



OFFICE OF THE VICE PROVOST -  
ACADEMIC PERSONNEL AND PROGRAMS

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

September 23, 2019

## EXECUTIVE VICE CHANCELLORS/PROVOSTS

Dear Colleagues:

The Indexed Compensation Level (ICL) for the University of California was recently approved at \$323,700 for 2019-20, effective retroactive to September 1, 2019. In addition, new thresholds for approval of above-threshold salaries for faculty are adjusted annually by either the Consumer Price Index (CPI) or the general range adjustment for faculty, whichever is higher. Under the 2019-20 salary program, the salary scales of ladder-rank faculty were adjusted by the 3.0% general range adjustment. As a result, the thresholds for faculty compensation have been increased accordingly. The new 2019-20 thresholds effective September 1, 2019 are listed below:

<u>Faculty Ladder Ranks Scale</u>	<u>Threshold</u>
Faculty Ladder Ranks Scale – Academic Year	\$332,100
Faculty Ladder Ranks Scale – Fiscal Year	\$385,800
Faculty Ladder Ranks Scale – Business/Economics/Engineering – Academic Year	\$364,300
Faculty Ladder Ranks Scale – Business/Economics/Engineering – Fiscal Year	\$422,600
Faculty Ladder Ranks Scale – SFT – Veterinary Medicine – Fiscal Year	\$432,100
Faculty Ladder Ranks Scale – Law School – Academic Year	\$466,500
All Other Academic Employees	\$323,700

Approval by the Provost and Executive Vice President–Academic Affairs continues to be required for above-threshold salaries that apply to new faculty appointments, retention of faculty, and faculty merit increases greater than 10 percent.

Chancellors are authorized to approve above-threshold salaries in cases of faculty merit increases of 10 percent or less for those without administrative duties. For faculty with administrative duties, compensation subject to the above thresholds includes administrative salary and/or professorial base salary (including above and off-scale salary), administrative stipends, summer differentials, and administrative 1/9 or 1/12 payments.

Academic appointees who serve as dean under the Academic Personnel program are compensated according to the Deans' Salary Structure. Total administrative compensation for deans exceeding the maximum approved for Deans' Salary Band III (\$696,000) requires approval by The Regents.

Thresholds listed exclude Health Sciences Compensation Plan (HSCP) participants since their salaries do not require pre-approval by the Provost and Executive Vice President. Deans participating in the HSCP are governed under APM - 240 and APM - 670. As required in APM - 670, HSCP participants' total compensation that is greater than four-times the highest step on the Professor Series Fiscal Year Salary Scale is reported annually to the Regents.

Enclosed is a chart presenting the 2019-20 Guidelines for Above-Threshold Salary Approval for Academic Appointees that reflect the new thresholds.

If you have any questions, please contact Executive Director Pamela Peterson in my office at [Pamela.Peterson@ucop.edu](mailto:Pamela.Peterson@ucop.edu) or (510) 987-0888.

Sincerely,



Susan L. Carlson  
Vice Provost  
Academic Personnel and Programs

Enclosure: 2019-20 Guidelines for Above-Threshold Salary Approval

cc: President Napolitano  
Chancellors  
Provost and Executive Vice President Brown  
Academic Council Chair Bhavnani  
Interim Executive Vice President and Chief Financial Officer Jenny  
Executive Vice President, Chief Operating Officer and Chief of Staff Nava  
Acting Vice President Lloyd  
Vice Provosts/Vice Chancellors Academic Personnel/Academic Affairs  
Academic Personnel Directors  
Executive Director Baxter  
Executive Director Peterson  
Director Grant  
Analyst Wilson  
Universitywide Policy Office

**2019-2020 Guidelines for Above-Threshold Salary Approval for Academic Appointees\***

Effective: September 1, 2019

	<b>SMG with Faculty Appointment</b>	<b>Faculty Appointment with No Administrative Duties</b>	<b>Faculty Appointment with Administrative Appointment or Administrative Duties Not as Dean</b>	<b>Faculty Appointment with Administrative Appointment or Administrative Duties as Dean</b>	<b>Non-faculty Academic Appointments [Not SMG]</b>
<b>Titles</b>	Is not title specific – depends on proposed candidate.  In most cases, Chancellors, EVC-Ps, and Vice Chancellors for Research have underlying faculty appointments for either career or interim appointments. However, there are other VC roles where this can be the case as well.	Faculty titles (Professorial)	Faculty with concurrent admin. duties such as Vice Provost, 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.
<b>Threshold for Approval of Salary Beyond the Campus</b>	All SMG actions require Presidential Approval; some will require additional approval by the Board of Regents. Authority noted in Regents Policy 7701 not currently extended for local approval.  Contact local SMG Coordinator or the Systemwide Executive Compensation Office: <a href="mailto:execcomp@ucop.edu">execcomp@ucop.edu</a>	\$332,100 - Regular AY** \$385,800 - Regular FY** \$364,300 - BEE - AY** \$422,600 - BEE - FY** \$432,100 - SFT-VM-FY** \$466,500 - 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):  \$332,100 - Regular AY** \$385,800 - Regular FY** \$364,300 - BEE - AY** \$422,600 - BEE - FY** \$432,100 - SFT-VM-FY** \$466,500 - Law School - AY**	Total cash compensation exceeds \$696,000 unit salary.  Underlying faculty appointments for deans are covered under "thresholds for faculty appointments with administrative appointment".	Total compensation exceeds \$323,700.
<b>Type of Pay Considered in Determining Whether Pay Reaches Threshold</b>	All SMG actions require Presidential Approval; some will require additional approval by the Board of Regents. Authority noted in Regents Policy 7701 not currently extended for local approval.  Contact local SMG Coordinator or the Systemwide Executive Compensation Office: <a href="mailto:execcomp@ucop.edu">execcomp@ucop.edu</a>	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.
<b>Pre-Approval Authority</b>	All SMG actions require Presidential Approval; some will require additional approval by the Board of Regents. Authority noted in Regents Policy 7701 not currently extended for local approval.  Contact local SMG Coordinator or the Systemwide Executive Compensation Office: <a href="mailto:execcomp@ucop.edu">execcomp@ucop.edu</a>	Provost and Executive Vice President	Provost and Executive Vice President	Regents	Provost and Executive Vice President
<b>UCOP Office Handling Approval</b>	Systemwide Executive Compensation Office: <a href="mailto:execcomp@ucop.edu">execcomp@ucop.edu</a>	Academic Personnel and Programs	Academic Personnel and Programs	Academic Personnel and Programs	Academic Personnel and Programs
<b>Report to the Regents</b>	For all SMG positions:  (1) Annual Report on Executive Compensation (2) Annual Report on Outside Professional Activities		For selected full-time Faculty Administrator positions transferred from SMG to Academic Personnel Program:  (1) Annual Report on Executive Compensation (2) Annual Report on Compensated Outside Professional Activities	For all Deans in the Academic Personnel Program:  (1) Annual Report on Executive Compensation (2) Annual Report on Compensated Outside Professional Activities	

\* Excludes HSCP participants, except for Deans governed under APM 240 and APM 670, because their salaries do not require pre-approval by UCOP/Provost and Executive Vice President. As required in APM 670, HSCP participants' total compensation that is greater than four times the highest step on the Professor Series Fiscal Year Salary Scale is reported separately and annually to the Regents.

\*\* The Indexed Compensation Level (ICL) thresholds for faculty salaries are listed at [http://www.ucop.edu/academic-personnel-programs/\\_files/documents/salary-thresholds.pdf](http://www.ucop.edu/academic-personnel-programs/_files/documents/salary-thresholds.pdf).