CHANCELLORS

Delegation of Authority—To Approve Certain Faculty Salaries Beyond the Regental Compensation Threshold

In May 2002, The Regents authorized the President to approve individual academic personnel salary actions that exceed the Regental compensation threshold, also known as the Indexed Compensation Level (ICL), whether upon initial appointment or by advancement to a salary above the threshold. The Regental threshold for the applicable faculty ladder ranks scales is adjusted when there is an adjustment made to the Indexed Compensation Level and/or an adjustment is made to the faculty ladder ranks scales.

For the 2013-14 academic year, the thresholds are:

- Faculty Ladder Ranks Scale – Academic Year: $295,000
- Faculty Ladder Ranks Scale – Fiscal Year: $342,000
- Faculty Ladder Ranks Scale – Business/Economics/Engineering – Academic Year: $323,200
- Faculty Ladder Ranks Scale – Business/Economics/Engineering – Fiscal Year: $374,800
- Faculty Ladder Ranks Scale – SFT – Veterinary Medicine – Fiscal Year: $383,500
- Faculty Ladder Ranks Scale – Law School – Academic Year: $414,000
- Non-Faculty Academics and Academic Personnel with Administrative Duties: $295,000

Your authority allows you to approve above-threshold salaries in cases of faculty merit increases of 10 percent or less for those without administrative duties. These actions must be reported annually to The Regents.
Approval is required by the Provost and Executive Vice President for above-threshold salaries in cases of new faculty appointments, retention of faculty, and faculty merit increases greater than 10 percent for those without administrative duties. In addition, approval is also required by the Provost and Executive Vice President for non-faculty academics and academic personnel with administrative duties whose total compensation exceed the threshold of $295,000, regardless of discipline and appointment basis. All of these actions are also reported annually to The Regents.

Academic appointees who serve as Deans under the Academic Personnel program are compensated according to the Deans’ Salary Structure approved by The Regents in November 2009. Deans’ salaries exceeding the maximum approved for Deans’ Salary Band III ($504,000) require approval by The Regents. Deans’ compensation actions are reported separately in other biannual and annual reports to The Regents.

cc: Members, President’s Cabinet
Council of Vice Chancellors
Academic Council Chair Jacob
Executive Director Tanaka
Manager Lockwood
Universitywide Policy Office
CHANCELLORS

Delegation of Authority--To Approve Certain Faculty Salaries Beyond the Regental Salary Threshold

In May 2002, The Regents authorized the President to approve individual academic personnel salary actions that exceed the Regental compensation threshold, whether upon initial appointment or by advancement to a salary above the threshold. The Regental threshold for the applicable faculty ladder ranks scales is adjusted whenever there is a general range adjustment for faculty. For the 2004-05 academic year, the thresholds are:

| Ladder Rank Faculty, Academic Year Scale | $168,000 |
| Ladder Rank Faculty, Fiscal Year Scale   | $194,900 |
| Ladder Rank Faculty, Business/Management and Engineering, Academic Year Scale | $185,300 |
| Ladder Rank Faculty, Business/Management and Engineering, Fiscal Year Scale | $213,500 |
| Ladder Rank Faculty, Law School Professor, Academic Year Scale | $226,500 |

Effective immediately, you are authorized to approve merit increases of 10 percent or less that exceed the Regental threshold. These actions must be reported biannually to the Provost and Senior Vice President--Academic Affairs, and will then be reported to The Regents.

Presidential approval is still required for new appointment and retention case salaries above the threshold, and for proposed merit increases greater than 10 percent that exceed the Regental threshold.

Robert C. Dynes

cc: Members, President’s Cabinet
    Associate Vice President Boyette
    Assistant Vice President Switkes
    Council of Vice Chancellors
    Academic Council Chair Blumenthal
bc: Director Okada
Academic Personnel Directors
Coordinator Capell
Principal Analyst Agustin