



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

October 3, 2014

COUNCIL OF VICE CHANCELLORS

Dear Colleagues:

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 \$301,000 for 2014-15, which was announced by President Napolitano in her letter of September 16, 2014. The effective date of the new ICL is September 1, 2014. The new 2014-15 thresholds listed below are based on the July 1, 2014 faculty ladder ranks adjusted salary scales.

<u>Faculty Ladder Ranks Scale</u>	<u>Threshold</u>
Faculty Ladder Ranks Scale – Academic Year	\$301,000
Faculty Ladder Ranks Scale – Fiscal Year	\$349,200
Faculty Ladder Ranks Scale – Business/Economics/Engineering – Academic Year	\$330,000
Faculty Ladder Ranks Scale – Business/Economics/Engineering – Fiscal Year	\$382,700
Faculty Ladder Ranks Scale – SFT – Veterinary Medicine – Fiscal Year	\$391,600
Faculty Ladder Ranks Scale – Law School – Academic Year	\$422,700

As you know, approval is required by the Provost and Executive Vice President 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, at <http://policy.ucop.edu/files/da/da2150.pdf>, Chancellors are authorized to approve above-threshold salaries in cases of faculty merit increases of 10 percent or less.

Approval is also required by the Provost and Executive Vice President for above-threshold salaries for non-faculty academics and for academic personnel with administrative duties whose salaries exceed the \$301,000 threshold, regardless of discipline.

In addition, enclosed is the chart of the 2014-15 Guidelines for Above-Threshold Salary Approval for Academic Appointees, including the faculty ladder ranks, with the new thresholds.

If you have any questions, please contact Executive Director Nancy Tanaka at (510) 987-0997 or [Nancy.Tanaka@ucop.edu](mailto:Nancy.Tanaka@ucop.edu) in my office.

October 3, 2014

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Sincerely,



Susan L. Carlson

Vice Provost

Academic Personnel and Programs

Enclosure

cc: President Napolitano  
Chancellors  
Provost and Executive Vice President Dorr  
Vice President Duckett  
Academic Council Chair Gilly  
Vice Provosts Academic Personnel/Academic Affairs  
Academic Personnel Directors  
Chief of Staff Grossman  
Executive Director Tanaka  
Manager Lockwood  
Universitywide Policy Office  
Policy and Compensation Analyst Flinker

**2014-15 Guidelines for Above-Threshold Salary Approval for Academic Appointees\***

	<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>	All SMG, and slotted administrative positions with faculty titles such as Chancellors, Vice Chancellors, Provosts, Vice Provosts, etc. (including Acting/Interim titles).	Faculty titles (Professorial)	Faculty with concurrent admin. duties such as 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>	Contact HR-UCOP Human Resources, Compensation Programs and Strategies, or local campus SMG Coordinator	\$301,000 - Regular AY** \$349,200 - Regular FY** \$330,000 - BEE - AY** \$382,700 - BEE - FY** \$391,600 - SFT-VM-FY** \$422,700 - 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), exceeds \$301,000.	Total cash compensation exceeds \$580,000 unit salary.	Total compensation exceeds \$301,000.
<b>Type of Pay Considered in Determining Whether Pay Reaches Threshold</b>	Contact HR-UCOP Human Resources, Compensation Programs and Strategies, or local campus SMG Coordinator	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>	Contact HR-UCOP Human Resources, Compensation Programs and Strategies, or local campus SMG Coordinator	Provost and Executive Vice President	Provost and Executive Vice President	Provost and Executive Vice President	Provost and Executive Vice President
<b>UCOP Office Handling Approval</b>	Contact HR-UCOP Human Resources, Compensation Programs and Strategies, or local campus SMG Coordinator	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 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 Compensation (2) Annual Report on Compensated Outside Professional Activities	For Deans transferred from SMG to Academic Personnel Program:  (1) Annual Report on 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/Regents; as required in APM 670, HSCP participants' total compensation is reported separately and annually to the Regents in November.

\*\* Regental 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).