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CHANCELLORS

Delegation of Authority – To Approve Faculty Salaries With Administrative Duties Above the Regental Compensation Threshold

On May 16, 2002, The Regents authorized the President to approve individual academic personnel salary actions that exceed the Regental compensation threshold, also referred to as the Indexed Compensation Level (ICL), whether upon initial appointment or by advancement to a salary above the threshold. On October 21, 2008, the President delegated authority to the Provost and Executive Vice President–Academic Affairs to approve a request from a Chancellor for an individual academic salary at or above the prevailing Regental threshold amount.

The Regental threshold for the applicable faculty ladder ranks salary scales is adjusted when there is an adjustment made to the ICL and/or to the faculty ladder ranks salary scales. The Regental thresholds are adjusted for appointment basis (academic year or fiscal year) and salary scale (Business/Economics/Engineering, Veterinary Medicine, or Law School). Currently, faculty with administrative duties (not as Dean) are subject to the non-adjusted threshold regardless of discipline or appointment basis.

Effective immediately, I authorize Chancellors to approve individual academic salaries for faculty with administrative duties (not as Dean) above the ICL and equal to or less than the Regental thresholds adjusted for discipline and appointment basis. For faculty with administrative duties, compensation subject to the threshold 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.

The thresholds for academic appointees effective September 1, 2018:

Indexed Compensation Level (ICL)	\$310,000
Faculty Ladder Ranks Scale, Academic Year	\$310,000
Faculty Ladder Ranks Scale, Fiscal Year	\$360,200
Faculty Ladder Ranks Scale, Business/Economics/Engineering, Academic Year	\$340,100
Faculty Ladder Ranks Scale, Business/Economics/Engineering, Fiscal Year	\$394,500
Faculty Ladder Ranks Scale, SFT–Veterinary Medicine, Fiscal Year	\$403,400
Faculty Ladder Ranks Scale, Law School, Academic Year	\$435,500
Non-Faculty Academic Personnel	\$310,000

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You retain authority to approve above-threshold salaries in cases of faculty merit increases of 10 percent or less for those without administrative duties. Approval is required by the Provost and Executive Vice President-Academic Affairs for above-threshold salaries that involve new faculty appointments, retention of faculty, and faculty merit increases greater than 10 percent.

Academic appointees who serve as Deans 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 (\$580,000) requires approval by The Regents.

Yours very truly,



Janet Napolitano
President

cc: Division Leaders
Executive Vice Chancellors/Provosts
Academic Council Chair White
Vice Provost Carlson
Vice President Duckett
Vice Provosts/Vice Chancellors Academic Personnel/Academic Affairs
Executive Director Baxter
Executive Director Larsen
Executive Director Peterson
Universitywide Policy Office