

DRAFT

PROFESSIONAL RESEARCH SERIES SALARY SCALES

The Office of the President has established salary scales with ranges for the steps of the Professional Research series. The intent of the ranges within steps is for campuses to move researchers' salaries to parity with Professor series salaries in a transitional manner that does not cause extramural grants with previously established budgets undue budgetary stress.

The following practice will be applied to the Professional Research Salary Scales at UCSF:

- The ranges established by the Office of the President are to be viewed as transitional for a three-year period.
- All Professional Researcher salaries must reach parity (the maximum of each range) by October 1, 2004 at the latest, but may reach parity much sooner depending on available resources.

Departments can make adjustments each October 1 as part of the range adjustment process, or may adjust salaries within the range for a step at the time of reappointment (continuation). Any change in rank or step must follow the normal merit or promotion process.

Please contact the Office of Academic Personnel at extension 6-8123 with any questions.