



OFFICE OF THE VICE PROVOST -
ACADEMIC PERSONNEL AND PROGRAMS

OFFICE OF THE PRESIDENT
1111 Franklin Street, 10th Floor
Oakland, California 94607-5200

June 21, 2024

EXECUTIVE VICE CHANCELLORS/PROVOSTS

Dear Colleagues:

The Indexed Compensation Level (ICL) for the University of California was recently approved at \$401,200 for 2024-25, effective July 1, 2024. In addition, the thresholds for approval of above-threshold salaries for faculty and other academic appointees are adjusted annually by either the Consumer Price Index (CPI) or the general range adjustment for faculty, whichever is higher. For the 2024-25 academic year, the range adjustment for faculty is 4.2%, which is greater than the CPI of 3.5%. As a result, the thresholds for faculty compensation have been increased by 4.2%. The new 2024-25 thresholds effective July 1, 2024, are listed below:

<u>Faculty Ladder Ranks Scale</u>	<u>Threshold</u>
Faculty Ladder Ranks Scale – Academic Year	\$414,300
Faculty Ladder Ranks Scale – Fiscal Year	\$481,300
Faculty Ladder Ranks Scale – Business/Economics/Engineering – Academic Year	\$454,500
Faculty Ladder Ranks Scale – Business/Economics/Engineering – Fiscal Year	\$527,300
Faculty Ladder Ranks Scale – SFT – Veterinary Medicine – Fiscal Year	\$539,000
Faculty Ladder Ranks Scale – Law School – Academic Year	\$582,000
All Other Academic Appointees	\$404,000

Approval by the Provost and Executive Vice President–Academic Affairs is required for above-threshold salaries that apply to new academic appointments, retention of academic appointees, academic appointees with administrative duties, and academic appointee merit increases greater than 10 percent. For academic appointees 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.

For academic appointees participating in the Negotiated Salary Trial Program (NSTP) in 2024-25, and the Negotiated Salary Program (APM - 672, Negotiated Salary Program) thereafter, compensation subject to the above thresholds includes administrative salary and/or professorial base salary (including above and off-scale salary), negotiated salary component, administrative stipends, summer differentials, and administrative 1/9 or 1/12 payments.

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Chancellors are authorized to approve above-threshold salaries in cases of academic appointee merit increases of 10 percent or less for those without administrative duties.

Academic appointees who serve as dean under the Academic Personnel program are not subject to the ICL but are compensated according to the Deans' Salary Structure. Total administrative compensation for deans that exceeds the maximum approved for Deans' Salary Band III (\$800,400) requires approval by The Regents.

Health Sciences Compensation Plan (HSCP) participants are excluded from the thresholds listed 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 2024-25 Guidelines for Above-Threshold Salary Approval for Academic Appointees that reflects the new thresholds.

If you have any questions, please contact Policy Analyst Tiffany Wilson at Tiffany.Wilson@ucop.edu or (510) 587-6456.

Sincerely,



Douglas M. Haynes
Vice Provost
Academic Personnel and Programs

Enclosure: 2024-25 Guidelines for Above-Threshold Salary Approval

cc: President Drake
Provost and Executive Vice President Newman
Chancellors
Academic Council Chair Steintrager
Executive Vice President and Chief Financial Officer Brostrom
Executive Vice President and Chief Operating Officer Nava
Vice President and Chief of Staff Kao
Vice President Lloyd
Vice Provosts/Vice Chancellors - Academic Affairs/Personnel
Associate Vice Provost Lee
Assistant Vice Provosts/Assistant Vice Chancellors - Academic Personnel
Executive Director Lin
Director Anders
Director Chin

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Director Weston-Dawkes
Associate Director Woolston
Chief Policy Advisor McAuliffe
Analyst Wilson
Universitywide Policy Office

2024-25 Guidelines for Above-Threshold Salary Approval for Academic Appointees*

Effective: July 1, 2024

Column1	SMG 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]
Titles	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.
Threshold for Approval of Salary Beyond the Campus	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: execcomp@ucop.edu	\$414,300 - Regular AY** \$481,300 - Regular FY** \$454,500 - BEE - AY** \$527,300 - BEE - FY** \$539,000 - SFT-VM-FY** \$582,000 - 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): \$414,300 - Regular AY** \$481,300 - Regular FY** \$454,500 - BEE - AY** \$527,300 - BEE - FY** \$539,000 - SFT-VM-FY** \$582,000 - Law School - AY**	Total cash compensation exceeds \$800,400 unit salary. Underlying faculty appointments for deans are covered under "thresholds for faculty appointments with administrative appointment".	Total compensation exceeds \$404,000.
Type of Pay Considered in Determining Whether Pay Reaches Threshold	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: execcomp@ucop.edu	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.***
Pre-Approval Authority	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: execcomp@ucop.edu	Provost and Executive Vice President	Provost and Executive Vice President	Regents	Provost and Executive Vice President
UCOP Office Handling Approval	Systemwide Executive Compensation Office: execcomp@ucop.edu	Academic Personnel and Programs	Academic Personnel and Programs	Academic Personnel and Programs	Academic Personnel and Programs
Report to the Regents	For all SMG positions: (1) Annual Report on Executive Compensation (2) Annual Report on Outside Professional Activities	N/A	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	N/A

* 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.

*** For academic appointees participating in the Negotiated Salary Trial Program (NSTP) in 2024-25, and the Negotiated Salary Program (APM - 672, Negotiated Salary Program thereafter, compensation subject to the above-thresholds includes administrative salary and/or professorial base salary (including above and off-scale salary), negotiated salary component, administrative stipends, summer differentials, and administrative 1/9 or 1/12 payments. For guidance regarding submitting ICL thresholds exception requests that include a negotiated salary component please see the April 27, 2023, Guidance on Exceptional Requests to Exceed the Indexed Compensation Level Threshold.