



OFFICE OF THE PROVOST AND  
EXECUTIVE VICE PRESIDENT FOR ACADEMIC AFFAIRS

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

March 14, 2022

## CHANCELLORS

RE: Deans' Salary Structure: Adjustment of Salary Bands  
Guidance on Compensation for Deans Participating in the Health Sciences Compensation Plan (HSCP)

Dear Colleagues:

In 2009, the Regents approved transferring academic deans from the Senior Management Group (SMG) personnel program to the Academic Personnel program in conjunction with the issuance of APM - 240, Deans, and the creation of the Deans' Salary Structure. The Deans' Salary Structure consists of three salary bands, each with minimum and maximum levels. It was initially envisioned that the Deans' Salary Structure would be reviewed annually and adjusted for market competitiveness and inflation. In practice, the Salary Structure has been reviewed approximately every four years; the Deans' Salary Structure was updated in 2014 and then most recently in 2018. Since that adjustment, the California Consumer Price Index changed by approximately 8.9% and the need to maintain market competitiveness warrants further revision to the salary structure.

Following analysis of the market and the salaries of the deans paid on this structure, and with recommendations from the Executive Vice Chancellors/Provosts and the Vice Provosts/Vice Chancellors for Academic Affairs, I have approved an adjustment to the Deans' Salary Structure. To account for inflation and to move closer to competitive market salaries, I have approved 1) increasing the minimum of each band by 10%, 2) increasing the maximum of Bands 1 and 2 by 10%, and 3) increasing the maximum of Band 3 by 15%, effective July 1, 2022. The adjusted Deans' Salary Structure salary bands are presented below.

### **Deans' Salary Structure, effective July 1, 2022**

<u>Salary Band</u>	<u>Minimum</u>	<u>Maximum</u>
Band 1	\$199,700	\$509,900
Band 2	\$239,600	\$611,100
Band 3	\$287,500	\$800,400

All deans with appointments starting on or after July 1, 2022 must meet the new minima. It is not required that current deans who fall below the adjusted minimum for their band be raised to the new minimum. Compensation for acting or interim deans is to be set in accordance with normal campus practice and need not adhere to the Deans' Salary Structure.

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Chancellors retain authority to appoint deans with a salary up to the maximum of the salary structure (Band 3) and to increase salary for sitting deans due to merit, equity, or retention up to that maximum. All salary actions above the maximum of Band 3 require pre-approval by the Regents.

Chancellors have authority to determine to which band a particular decanal position is assigned based on compensable factors and market conditions. To determine an appointment salary for a new dean or a merit, equity, or retention salary increase for sitting deans, please refer to the Academic Personnel Manual (APM) policy 240, Deans, specifically section 240-18 Salary. A list of compensable factors and other information is posted on the Academic Personnel and Programs website at <https://www.ucop.edu/academic-personnel-programs/compensation/deans-salary-structure/index.html>.

The larger increase in Band 3 accommodates the request from Vice Provosts/Vice Chancellors for Academic Affairs for more flexibility for setting salaries for deans in schools of medicine.

**Health Sciences Compensation Plan (HSCP).** Health sciences deans may participate in the HSCP under the terms of APM - 670, Health Sciences Compensation Plan and APM - 671, Conflict of Commitment and Outside Activities of Health Sciences Compensation Plan Participants. As participants in the HSCP, deans are eligible for optional university additional compensation that may be paid, in accordance with fund source restrictions, as negotiated additional compensation (the Y component) beyond the base salary. Health Sciences deans may also receive incentive/bonus compensation (the Z component). Negotiated Y and Z components are not covered compensation for the University of California Retirement Plan and are not considered in the calculation of the base salary applied to the Deans' Salary Structure salary bands.

Included in this issuance is a guidance document that outlines principles regarding additional university compensation for deans who participate in the HSCP, including limits on the use of the Y component and stipends.

Questions regarding the implementation of this adjustment to the Deans' Salary Structure should be directed to Director Gregory Sykes, Academic Personnel and Programs, at [Gregory.Sykes@ucop.edu](mailto:Gregory.Sykes@ucop.edu) or (510) 987-0201.

Sincerely,



Michael T. Brown, Ph.D.

Provost and

Executive Vice President for Academic Affairs

Enclosure: 2021-22 Deans' Salary Structure Analysis  
Guidance on Compensation for Deans Participating in the Health Sciences  
Compensation Plan

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cc: President Drake  
Academic Council Chair Horwitz  
Executive Vice President and Chief Financial Officer Brostrom  
Executive Vice President, Chief Operating Officer Nava  
Executive Vice President Byington  
Executive Vice Chancellors/Provosts  
Vice Provost Carlson  
Vice President Lloyd  
Vice Provosts/Vice Chancellors Academic Affairs  
Assistant Vice Provosts/Assistant Vice Chancellors Academic Personnel  
Deputy General Counsel Woodall  
Associate Vice President Nation  
Associate Vice Provost Lee  
Interim Executive Director Henderson  
Director Grant  
Director Sykes  
Academic Data and Compensation Analyst Jue