

**From:** [AS00](#) on behalf of [Academic Senate](#)  
**To:** ["AS00@uci.edu"](mailto:AS00@uci.edu)  
**Subject:** COVID-19 Stop the Clock Retroactive Pay Implementation  
**Date:** Thursday, January 14, 2021 3:20:38 PM  
**Attachments:** [ATT00001.txt](#)

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Dear Colleagues,

The message below is sent on behalf of Vice Provost for Academic Personnel Diane O'Dowd.

Best wishes,

Jeffrey Barrett, Chair  
Academic Senate, Irvine Division

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Dear Colleagues,

As the Office of Academic Personnel prepares for implementation of retroactive pay announced on October 15, 2020 as part of the COVID-19 stop the clock (COVID-STC) program at UCI, we are providing the following clarifications to this program.

The retroactive pay component was added to reduce the salary disadvantage from delaying the promotion to associate rank. Assistant rank faculty who initiated the COVID-STC and have a subsequent regular review action that results in a reappointment without a salary increase (due to low productivity related to COVID-19) will, at the point of promotion to associate rank, receive the promotion salary retroactive to the previous year.

Below is an example of an Assistant Professor, Step IV with a current salary of \$100,000 who was scheduled to go up for promotion review in 2021-22. Due to COVID-19 disruptions to productivity, they initiated a COVID-STC in July 2020. Since assistant rank appointees are subject to a review every two years, the faculty member still needs to undergo a review during the 2021-22 review cycle.

Example:	
Original promotion review cycle:	2021-22
COVID-19 STC initiated:	July 2020
Next mandatory review:	2021-22 ( <i>either merit or reappointment only</i> )
New promotion review cycle:	2022-23

There are two possible outcomes:

1. **Retroactive pay** (scenario #1): The review resulted in a July 1, 2022 reappointment only without a salary increase (if their productivity was severely limited due to COVID-19). The faculty member undergoes a promotion review in the following year (2022-23 review cycle); and the promotion is approved effective July 1, 2023. In this case, they will receive the standard salary increase associated with the promotion in rank and step. They will also be paid retroactive salary in a lump sum amount, equivalent to a one year differential in the faculty's salary before and after promotion.

Scenario #1:		
2021-22 review:	Reappointment only <i>(no salary increase)</i>	Assistant Professor, Step IV Salary: \$100,000 Effective: 7/1/2022
2022-23 review:	Promotion	Associate Professor, Step I Salary: \$104,300 Effective: 7/1/2023
Retroactive pay:	Eligible	Lump sum: \$4,300 Processed after approved promotion

2. **No retroactive pay** (scenario #2): The review resulted in a July 1, 2022 reappointment and merit with a salary increase (because they accomplished enough for a merit, but did not have enough overall for promotion). The faculty member undergoes a promotion review in the following year (2022-23 review cycle); and the promotion is approved effective July 1, 2023. In this case, the faculty will receive the standard salary increase associated with the promotion in rank and step. However, the faculty will not be eligible for retroactive pay because the faculty received a merit increase the previous year, and they are not at a financial disadvantage from delaying their promotion.

Scenario #2:		
2021-22 review:	Merit Increase	Assistant Professor, Step V Salary: \$104,200 Effective: 7/1/2022
2022-23 review:	Promotion	Associate Professor, Step II Salary: \$108,600 Effective: 7/1/2023
Retroactive pay:	Not Eligible	

Frequently asked questions (FAQs) related to COVID-STC retroactive pay are available at: <https://ap.uci.edu/covid19/>.

Should you have additional questions, please contact Nina Bandelj, Associate Vice Provost for Faculty Development, [nina.bandelj@uci.edu](mailto:nina.bandelj@uci.edu).

Sincerely,

Diane K. O'Dowd  
Vice Provost, Academic Personnel