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February 4, 2014

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.

Chancellors
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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.


Janet Napolitano
President

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



OFFICE OF THE PRESIDENT

Robert C. Dynes
President

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December 1, 2004

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