



OFFICE OF THE PROVOST AND
EXECUTIVE VICE PRESIDENT FOR ACADEMIC AFFAIRS

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

June 6, 2018

CHANCELLORS

RE: Deans' Salary Structure: Adjustment of Salary Bands

Dear Colleagues:

In 2009, the Regents approved transferring the majority of 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. The last adjustment to the salary bands was effective July 1, 2014. Since that adjustment, the percent change in the California Consumer Price Index is equal to 8.9%.

Following analysis of the market and deans paid on this structure, and with recommendations from the Executive Vice Chancellors/Provosts and the Vice Provosts/Vice Chancellors for Academic Personnel/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 increasing the minimum of each band by 10%, the maximum of Bands 1 and 2 by 15%, and the maximum of Band 3 by 20%, effective July 1, 2018. The adjusted Deans' Salary Structure salary bands are presented below.

Deans' Salary Structure, effective July 1, 2018

Salary Band	Minimum	Maximum
Band 1	\$181,500	\$463,500
Band 2	\$217,800	\$555,500
Band 3	\$261,400	\$696,000

All deans with appointments starting on or after July 1, 2018 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.

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

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that maximum. All salary actions above the maximum of Band 3 require pre-approval by the Regents.

Chancellors have authority to determine 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 recent administrative reconfiguration at most UC schools of medicine that resulted in the affected deans moving from the SMG to the Academic Personnel program. Deans with concurrent vice chancellor titles and/or deans who report directly to the chancellor remain in the SMG. With concurrence of the Executive Vice Chancellors/ Provosts, I have asked Academic Personnel and Programs to explore the possibility of adding a fourth band to the Deans' Salary Structure to better reflect the market for medical school and other professional school deans.

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.

Patient care activities undertaken by health sciences deans must be provided within the university setting or as part of an approved affiliation agreement or professional service agreement. All clinical income is owed to the HSCP. In no case are HSCP participants allowed to retain income from patient care activities (see APM - 670).

Questions regarding the implementation of this adjustment to the Deans' Salary Structure should be directed to Executive Director Pamela Peterson, Academic Personnel and Programs, at Pamela.Peterson@ucop.edu or (510) 987-9479.

Sincerely,



Michael T. Brown, Ph.D.

Provost and

Executive Vice President for Academic Affairs

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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 President Stobo
Executive Vice Chancellors/Provosts
Vice Provost Carlson
Vice President Duckett
Vice Provosts/Vice Chancellors Academic Personnel/Academic Affairs
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Associate Vice President Nation
Executive Director Larsen
Executive Director Peterson
Director Grant