



OFFICE OF THE VICE PROVOST -
ACADEMIC PERSONNEL AND PROGRAMS

OFFICE OF THE PRESIDENT
1111 Franklin Street, 11th Floor
Oakland, California 94607-5200

September 23, 2021

EXECUTIVE VICE CHANCELLORS/PROVOSTS

Dear Colleagues:

The Indexed Compensation Level (ICL) for the University of California was recently approved at \$340,000 for 2021-22, effective retroactive to September 1, 2021. 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. During the period of May 2020 through May 2021, the CPI rose by 5.0%. As a result, the thresholds for faculty compensation have been increased accordingly. The new 2021-22 thresholds effective September 1, 2021 are listed below:

<u>Faculty Ladder Ranks Scale</u>	<u>Threshold</u>
Faculty Ladder Ranks Scale – Academic Year	\$348,700
Faculty Ladder Ranks Scale – Fiscal Year	\$405,100
Faculty Ladder Ranks Scale – Business/Economics/Engineering – Academic Year	\$382,500
Faculty Ladder Ranks Scale – Business/Economics/Engineering – Fiscal Year	\$443,700
Faculty Ladder Ranks Scale – SFT – Veterinary Medicine – Fiscal Year	\$453,700
Faculty Ladder Ranks Scale – Law School – Academic Year	\$489,800
All Other Academic Appointees	\$340,000

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.

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 (\$696,000) requires approval by The Regents.

September 23, 2021

Page 2

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 2021-22 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 in my office at Tiffany.Wilson@ucop.edu or (510) 587-6456.

Sincerely,



Susan L. Carlson
Vice Provost
Academic Personnel and Programs

Enclosure: 2021-22 Guidelines for Above-Threshold Salary Approval

cc: President Drake
Chancellors
Provost and Executive Vice President Brown
Academic Council Chair Horowitz
Executive Vice President and Chief Financial Officer Brostrom
Executive Vice President and Chief Operating Officer Nava
Vice President Lloyd
Vice Provosts/Vice Chancellors - Academic Affairs/Personnel
Associate Vice Provost Lee
Assistant Vice Provosts/Vice Chancellors/Directors - Academic Personnel
Executive Director Baxter
Chief of Staff Kao
Director Grant
Director Roller
Director Sykes
Chief Policy Advisor McAuliffe
Analyst Wilson
Universitywide Policy Office

2021-22 Guidelines for Above-Threshold Salary Approval for Academic Appointees*

Effective: September 1, 2021

	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	\$348,700 - Regular AY** \$405,100 - Regular FY** \$382,500 - BEE - AY** \$443,700 - BEE - FY** \$453,700 - SFT-VM-FY** \$489,800 - 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); \$348,700 - Regular AY** \$405,100 - Regular FY** \$382,500 - BEE - AY** \$443,700 - BEE - FY** \$453,700 - SFT-VM-FY** \$489,800 - Law School - AY**	Total cash compensation exceeds \$696,000 unit salary. Underlying faculty appointments for deans are covered under "thresholds for faculty appointments with administrative appointment".	Total compensation exceeds \$340,000.
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		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	

* 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.