



OFFICE OF THE VICE PROVOST --
ACADEMIC PERSONNEL

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

December 23, 2011

COUNCIL OF VICE CHANCELLORS

Dear Colleagues:

Effective immediately, the new thresholds for approval of above-threshold salaries for faculty ladder ranks have been adjusted in light of the new Indexed Compensation Level (ICL) of \$291,000 for 2011-12. The effective date of the new ICL is effective retroactive to September 1, 2011. The new 2011-12 thresholds listed below are based from the October 1, 2011 faculty ladder ranks adjusted salary scales.

<u>Faculty Ladder Ranks Scale</u>	<u>Threshold</u>
Faculty Ladder Ranks Scale – Academic Year	\$291,000
Faculty Ladder Ranks Scale – Fiscal Year	\$337,300
Faculty Ladder Ranks Scale – Business/Economics/Engineering – Academic Year	\$318,800
Faculty Ladder Ranks Scale – Business/Economics/Engineering – Fiscal Year	\$369,800
Faculty Ladder Ranks Scale – SFT-Veterinary Medicine – Fiscal Year	\$378,300
Faculty Ladder Ranks Scale – Law School – Academic Year	\$408,300

As you know, 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. As a reminder and in accordance with the President’s Delegation of Authority letter dated December 1, 2004, Chancellors are authorized to approve above-threshold salaries in cases of faculty merit increases of 10 percent or less. These covered actions must be reported annually in November to The Regents via the President.

In addition, enclosed is the chart of the new Guidelines for Above-Threshold Salary Approval for Academic Appointees, including faculty ladder ranks, with the new 2011-12 thresholds.

If you have any questions, please contact Executive Director Nancy Tanaka at (510) 987-0997 or Nancy.Tanaka@ucop.edu in my office.

Sincerely,

Susan L. Carlson
Vice Provost
Academic Personnel

Enclosure

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cc: Provost Pitts
Vice President Duckett
Academic Council Chair Anderson
Executive Director Tanaka
Vice Provosts—Academic Personnel
Academic Personnel Directors
Manager Lockwood
University Policy Office
Policy and Compensation Analyst Agustin
Policy and Compensation Analyst Farren
Policy and Compensation Analyst Thomas