



OFFICE OF THE VICE PROVOST --
ACADEMIC PERSONNEL

OFFICE OF THE PRESIDENT
1111 Franklin Street, 11th Floor
Oakland, California 94607-5200

December 23, 2011

COUNCIL OF VICE CHANCELLORS

Dear Colleagues:

Effective immediately, the new thresholds for approval of above-threshold salaries for faculty ladder ranks have been adjusted in light of the new Indexed Compensation Level (ICL) of \$291,000 for 2011-12. The effective date of the new ICL is effective retroactive to September 1, 2011. The new 2011-12 thresholds listed below are based from the October 1, 2011 faculty ladder ranks adjusted salary scales.

<u>Faculty Ladder Ranks Scale</u>	<u>Threshold</u>
Faculty Ladder Ranks Scale – Academic Year	\$291,000
Faculty Ladder Ranks Scale – Fiscal Year	\$337,300
Faculty Ladder Ranks Scale – Business/Economics/Engineering – Academic Year	\$318,800
Faculty Ladder Ranks Scale – Business/Economics/Engineering – Fiscal Year	\$369,800
Faculty Ladder Ranks Scale – SFT-Veterinary Medicine – Fiscal Year	\$378,300
Faculty Ladder Ranks Scale – Law School – Academic Year	\$408,300

As you know, approval is required by the Provost and Executive Vice President—Academic Affairs for above-threshold salaries that involve new faculty appointments, retention of faculty, and faculty merit increases greater than 10 percent. As a reminder and in accordance with the President’s Delegation of Authority letter dated December 1, 2004, Chancellors are authorized to approve above-threshold salaries in cases of faculty merit increases of 10 percent or less. These covered actions must be reported annually in November to The Regents via the President.

In addition, enclosed is the chart of the new Guidelines for Above-Threshold Salary Approval for Academic Appointees, including faculty ladder ranks, with the new 2011-12 thresholds.

If you have any questions, please contact Executive Director Nancy Tanaka at (510) 987-0997 or Nancy.Tanaka@ucop.edu in my office.

Sincerely,

Susan L. Carlson
Vice Provost
Academic Personnel

Enclosure

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cc: Provost Pitts
Vice President Duckett
Academic Council Chair Anderson
Executive Director Tanaka
Vice Provosts—Academic Personnel
Academic Personnel Directors
Manager Lockwood
University Policy Office
Policy and Compensation Analyst Agustin
Policy and Compensation Analyst Farren
Policy and Compensation Analyst Thomas

Guidelines for Above-Threshold Salary Approval for Academic Appointees*

	SMG or SLCG (slotted) with Faculty Appointment	Faculty Appointment with No Administrative Duties	Faculty Appointment with Administrative Appointment or Administrative Duties Not as Dean	Faculty Appointment with Administrative Appointment or Administrative Duties as Dean	Non-faculty Academic Appointments [Not SMG or SLCG (slotted)]
Titles	All SMG, and slotted administrative positions with faculty titles such as Chancellors, Vice Chancellors, Provosts, Vice Provosts, etc. (including acting)	Faculty titles (Professorial)	Faculty with concurrent admin. duties such as Department Chair, Director, Faculty Assistant, Associate Dean, Associate Vice Chancellor, or other administrative titles (including Acting/Interim titles). Appointment to the administrative position may be full time or less than full time.	Faculty with concurrent Dean title. Appointment to the position of Dean is made on a fiscal-year basis and must be full time. Appointment as Acting/Interim Dean may be made either on an academic- year or fiscal-year basis, as determined by campus need.	Academic Administrators, Academic Coordinators, Professional Researchers, etc.
Threshold for Approval of Salary Beyond the Campus	Contact HR-UCOP Human Resources, Compensation Programs and Strategies, or local campus SMG/SLCG Coordinator	\$291,000 - Regular AY** \$337,300 - Regular FY** \$318,800 - BEE - AY** \$369,800 - BEE - FY** \$378,300 - SFT-VM-FY** \$408,300 - Law School - AY**	Administrative (unit) salary and/or professorial base salary including above- or off scale salary, plus administrative payment (stipends and/or admin 1/9th), exceeds \$291,000.	Total cash compensation exceeds \$504,000 unit salary.	Total compensation exceeds \$291,000.
Type of Pay Considered in Determining Whether Pay Reaches Threshold	Contact HR-UCOP Human Resources, Compensation Programs and Strategies, or local campus SMG/SLCG Coordinator	Professorial base salary including above- or off-scale salary. Not additional compensation; 1/9th or 1/12th for research, teaching, admin.; faculty recruitment allowance; honoraria; awards; prizes; or one-time payments.	Administrative (unit) salary and/or professorial base salary including above- or off-scale salary plus administrative payment (stipends, admin 1/9th or 1/12th). Not additional comp. for research and/or teaching 1/9th or 1/12th; start-up funds; faculty recruitment allowance; honoraria; awards; prizes; or one-time payments.	Deans' unit salary including additional University compensation and cash payments (see APM 240). Acting/Interim Deans' salary: administrative (unit) salary and/or professorial base pay including above- or off-scale salary plus administrative payment (stipends and/or admin. 1/9th, 1/12th) for temporary service.	Academic base salary, including administrative payment/stipend.
Pre-Approval Authority	Regents	Provost	Provost	Regents	Provost
UCOP Office Handling Approval	Contact HR-UCOP Human Resources, Compensation Programs and Strategies, or local campus SMG/SLCG Coordinator	Academic Personnel	Academic Personnel	Academic Personnel	Academic Personnel
Report to the Regents	Contact HR-UCOP Human Resources, Compensation Programs and Strategies, or local campus SMG/SLCG Coordinator	Annually (November)	For selected full-time Faculty Administrator positions transferred from SMG to Academic Personnel Program: Biannual Transaction Monitoring Report; Annual Compensation Report; Annual Report on Compensated Outside Professional Activities.	Biannual Transaction Monitoring Report; Annual Report on Compensation; Annual Report on Compensated Outside Professional Activities	Annually (November)

* Excludes HSCP participants, except for Deans governed under APM 240 and APM 670, because their salaries do not require pre-approval by UCOP/Regents; as required in APM 670, HSCP participants' total compensation are reported annually to the Regents in November.

** Regental thresholds for faculty salaries are listed at http://www.ucop.edu/acadadv/acadpers/2011_12_thresholds.pdf.