,808.33	69,700	5,808.33
Associate Research (3210)	I	2	66,500	5,541.67	66,500	5,541.67
	II	2	69,800	5,816.67	69,800	5,816.67
	III	2	73,800	6,150.00	73,800	6,150.00
	IV	3 ²	78,400	6,533.33	78,400	6,533.33
	V	3 ²	84,100	7,008.33	84,100	7,008.33
Research (3200)	I	3	78,500	6,541.67	78,500	6,541.67
	II	3	84,200	7,016.67	84,200	7,016.67
	III	3	91,300	7,608.33	91,300	7,608.33
	IV	3	99,000	8,250.00	99,000	8,250.00
	V	-- ³	107,400	8,950.00	107,400	8,950.00
	VI	-- ³	116,600	9,716.67	116,600	9,716.67
	VII	-- ³	126,500	10,541.67	126,500	10,541.67
	VIII	-- ³	137,000	11,416.67	137,000	11,416.67
	IX	-- ³	148,800	12,400.00	148,800	12,400.00

¹ Refer to PPM 230-40, Section IV. Procedure B.2. for information concerning service at these steps.

² Refer to PPM 230-40, Section IV. Procedure B.3. for information concerning service at these steps.

³ Refer to PPM 230-40, Section IV. Procedure B.4. for information concerning service at these steps; Step VIII effective July 1, 1988; Step IX effective July 1, 2000.

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SECTION 230-40 PAGE 2 - Supplement II
PERSONNEL-ACADEMIC

Effective: 10/1/2004

Supersedes: 1/1/2004

Issuing Office: Academic Personnel Office

PROJECT SCIENTIST
FISCAL YEAR

Rank	Step	Years at Step	UCSD Local Scale Effective 10/1/04	
			Annual	Monthly
Assistant Project (3394)	I	2	\$53,900	\$4,491.67
	II	2	56,800	4,733.33
	III	2	59,900	4,991.67
	IV	2	63,200	5,266.67
	V	2 ¹	66,400	5,533.33
	VI	2 ¹	69,700	5,808.33
Associate Project (3392)	I	2	66,500	5,541.67
	II	2	69,800	5,816.67
	III	2	73,800	6,150.00
	IV	3 ²	78,400	6,533.33
	V	3 ²	84,100	7,008.33
Project (3390)	I	3	78,500	6,541.67
	II	3	84,200	7,016.67
	III	3	91,300	7,608.33
	IV	3	99,000	8,250.00
	V	3	107,400	8,950.00
	VI	-- ³	116,600	9,716.67
	VII	-- ³	126,500	10,541.67
	VIII	-- ³	137,000	11,416.67
	IX	-- ³	148,800	12,400.00

PROJECT SCIENTIST
BUSINESS/MANAGEMENT/ENGINEERING
FISCAL YEAR

Rank	Step	Years at Step	UCSD Local Scale Business/Management/Engineering Scale Effective 10/1/04	
			Annual	Monthly
Assistant Project (3395)	I	2	\$60,700	\$5,058.33
	II	2	63,800	5,316.67
	III	2	67,100	5,591.67
	IV	2	70,200	5,850.00
	V	2 ¹	73,400	6,116.67
	VI	2 ¹	76,200	6,350.00
Associate Project (3393)	I	2	73,500	6,125.00
	II	2	76,300	6,358.33
	III	2	79,200	6,600.00
	IV	3 ²	81,600	6,800.00
	V	3 ²	84,300	7,025.00
Project (3391)	I	3	81,700	6,808.33
	II	3	84,400	7,033.33
	III	3	91,300	7,608.33
	IV	3	99,000	8,250.00
	V	3	107,400	8,950.00
	VI	-- ³	116,600	9,716.67
	VII	-- ³	126,500	10,541.67
	VIII	-- ³	137,000	11,416.67
	IX	-- ³	148,800	12,400.00

¹ Refer to APM 311-17, Section a.(1) for information concerning service at these steps.

² Refer to APM 311-17, Section a.(2) for information concerning service at these steps.

³ Refer to APM 311-17, Section a.(3) for information concerning service at these steps.

PERSONNEL-ACADEMIC

Effective: 10/1/2004

Supersedes: 1/1/2004

Issuing Office: Academic Personnel Office

**PROFESSIONAL RESEARCH SERIES
ACADEMIC YEAR: ONE-TWELFTH**

Rank	Step	Years at Step	Salary Scale 10/1/03		Salary Scale 10/1/04	
			Annual	Monthly	Annual	Monthly
Assistant Research (3223)	I	2	46,300	3,858.33	46,300	3,858.33
	II	2	48,900	4,075.00	48,900	4,075.00
	III	2	51,700	4,308.33	51,700	4,308.33
	IV	2	54,600	4,550.00	54,600	4,550.00
	V	2 ¹	57,300	4,775.00	57,300	4,775.00
	VI	2 ¹	60,100	5,008.33	60,100	5,008.33
Associate Research (3213)	I	2	57,400	4,783.33	57,400	4,783.33
	II	2	60,200	5,016.67	60,200	5,016.67
	III	2	63,500	5,291.67	63,500	5,291.67
	IV	-- ²	67,400	5,616.67	67,400	5,616.67
	V	-- ²	72,600	6,050.00	72,600	6,050.00
Research (3203)	I	3	67,500	5,625.00	67,500	5,625.00
	II	3	72,700	6,058.33	72,700	6,058.33
	III	3	78,600	6,550.00	78,600	6,550.00
	IV	3	85,300	7,108.33	85,300	7,108.33
	V	-- ³	92,600	7,716.67	92,600	7,716.67
	VI	-- ³	100,400	8,366.67	100,400	8,366.67
	VII	-- ³	109,100	9,091.67	109,100	9,091.67
	VIII	-- ³	118,100	9,841.67	118,100	9,841.67
	IX	-- ³	128,300	10,691.67	128,300	10,691.67

These rates are applicable only for joint faculty-research appointments for those appointees who also hold an academic-year appointment as Assistant Professor, Associate Professor, or Professor.

¹ Refer to PPM 230-40, Section IV. Procedure B.2. for information concerning service at these steps.

² Refer to PPM 230-40, Section IV. Procedure B.3. for information concerning service at these steps.

³ Refer to PPM 230-40, Section IV. Procedure B.4. for information concerning service at these steps; Step VIII effective July 1, 1988; Step IX effective July 1, 2000.

Amounts given under "Monthly" above, and related to academic year appointments are monthly installments, not monthly earnings. For computation of earnings where service does not extend throughout a full quarter, contact the Academic Personnel Office.

Note: If an academic year appointee is normally paid on one of the Business/Management and Engineering professorial salary scales, the appointee's temporary Professional Research appointment shall be compensated according to that same scale.

**PROFESSIONAL RESEARCH SERIES
BUSINESS MANAGEMENT/ENGINEERING
FISCAL YEAR**

Rank	Step	Years at Step	Salary Scale 10/1/03		Salary Scale 10/1/04	
			Annual	Monthly	Annual	Monthly
Assistant Research (1989)	I	2	71,400	5,950.00	71,400	5,950.00
	II	2	75,100	6,258.33	75,100	6,258.33
	III	2	78,900	6,575.00	78,900	6,575.00
	IV	2	82,600	6,883.33	82,600	6,883.33
	V	2 ¹	86,400	7,200.00	86,400	7,200.00
	VI	2 ¹	89,600	7,466.67	89,600	7,466.67
Associate Research (1988)	I	2	86,500	7,208.33	86,500	7,208.33
	II	2	89,700	7,475.00	89,700	7,475.00
	III	2	93,200	7,766.67	93,200	7,766.67
	IV	3 ²	96,000	8,000.00	96,000	8,000.00
	V	3 ²	99,200	8,266.67	99,200	8,266.67
Research (1987)	I	3	96,100	8,008.33	96,100	8,008.33
	II	3	99,300	8,275.00	99,300	8,275.00
	III	3	105,300	8,775.00	105,300	8,775.00
	IV	3	113,000	9,416.67	113,000	9,416.67
	V	-- ³	121,600	10,133.33	121,600	10,133.33
	VI	-- ³	130,900	10,908.33	130,900	10,908.33
	VII	-- ³	140,200	11,683.33	140,200	11,683.33
	VIII	-- ³	150,100	12,508.33	150,100	12,508.33
	IX	-- ³	163,000	13,583.33	163,000	13,583.33

¹ Refer to PPM 230-40, Section IV. Procedure B.2. for information concerning service at these steps.

² Refer to PPM 230-40, Section IV. Procedure B.3. for information concerning service at these steps.

³ Refer to PPM 230-40, Section IV. Procedure B.4. for information concerning service at these steps; Step VIII effective July 1, 1988; Step IX effective July 1, 2000.

PERSONNEL-ACADEMIC

Effective: 10/1/2004

Supersedes: 1/1/2004

Issuing Office: Academic Personnel Office

**PROFESSIONAL RESEARCH SERIES
ACADEMIC YEAR: ONE - NINTH**

Rank	Step	Years at Step	Salary Scale 10/1/03		Salary Scale 10/1/04	
			Annual	Monthly	Annual	Monthly
Assistant Research (e.g. Biologist) (3225)	I	2	46,300	5,144.44	46,300	5,144.44
	II	2	48,900	5,433.33	48,900	5,433.33
	III	2	51,700	5,744.44	51,700	5,744.44
	IV	2	54,600	6,066.67	54,600	6,066.67
	V	2 ¹	57,300	6,366.67	57,300	6,366.67
	VI	2 ¹	60,100	6,677.78	60,100	6,677.78
Associate Research (e.g. Biologist) (3215)	I	2	57,400	6,377.78	57,400	6,377.78
	II	2	60,200	6,688.89	60,200	6,688.89
	III	2	63,500	7,055.56	63,500	7,055.56
	IV	-- ²	67,400	7,488.89	67,400	7,488.89
	V	-- ²	72,600	8,066.67	72,600	8,066.67
Research (e.g. Biologist) (3205)	I	3	67,500	7,500.00	67,500	7,500.00
	II	3	72,700	8,077.78	72,700	8,077.78
	III	3	78,600	8,733.33	78,600	8,733.33
	IV	3	85,300	9,477.78	85,300	9,477.78
	V	-- ³	92,600	10,288.89	92,600	10,288.89
	VI	-- ³	100,400	11,155.56	100,400	11,155.56
	VII	-- ³	109,100	12,122.22	109,100	12,122.22
	VIII	-- ³	118,100	13,122.22	118,100	13,122.22
	IX	-- ³	128,300	14,255.56	128,300	14,255.56

These rates are applicable only to appointees who also hold an academic year appointment as Assistant Professor, Associate Professor, or Professor. The monthly rate is applicable for academic year faculty members who are employed during the summer months.

¹ Refer to PPM 230-40, Section IV. Procedure B.2. for information concerning service at these steps.

² Refer to PPM 230-40, Section IV. Procedure B.3. for information concerning service at these steps.

³ Refer to PPM 230-40, Section IV. Procedure B.4. for information concerning service at these steps; Step VIII effective July 1, 1988; Step IX effective July 1, 2000.

Amounts given under "Monthly" above, and related to academic year appointments are monthly installments, not monthly earnings. For computation of earnings where service does not extend throughout a full quarter, contact the Academic Personnel Office.

Note: If an academic year appointee is normally paid on one of the Business/Management and Engineering professorial salary scales, the appointee's temporary Professional Research appointment shall be compensated according to that same scale.

PERSONNEL-ACADEMIC

Effective: 10/1/2004

Supersedes: 1/1/2004

Issuing Office: Academic Personnel Office

**PROFESSIONAL RESEARCH SERIES
BUSINESS/MANAGEMENT AND ENGINEERING
ACADEMIC YEAR: ONE-NINTH***

Rank	Step	Years at Step	Salary Scale 10/1/03		Salary Scale 10/1/04	
			Annual	Monthly	Annual	Monthly
Assistant Researcher (1986)	I	2	\$61,600	\$6,844.44	\$61,600	\$6,844.44
	II	2	64,700	7,188.89	64,700	7,188.89
	III	2	67,900	7,544.44	67,900	7,544.44
	IV	2	71,500	7,944.44	71,500	7,944.44
	V	--- ¹	74,600	8,288.89	74,600	8,288.89
	VI	--- ¹	77,300	8,588.89	77,300	8,588.89
Associate Researcher (1984)	I	2	74,700	8,300.00	74,700	8,300.00
	II	2	77,400	8,600.00	77,400	8,600.00
	III	2	80,500	8,944.44	80,500	8,944.44
	IV	--- ²	82,800	9,200.00	82,800	9,200.00
	V	--- ²	85,400	9,488.89	85,400	9,488.89
Researcher (1982)	I	3	82,900	9,211.11	82,900	9,211.11
	II	3	85,500	9,500.00	85,500	9,500.00
	III	3	90,900	10,100.00	90,900	10,100.00
	IV	3	97,400	10,822.22	97,400	10,822.22
	V	--- ³	104,800	11,644.44	104,800	11,644.44
	VI	--- ³	113,000	12,555.56	113,000	12,555.56
	VII	--- ³	121,000	13,444.44	121,000	13,444.44
	VIII	--- ³	130,200	14,466.67	130,200	14,466.67
	IX	--- ³	141,500	15,722.22	141,500	15,722.22

* These rates are applicable only to appointees normally paid on one of the Business/Management and Engineering Professorial scales. The monthly rate is applicable for academic year faculty members who are employed during the summer months.

¹ Refer to PPM 230-40, Section IV. Procedure B.2. for information concerning service at these steps. Steps V and VI effective July 1, 1989.

² Refer to PPM 230-40, Section IV. Procedure B.3. for information concerning service at these steps. Steps IV and V effective July 1, 1989.

³ Refer to PPM 230-40, Section IV. Procedure B.4. for information concerning service at these steps; Step VIII effective July 1, 1988; Step IX effective July 1, 2000.

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Effective: 10/1/2004

Supersedes: 1/1/2004

Issuing Office: Academic Personnel Office

SPECIALIST SERIES
FISCAL YEAR

Rank	Step	Years at Step	Salary Scale 10/1/03		Salary Scale 10/1/04	
			Annual	Monthly	Annual	Monthly
Junior Specialist (3330)	I	1	31,044	2,587.00	31,044	2,587.00
	II	1	33,108	2,759.00	33,108	2,759.00
Assistant Specialist (3320)	I	2	36,096	3,008.00	36,096	3,008.00
	II	2	38,652	3,221.00	38,652	3,221.00
	III	-- ¹	41,352	3,446.00	41,352	3,446.00
Associate Specialist (3310)	I	2	45,048	3,754.00	45,048	3,754.00
	II	2	48,168	4,014.00	48,168	4,014.00
	III	2	51,660	4,305.00	51,660	4,305.00
	IV	-- ¹	54,240	4,520.00	54,240	4,520.00
Specialist (3300)	I	3	58,236	4,853.00	58,236	4,853.00
	II	3	64,020	5,335.00	64,020	5,335.00
	III	-- ¹	71,592	5,966.00	71,592	5,966.00
	IV	-- ¹	80,388	6,699.00	80,388	6,699.00
	V	-- ¹	89,160	7,430.00	89,160	7,430.00

¹ Policy for the San Diego campus stipulates that normal years of service are two years for Assistant Specialist III and Associate Specialist IV, and three years for Specialist III through IV.

POSTDOCTORAL SCHOLAR-EMPLOYEE
POSTDOCTORAL SCHOLAR-FELLOW
POSTDOCTORAL SCHOLAR-PAID DIRECT
(3252 3253 3254)
FISCAL YEAR

Salary Scale 10/1/03		Salary Scale 10/1/04	
Annual Range	Monthly Range	Annual Range	Monthly Range
\$29,000 -- \$75,324	\$2,416.67 -- \$6,277.00	\$30,000 -- \$75,324	\$2,500.00 -- \$6,277.00

*The Postdoctoral Scholar-Employee (Title Code 3252), Postdoctoral Scholar-Fellow (Title Code 3253) and Postdoctoral Scholar-Paid Direct (3254) will be available for use on January 1, 2005. The ranges in this table also apply to Postdoctoral Scholars in Title Codes 3240 ("Postgraduate Research _____ - Non-Student Fiscal Year") and 3370 ("Visiting _____-Postdoc").

Beginning July 1, 2005, the minimum will increase to \$31,044.

Beginning July 1, 2005, the monthly minimum will increase to \$2,587.00.

See [APM 390, Appendix A](#), regarding the change.

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ACADEMIC ADMINISTRATOR SERIES
FISCAL YEAR

ACADEMIC ADMINISTRATOR I (1061)				
Step	Scale 10/1/03		Scale 10/1/04	
	Annual	Monthly	Annual	Monthly
1	\$42,960	\$3,580	\$42,960	\$3,580
1.5	43,908	3,659	43,908	3,659
2	45,048	3,754	45,048	3,754
2.5	46,056	3,838	46,056	3,838
3	47,148	3,929	47,148	3,929
3.5	48,168	4,014	48,168	4,014
4	49,308	4,109	49,308	4,109
4.5	50,472	4,206	50,472	4,206
5	51,660	4,305	51,660	4,305
5.5	52,956	4,413	52,956	4,413
6	54,240	4,520	54,240	4,520
6.5	55,668	4,639	55,668	4,639
7	56,880	4,740	56,880	4,740
7.5	58,236	4,853	58,236	4,853
8	59,436	4,953	59,436	4,953
ACADEMIC ADMINISTRATOR II (1062)				
1	\$48,168	\$4,014	\$48,168	\$4,014
1.5	49,308	4,109	49,308	4,109
2	50,472	4,206	50,472	4,206
2.5	51,660	4,305	51,660	4,305
3	52,956	4,413	52,956	4,413
3.5	54,240	4,520	54,240	4,520
4	55,668	4,639	55,668	4,639
4.5	56,880	4,740	56,880	4,740
5	58,236	4,853	58,236	4,853
5.5	59,436	4,953	59,436	4,953
6	60,672	5,056	60,672	5,056
6.5	62,376	5,198	62,376	5,198
7	64,020	5,335	64,020	5,335
7.5	65,304	5,442	65,304	5,442
8	66,984	5,582	66,984	5,582
ACADEMIC ADMINISTRATOR III (1063)				
1	\$54,240	\$4,520	\$54,240	\$4,520
1.5	55,668	4,639	55,668	4,639
2	56,880	4,740	56,880	4,740
2.5	58,236	4,853	58,236	4,853
3	59,436	4,953	59,436	4,953
3.5	60,672	5,056	60,672	5,056
4	62,376	5,198	62,376	5,198
4.5	64,020	5,335	64,020	5,335
5	65,304	5,442	65,304	5,442
5.5	66,984	5,582	66,984	5,582
6	68,700	5,725	68,700	5,725
6.5	70,272	5,856	70,272	5,856
7	71,592	5,966	71,592	5,966
7.5	73,260	6,105	73,260	6,105
8	75,324	6,277	75,324	6,277

ACADEMIC ADMINISTRATOR IV (1064)				
	Scale 10/1/03		Scale 10/1/04	
	Annual	Monthly	Annual	Monthly
1	\$60,672	\$5,056	\$60,672	\$5,056
1.5	62,376	5,198	62,376	5,198
2	64,020	5,335	64,020	5,335
2.5	65,304	5,442	65,304	5,442
3	66,984	5,582	66,984	5,582
3.5	68,700	5,725	68,700	5,725
4	70,272	5,856	70,272	5,856
4.5	71,592	5,966	71,592	5,966
5	73,260	6,105	73,260	6,105
5.5	75,324	6,277	75,324	6,277
6	77,004	6,417	77,004	6,417
6.5	78,732	6,561	78,732	6,561
7	80,388	6,699	80,388	6,699
7.5	82,476	6,873	82,476	6,873
8	83,256	6,938	83,256	6,938
ACADEMIC ADMINISTRATOR V (1065)				
1	\$68,700	\$5,725	\$68,700	\$5,725
1.5	70,272	5,856	70,272	5,856
2	71,592	5,966	71,592	5,966
2.5	73,260	6,105	73,260	6,105
3	75,324	6,277	75,324	6,277
3.5	77,004	6,417	77,004	6,417
4	78,732	6,561	78,732	6,561
4.5	80,388	6,699	80,388	6,699
5	82,476	6,873	82,476	6,873
5.5	83,256	6,938	83,256	6,938
6	84,912	7,076	84,912	7,076
6.5	87,012	7,251	87,012	7,251
7	89,160	7,430	89,160	7,430
7.5	91,200	7,600	91,200	7,600
8	93,252	7,771	93,252	7,771
ACADEMIC ADMINISTRATOR VI (1066)				
1	\$77,004	\$6,417	\$77,004	\$6,417
1.5	78,732	6,561	78,732	6,561
2	80,388	6,699	80,388	6,699
2.5	82,476	6,873	82,476	6,873
3	83,256	6,938	83,256	6,938
3.5	84,912	7,076	84,912	7,076
4	87,012	7,251	87,012	7,251
4.5	89,160	7,430	89,160	7,430
5	91,200	7,600	91,200	7,600
5.5	93,252	7,771	93,252	7,771
6	95,700	7,975	95,700	7,975
6.5	98,292	8,191	98,292	8,191
7	100,668	8,389	100,668	8,389
7.5	103,056	8,588	103,056	8,588
8	105,648	8,804	105,648	8,804

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ACADEMIC ADMINISTRATOR VII (1067)				
FISCAL YEAR				
	Scale 10/1/03		Scale 10/1/04	
Step	Annual	Monthly	Annual	Monthly
1	\$84,912	\$7,076	\$84,912	\$7,076
1.5	87,012	7,251	87,012	7,251
2	89,160	7,430	89,160	7,430
2.5	91,200	7,600	91,200	7,600
3	93,252	7,771	93,252	7,771
3.5	95,700	7,975	95,700	7,975
4	98,292	8,191	98,292	8,191
4.5	100,668	8,389	100,668	8,389
5	103,056	8,588	103,056	8,588
5.5	105,648	8,804	105,648	8,804
6	108,228	9,019	108,228	9,019
6.5	110,892	9,241	110,892	9,241
7	113,592	9,466	113,592	9,466
7.5	116,388	9,699	116,388	9,699
8	119,244	9,937	119,244	9,937

Note: Merit increases normally shall be on a biennial basis. Promotions shall not normally occur prior to six years service at rank.

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ACADEMIC COORDINATOR SERIES
ACADEMIC YEAR

ACADEMIC COORDINATOR I (0840)					
Step	Yrs @ Step	Scale 10/01/03		Scale 10/01/04	
		Annual	Monthly	Annual	Monthly
1	2	\$36,096	\$3,008	\$36,096	\$3,008
2	2	37,800	3,150	37,800	3,150
3	2	39,540	3,295	39,540	3,295
4	2	41,352	3,446	41,352	3,446
5	2	42,960	3,580	42,960	3,580
6	2	45,048	3,754	45,048	3,754
7	2	47,148	3,929	47,148	3,929
8	2	49,308	4,109	49,308	4,109
9	2	51,660	4,305	51,660	4,305
10	2	54,240	4,520	54,240	4,520
11	2	56,880	4,740	56,880	4,740
12	2	59,436	4,953	59,436	4,953
13	2	62,376	5,198	62,376	5,198
14	2	65,304	5,442	65,304	5,442
15	---	68,700	5,725	68,700	5,725

ACADEMIC COORDINATOR II (0842)					
Step	Yrs @ Step	Scale 10/01/03		Scale 10/01/04	
		Annual	Monthly	Annual	Monthly
1	2	\$47,148	\$3,929	\$47,148	\$3,929
2	2	49,308	4,109	49,308	4,109
3	2	51,660	4,305	51,660	4,305
4	2	54,240	4,520	54,240	4,520
5	2	56,880	4,740	56,880	4,740
6	2	59,436	4,953	59,436	4,953
7	2	62,376	5,198	62,376	5,198
8	2	65,304	5,442	65,304	5,442
9	2	68,700	5,725	68,700	5,725
10	2	71,592	5,966	71,592	5,966
11	2	75,324	6,277	75,324	6,277
12	2	78,732	6,561	78,732	6,561
13	2	82,476	6,873	82,476	6,873
14	2	87,012	7,251	87,012	7,251
15	---	91,200	7,600	91,200	7,600

ACADEMIC COORDINATOR III (0844)					
Step	Yrs @ Step	Scale 10/01/03		Scale 10/01/04	
		Annual	Monthly	Annual	Monthly
1	3	\$59,436	\$4,953	\$59,436	\$4,953
2	3	64,020	5,335	64,020	5,335
3	3	68,700	5,725	68,700	5,725
4	3	73,260	6,105	73,260	6,105
5	3	78,732	6,561	78,732	6,561
6	3	84,912	7,076	84,912	7,076
7	3	91,200	7,600	91,200	7,600
8	3	98,292	8,191	98,292	8,191
9	---	105,648	8,804	105,648	8,804

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Effective: 10/1/2004

Supersedes: 10/1/2002

Issuing Office: Academic Personnel Office

ACADEMIC COORDINATOR SERIES
FISCAL YEAR

ACADEMIC COORDINATOR I (0841)					
Step	Yrs @ Step	Scale 10/01/03		Scale 10/01/04	
		Annual	Monthly	Annual	Monthly
1	2	\$41,352	\$3,446	\$41,352	\$3,446
2	2	42,960	3,580	42,960	3,580
3	2	45,048	3,754	45,048	3,754
4	2	47,148	3,929	47,148	3,929
5	2	49,308	4,109	49,308	4,109
6	2	51,660	4,305	51,660	4,305
7	2	54,240	4,520	54,240	4,520
8	2	56,880	4,740	56,880	4,740
9	2	59,436	4,953	59,436	4,953
10	2	62,376	5,198	62,376	5,198
11	2	65,304	5,442	65,304	5,442
12	2	68,700	5,725	68,700	5,725
13	2	71,592	5,966	71,592	5,966
14	2	75,324	6,277	75,324	6,277
15	---	78,732	6,561	78,732	6,561
ACADEMIC COORDINATOR II (0843)					
Step	Yrs @ Step	Scale 10/01/03		Scale 10/01/04	
		Annual	Monthly	Annual	Monthly
1	2	\$54,240	\$4,520	\$54,240	\$4,520
2	2	56,880	4,740	56,880	4,740
3	2	59,436	4,953	59,436	4,953
4	2	62,376	5,198	62,376	5,198
5	2	65,304	5,442	65,304	5,442
6	2	68,700	5,725	68,700	5,725
7	2	71,592	5,966	71,592	5,966
8	2	75,324	6,277	75,324	6,277
9	2	78,732	6,561	78,732	6,561
10	2	82,476	6,873	82,476	6,873
11	2	87,012	7,251	87,012	7,251
12	2	91,200	7,600	91,200	7,600
13	2	95,700	7,975	95,700	7,975
14	2	100,668	8,389	100,668	8,389
15	---	105,648	8,804	105,648	8,804
ACADEMIC COORDINATOR III (0845)					
Step	Yrs @ Step	Scale 10/01/03		Scale 10/01/04	
		Annual	Monthly	Annual	Monthly
1	3	\$68,700	\$5,725	\$68,700	\$5,725
2	3	73,260	6,105	73,260	6,105
3	3	78,732	6,561	78,732	6,561
4	3	84,912	7,076	84,912	7,076
5	3	91,200	7,600	91,200	7,600
6	3	98,292	8,191	98,292	8,191
7	3	105,648	8,804	105,648	8,804
8	3	113,592	9,466	113,592	9,466
9	---	122,112	10,176	122,112	10,176

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Effective: 10/1/2004

Supersedes: 10/1/2002

Issuing Office: Academic Personnel Office

**COORDINATORS OF PUBLIC PROGRAMS
CONTINUING EDUCATION SPECIALISTS--UNIVERSITY EXTENSION
FISCAL YEAR**

Rank	Normal Period at Step in Rank	Scale 10/1/03			Scale 10/1/04	
		Step	Annual	Monthly	Annual	Monthly
I (3515) -- CPP (3514) -- CES	1 yr	1	\$37,100	\$3,091.67	\$37,100	\$3,091.67
		2	38,400	3,200.00	38,400	3,200.00
		3	40,100	3,341.67	40,100	3,341.67
		4	41,500	3,458.33	41,500	3,458.33
II (3513) -- CPP (3512) -- CES	1 yr	1	42,200	3,516.67	42,200	3,516.67
		2	43,900	3,658.33	43,900	3,658.33
		3	45,100	3,758.33	45,100	3,758.33
		4	46,600	3,883.33	46,600	3,883.33
III (3511) -- CPP (3510) -- CES	1 yr	1	47,800	3,983.33	47,800	3,983.33
		2	50,300	4,191.67	50,300	4,191.67
		3	51,700	4,308.33	51,700	4,308.33
		4	53,300	4,441.67	53,300	4,441.67
IV (3509) -- CPP (3508) -- CES	1 yr	1	55,000	4,583.33	55,000	4,583.33
		2	57,000	4,750.00	57,000	4,750.00
		3	58,300	4,858.33	58,300	4,858.33
		4	60,800	5,066.67	60,800	5,066.67
V (3507) -- CPP (3506) -- CES	1 yr	1	62,900	5,241.67	62,900	5,241.67
		2	65,000	5,416.67	65,000	5,416.67
		3	67,100	5,591.67	67,100	5,591.67
		4	68,900	5,741.67	68,900	5,741.67
VI (3505) -- CPP (3504) -- CES	1 yr	1	71,500	5,958.33	71,500	5,958.33
		2	73,900	6,158.33	73,900	6,158.33
		3	76,300	6,358.33	76,300	6,358.33
		4	79,100	6,591.67	79,100	6,591.67
VII (3503) -- CPP (3502) -- CES	----	1	81,400	6,783.33	81,400	6,783.33
		2	83,900	6,991.67	83,900	6,991.67
		3	86,800	7,233.33	86,800	7,233.33
		4	89,200	7,433.33	89,200	7,433.33
VIII (3501) -- CPP (3500) -- CES	----	1	92,100	7,675.00	92,100	7,675.00
		2	95,500	7,958.33	95,500	7,958.33
		3	98,800	8,233.33	98,800	8,233.33
		4	102,400	8,533.33	102,400	8,533.33

**INTERN, RESIDENT OR RESIDENT PHYSICIAN
(NON-REPRESENTED)**

Rank	Step	Scale 5/1/03		Scale 10/1/04		Scale 1/1/05	
		Annual	Monthly	Annual	Monthly	Annual	Monthly
RESIDENT-PHARMACY (2728)		35,376	2,948.00	35,376	2,948.00	35,376	2,948.00
CHIEF RESIDENT-PHARMACY (2729)		40,380	3,365.00	40,380	3,365.00	40,380	3,365.00
RESIDENT PHYSICIAN* (2708)	I	38,100	3,175.00	38,100	3,175.00	39,215	3,267.92
RESIDENT PHYSICIAN* (2724)	II	40,100	3,341.67	40,100	3,341.67	40,824	3,402.00
	III	42,100	3,508.33	42,100	3,508.33	42,620	3,551.67
	IV	45,300	3,775.00	45,300	3,775.00	45,300	3,775.00
	V	48,300	4,025.00	48,300	4,025.00	48,300	4,025.00
	VI	49,900	4,158.33	49,900	4,158.33	49,900	4,158.33
	VII	51,600	4,300.00	51,600	4,300.00	51,600	4,300.00
	VIII	53,500	4,458.00	53,500	4,458.00	53,500	4,458.00
	IX	55,100	4,591.67	55,100	4,591.67	55,100	4,591.67

Note: The compensation of the Chief Resident Physician should be paid according to their step assignment as a Resident Physician (title code 2724) plus an additional fixed annual stipend as Chief Resident under title code 2725.

* Resident Physicians I-IX receive an additional \$148.00 per year to meet local conditions. This compensation is paid using title code 1092.

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Supersedes: 10/1/2002

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RESIDENT PHYSICIAN
(Represented – UCSD Local Scale)

Rank	Step	Scale 5/1/03		Scale 10/1/04		Scale 1/1/05	
		Annual	Monthly	Annual	Monthly	Annual	Monthly
RESIDENT PHYSICIAN* (2709)	I	38,100	3,175.00	38,100	3,175.00	39,215	3,267.92
RESIDENT PHYSICIAN* (2723)	II	40,100	3,341.67	40,100	3,341.67	40,824	3,402.00
	III	42,100	3,508.33	42,100	3,508.33	42,620	3,551.67
	IV	45,300	3,775.00	45,300	3,775.00	45,300	3,775.00
	V	48,300	4,025.00	48,300	4,025.00	48,300	4,025.00
	VI	49,900	4,158.33	49,900	4,158.33	49,900	4,158.33
	VII	51,600	4,300.00	51,600	4,300.00	51,600	4,300.00
	VIII	53,500	4,458.00	53,500	4,458.00	53,500	4,458.00
	IX	55,100	4,591.67	55,100	4,591.67	55,100	4,591.67

The above-referenced titles are exclusively represented and are covered by a Memorandum of Understanding (MOU). The Salary Scale applies only to the extent provided for in the MOU.

*Note: The compensation of a Chief Resident Physician should be paid according to their step assignment as a Resident Physician (title code 2723 plus an additional fixed annual stipend as Chief Resident under title code 2738.

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Effective: 10/1/2004

Supersedes: 10/1/2002

Issuing Office: Academic Personnel Office

**LIBRARIAN SERIES*
FISCAL YEAR**

Rank	Step	Years at Step	Salary Scale 10/1/03		Salary Scale 10/1/04	
			Annual	Monthly	Annual	Monthly
Assistant Librarian	I	2	\$37,920	\$3,160.00	\$37,920	\$3,160.00
(3620-Career Status)	II	2	40,560	3,380.00	40,560	3,380.00
(3621-Potential Career Status)	III	2	42,996	3,583.00	42,996	3,583.00
(3622-Temporary Status)						
Associate Librarian	I	2	42,996	3,583.00	42,996	3,583.00
(3616-Career Status)	II	2	46,008	3,834.00	46,008	3,834.00
(3617-Potential Career Status)	III	2	49,224	4,102.00	49,224	4,102.00
(3618-Temporary Status)	IV	2	52,620	4,385.00	52,620	4,385.00
	V	2	56,256	4,688.00	56,256	4,688.00
	VI	2	60,132	5,011.00	60,132	5,011.00
	VII	3	64,164	5,347.00	64,164	5,347.00
		or ---				
Librarian	I	3	64,164	5,347.00	64,164	5,347.00
(3612-Career Status)	II	3	70,500	5,875.00	70,500	5,875.00
(3613-Potential Career Status)	III	3	76,860	6,405.00	76,860	6,405.00
(3614-Temporary Status)	IV	3	82,416	6,868.00	82,416	6,868.00
	V	---	88,848	7,404.00	88,848	7,404.00
	VI	---	95,508	7,959.00	95,508	7,959.00
	VII	---	102,480	8,540.00	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.

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**HOURLY INTERMITTENT LIBRARIAN*
FISCAL YEAR**

Step	Salary Scale 11/21/03	Salary Scale 10/1/04
	Hourly	Hourly
I	\$18.16	\$18.16
II	\$19.43	\$19.43
III	\$20.59	\$20.59

* Appointees in the Hourly Intermittent Librarian title are paid on an hourly basis equivalent to the hourly equivalent of the appropriate step of the Assistant Librarian salary scale.

**ASSISTANT UNIVERSITY LIBRARIAN
 (3610)**

FISCAL YEAR

Scale 10/1/03		Scale 10/1/04	
Annual	Monthly	Annual	Monthly
\$57,600 - \$105,800	\$4,800.00 - \$8,816.67	\$57,600 - \$105,800	\$4,800.00 - \$8,816.67

**ASSOCIATE UNIVERSITY LIBRARIAN
 (3600)**

FISCAL YEAR

Scale 10/1/03		Scale 10/1/04	
Annual	Monthly	Annual	Monthly
\$60,900 - \$116,400	\$5,075.00 - \$9,700.00	\$60,900 - \$116,400	\$5,075.00 - \$9,700.00

CURATOR - LIBRARY

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INSTRUCTIONAL ASSISTANTS*

Title	Salary Scale 1/1/04*			Salary Scale 10/1/04*		
	Annual (Full Time Rate)	Monthly (Full Time Rate)	Hourly or Quarterly	Annual (Full Time Rate)	Monthly (Full Time Rate)	Hourly or Quarterly
Reader (2850) Holders of the baccalaureate degree Undergraduate Students			\$10.98 \$10.42			\$11.14 \$10.58
Teaching Assistant (2310)	\$28,714	\$3,190.44	\$9,571.33	\$29,145	\$3,238.33	\$9,715.00

* 50% time for the academic year with payment in 9 equal installments (3 equal installments per quarter).

*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.

GRADUATE STUDENT RESEARCHER

Title	Step	Salary Scale 10/1/03			Salary Scale 10/1/04		
		Annual	Monthly	Hourly	Annual	Monthly	Hourly
Graduate Student	I	29,256	2,438.00	14.01	29,256	2,438.00	14.01
Researcher	II	31,524	2,627.00	15.10	31,524	2,627.00	15.10
(3266)-	III	34,956	2,913.00	16.74	34,956	2,913.00	16.74
Salary Only	IV	37,764	3,147.00	18.09	37,764	3,147.00	18.09
(32XX)-	V	40,284	3,357.00	19.29	40,284	3,357.00	19.29
Tuition/Fee	VI	42,144	3,512.00	20.18	42,144	3,512.00	20.18
Remission-	VII	45,516	3,793.00	21.80	45,516	3,793.00	21.80
General	VIII	49,152	4,096.00	23.54	49,152	4,096.00	23.54
	IX	53,088	4,424.00	25.43	53,088	4,424.00	25.43
	X	57,336	4,778.00	27.46	57,336	4,778.00	27.46

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**TUTORS*
(2860)**

	Scale 1/1/04	Scale 10/1/04
UNDERGRADUATE TUTORS:		
Single or Clinic Tutoring Sessions	\$10.42	\$10.58
Group Sessions or	12.50	12.69
Tutors Serving as Teaching Apprentice	12.50	12.69
Under Academic Senate Approved Program		
PREDOCTORAL TUTORS (BA OR BS DEGREES):		
Single Sessions or Clinic Tutoring Sessions	\$13.55	\$13.75
Group Sessions	16.26	16.50
POSTDOCTORAL TUTORS (M.D. OR Ph.D.)		
Single Sessions or Clinic Tutoring Sessions	\$16.68	\$16.93
Group Sessions	20.01	20.31

Group Session is defined as three or more students meeting on a scheduled basis at specified times for specified students.

Clinic sessions exist when a tutor is available for students on a drop-in basis.

Tutor title has been approved for specific programs only and may not be used without the approval of the Sr. Vice Chancellor-Academic Affairs.

ASSOCIATE IN (e.g. BIOLOGY)*

	Scale 1/1/04		Scale 10/1/04	
	Annual	Monthly	Annual	Monthly
	ACADEMIC YEAR (1506)	\$30,086 35,663	\$3,342.89 3,962.56	\$30,537 36,198

NOTE: Associate In title available only as graduate student title.

*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.

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ACADEMIC STANDARD TABLE OF PAY RATES

Salary Scale 10/1/03			Salary Scale 10/1/04		
Annual	1/12 Monthly	1/9 Monthly	Annual	1/12 Monthly	1/9 Monthly
27,324	2,277.00	3,036.00	27,324	2,277.00	3,036.00
27,900	2,325.00	3,100.00	27,900	2,325.00	3,100.00
28,548	2,379.00	3,172.00	28,548	2,379.00	3,172.00
29,148	2,429.00	3,238.67	29,148	2,429.00	3,238.67
29,772	2,481.00	3,308.00	29,772	2,481.00	3,308.00
30,360	2,530.00	3,373.33	30,360	2,530.00	3,373.33
31,044	2,587.00	3,449.33	31,044	2,587.00	3,449.33
31,716	2,643.00	3,524.00	31,716	2,643.00	3,524.00
32,364	2,697.00	3,596.00	32,364	2,697.00	3,596.00
33,108	2,759.00	3,678.67	33,108	2,759.00	3,678.67
33,864	2,822.00	3,762.67	33,864	2,822.00	3,762.67
34,512	2,876.00	3,834.67	34,512	2,876.00	3,834.67
35,304	2,942.00	3,922.67	35,304	2,942.00	3,922.67
36,096	3,008.00	4,010.67	36,096	3,008.00	4,010.67
36,912	3,076.00	4,101.33	36,912	3,076.00	4,101.33
37,800	3,150.00	4,200.00	37,800	3,150.00	4,200.00
38,652	3,221.00	4,294.67	38,652	3,221.00	4,294.67
39,540	3,295.00	4,393.33	39,540	3,295.00	4,393.33
40,512	3,376.00	4,501.33	40,512	3,376.00	4,501.33
41,352	3,446.00	4,594.67	41,352	3,446.00	4,594.67
41,940	3,495.00	4,660.00	41,940	3,495.00	4,660.00
42,960	3,580.00	4,773.33	42,960	3,580.00	4,773.33
43,908	3,659.00	4,878.67	43,908	3,659.00	4,878.67
45,048	3,754.00	5,005.33	45,048	3,754.00	5,005.33
46,056	3,838.00	5,117.33	46,056	3,838.00	5,117.33
47,148	3,929.00	5,238.67	47,148	3,929.00	5,238.67
48,168	4,014.00	5,352.00	48,168	4,014.00	5,352.00
49,308	4,109.00	5,478.67	49,308	4,109.00	5,478.67
50,472	4,206.00	5,608.00	50,472	4,206.00	5,608.00
51,660	4,305.00	5,740.00	51,660	4,305.00	5,740.00
52,956	4,413.00	5,884.00	52,956	4,413.00	5,884.00
54,240	4,520.00	6,026.67	54,240	4,520.00	6,026.67
55,668	4,639.00	6,185.33	55,668	4,639.00	6,185.33

Note: Salaries above that of Professor, Step VIII require approval of The Regents.

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Effective: 10/1/2004

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ACADEMIC STANDARD TABLE OF PAY RATES (cont)

Salary Scale 10/1/03			Salary Scale 10/1/04		
Annual	1/12 Monthly	1/9 Monthly	Annual	1/12 Monthly	1/9 Monthly
56,880	4,740.00	6,320.00	56,880	4,740.00	6,320.00
58,236	4,853.00	6,470.67	58,236	4,853.00	6,470.67
59,436	4,953.00	6,604.00	59,436	4,953.00	6,604.00
60,672	5,056.00	6,741.33	60,672	5,056.00	6,741.33
62,376	5,198.00	6,930.67	62,376	5,198.00	6,930.67
64,020	5,335.00	7,113.33	64,020	5,335.00	7,113.33
65,304	5,442.00	7,256.00	65,304	5,442.00	7,256.00
66,984	5,582.00	7,442.67	66,984	5,582.00	7,442.67
68,700	5,725.00	7,633.33	68,700	5,725.00	7,633.33
70,272	5,856.00	7,808.00	70,272	5,856.00	7,808.00
71,592	5,966.00	7,954.67	71,592	5,966.00	7,954.67
73,260	6,105.00	8,140.00	73,260	6,105.00	8,140.00
75,324	6,277.00	8,369.33	75,324	6,277.00	8,369.33
77,004	6,417.00	8,556.00	77,004	6,417.00	8,556.00
78,732	6,561.00	8,748.00	78,732	6,561.00	8,748.00
80,388	6,699.00	8,932.00	80,388	6,699.00	8,932.00
82,476	6,873.00	9,164.00	82,476	6,873.00	9,164.00
83,256	6,938.00	9,250.67	83,256	6,938.00	9,250.67
84,912	7,076.00	9,434.67	84,912	7,076.00	9,434.67
87,012	7,251.00	9,668.00	87,012	7,251.00	9,668.00
89,160	7,430.00	9,906.67	89,160	7,430.00	9,906.67
91,200	7,600.00	10,133.33	91,200	7,600.00	10,133.33
93,252	7,771.00	10,361.33	93,252	7,771.00	10,361.33
95,700	7,975.00	10,633.33	95,700	7,975.00	10,633.33
98,292	8,191.00	10,921.33	98,292	8,191.00	10,921.33
100,668	8,389.00	11,185.33	100,668	8,389.00	11,185.33
103,056	8,588.00	11,450.67	103,056	8,588.00	11,450.67
105,648	8,804.00	11,738.67	105,648	8,804.00	11,738.67
108,228	9,019.00	12,025.33	108,228	9,019.00	12,025.33
110,892	9,241.00	12,321.33	110,892	9,241.00	12,321.33
113,592	9,466.00	12,621.33	113,592	9,466.00	12,621.33
116,388	9,699.00	12,932.00	116,388	9,699.00	12,932.00
119,244	9,937.00	13,249.33	119,244	9,937.00	13,249.33
122,112	10,176.00	13,568.00	122,112	10,176.00	13,568.00

Note: Salaries above that of Professor, Step VIII require approval of The Regents.