



OFFICE OF THE VICE PROVOST --
ACADEMIC PERSONNEL

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

January 14, 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 \$281,000. The effective date of the new ICL is December 31, 2010. The new 2010-11 thresholds from the various faculty ladder ranks salary scales are as follows:

<u>Faculty Ladder Ranks Scale</u>	<u>Threshold</u>
Faculty Ladder Ranks Scale – Academic Year	\$281,000
Faculty Ladder Ranks Scale – Fiscal Year	\$325,900
Faculty Ladder Ranks Scale – Business/Economics/Engineering – Academic Year	\$307,900
Faculty Ladder Ranks Scale – Business/Economics/Engineering – Fiscal Year	\$357,200
Faculty Ladder Ranks Scale – SFT-Veterinary Medicine – Fiscal Year	\$365,500
Faculty Ladder Ranks Scale – Law School – Academic Year	\$394,400

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 biannually 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.

If you have any questions, please contact Interim Executive Director Patricia Price at (510) 987-9482 or Patricia.Price@ucop.edu in my office.

Sincerely,

Susan Carlson
Vice Provost—Academic Personnel

Enclosure

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cc: Provost Pitts
Vice President Duckett
Academic Council Chair Simmons
Interim Executive Director Price
Academic Personnel Directors
University Policy Office
Policy and Compensation Analyst Agustin

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 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 UCOP HRB--Benefits Senior Mgmt Comp & Benefits, or local campus SMG/SLCG Coordinator	\$281,000 - Regular AY** \$325,900 - Regular FY** \$307,900 - BEE - AY** \$357,200 - BEE - FY** \$365,500 - SFT-VM-FY** \$394,400 - Law School - AY**	Administrative salary and/or professorial base pay plus administrative payment (stipends and/or admin 1/9th) exceeds \$281,000	Total cash compensation exceeds \$504,000 unit salary	Total compensation exceeds \$281,000
Type of Pay Considered in Determining Whether Pay Reaches Threshold	Contact UCOP HRB--Benefits Senior Mgmt Comp & Benefits, or local campus SMG/SLCG Coordinator	Professorial base salary including above- or off-scale salary (not additional compensation, e.g. 1/9th or 1/12th for research)	Administrative salary and/or professorial base salary including above- or off-scale salary plus administrative payment (stipends, admin 1/9th, 1/12th) (not research 1/9th or 1/12; start-up funds or faculty recruitment allowance)	Deans' unit salary including additional University compensation and cash payments. Acting/Interim Deans' salary including base pay plus administrative payment (stipends and/or admin 1/9) for their temporary service.	Academic base salary, including stipends
Pre-Approval Authority	Regents	Provost	Provost	Regents	Provost
UCOP Office Handling Approval	HRB--Benefits Senior Mgmt Comp & Benefits, or local campus SMG/SLCG Coordinator	Academic Personnel	Academic Personnel	Academic Personnel	Academic Personnel
Report to the Regents	Contact UCOP HRB--Benefits Senior Mgmt Comp & Benefits, or local campus SMG/SLCG Coordinator	Twice per year	Full-time faculty administrators: Bi-Monthly Transaction Monitoring Report; Annual Report on Compensation	Bi-Monthly Transaction Monitoring Report***; Annual Report on Comp. ***; Annual Report on Compensated Outside Professional Activities	Twice per year

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

** Regental thresholds for faculty salaries are listed at http://www.ucop.edu/acadadv/acadpers/2010_11_thresholds.pdf.

*** Includes reporting of transactions for deans with total cash compensation greater than \$218,000.