

Guidelines for Above-Threshold Salary Approval for Academic Appointees*

	SMG or SLCG (slotted) with Faculty Appointment (Current practice -- no proposed changes)	Faculty Appointment with no Administrative Duties (Current practice – no proposed changes)	Faculty Appointment with Administrative Appointment or Administrative Duties [Not SMG or SLCG (slotted)]	Non-faculty Academic Appointments [Not SMG or SLCG (slotted)]
Titles	All SMG, and slotted administrative positions with faculty titles such as Chancellors, Vice Chancellors, Provosts, Vice Provosts, Deans, etc.(including acting)	Faculty titles (professorial)	Faculty titles (professorial) with concurrent Department Chair, Director, Faculty Assistant, Associate Dean or other administrative titles	Academic Administrators, Researchers, etc.
Threshold for Approval Beyond the Campus	Contact UCOP HR&B— Executive Compensation & Performance Management, or local campus SMG/SLCG Coordinator.	\$275,000 - Regular AY** \$319,000 - Regular FY \$301,400 - BEE - AY \$349,600 - BEE - FY \$386,000 - Law School – AY	Administrative salary and/or professorial base pay plus administrative payment exceeds \$275,000	Total compensation exceeds \$275,000
Type of Pay Considered in Determining Whether Pay Reaches Threshold	Contact UCOP HR&B— Executive Compensation & Performance Management, or local campus SMG/SLCG Coordinator.	Professorial base salary including off scale salary (not research 1/9 or 1/12)	Administrative salary and/or professorial base salary including off scale salary plus administrative payment (stipend, admin 1/9, 1/12) (not research 1/9 or 1/12; start up funds or recruitment allowance)	Academic base salary, including stipends
Pre-Approval Authority	Regents	Provost	Provost	Provost
UCOP Office Handling Approval	HR&B—Executive Compensation & Performance Management	Academic Advancement	Academic Advancement	Academic Advancement
Report to the Regents	Contact UCOP HR&B— Executive Compensation & Performance Management, or local campus SMG/SLCG Coordinator.	Twice per year	Twice per year	Twice per year

* Excludes HSCP participants because their salaries do not require pre-approval; salaries are reported annually to the Regents as required in APM 670.

** Regental thresholds for faculty salaries are listed in the Provost’s letter dated November 10, 2008 to Chancellors.