



OFFICE OF THE PROVOST AND
EXECUTIVE VICE PRESIDENT FOR ACADEMIC AFFAIRS

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

May 11, 2018

CHANCELLORS
LABORATORY DIRECTOR WITHERELL
ANR VICE PRESIDENT HUMISTON

RE: Additional Compensation for Lectures and Similar Services (Honoraria)

Dear Colleagues:

This letter replaces my previous letter dated April 17, 2018 and clarifies that *all* academic appointees may receive honoraria for lectures and similar services. Academic Personnel Manual (APM) Section 666 - 18(a) states that honoraria amounts may be subject to negotiation in each case but may not exceed an amount stipulated periodically by the Provost and Executive Vice President for Academic Affairs. Former Provost Lawrence H. Pitts' September 28, 2009 letter established the last such levels for honoraria, which I hereby adjust. Effectively immediately, you are authorized to approve honoraria up to \$2,500 per event under the provisions of APM - 666, and to grant exceptions up to, but not exceeding, \$5,000 per event. Approval of exceptional amounts greater than \$5,000 per event rests with the Provost and Executive Vice President for Academic Affairs. Per APM - 666-22, state funds may not be used for such additional compensation.

Please note that (1) the home campus must be notified of any additional compensation under APM - 666 prior to the activity being performed and prior to payment; (2) all academic appointees are eligible to receive honoraria in accordance with APM - 666; and (3) total annual honoraria under APM - 666 may not exceed 10 percent of the appointee's annual base salary. All other parameters of APM - 666 apply.

Sincerely,

Michael T. Brown, Ph.D.

Provost and
Executive Vice President for Academic Affairs

May 11, 2018

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cc: President Napolitano
Academic Council Chair White
Executive Vice President & Chief Financial Officer Brostrom
Executive Vice President, Chief Operating Officer & Chief of Staff Nava
Executive Vice Chancellors/Provosts
Vice Provost Carlson
Vice Provosts/Vice Chancellors Academic Personnel/Academic Affairs
Academic Personnel Directors
Deputy General Counsel Woodall
Executive Director Baxter
Executive Director Peterson
Director Grant
Analyst Ha