

January 9, 2012

ACADEMIC SENATE CHAIR
COLLEGE PROVOSTS
DEANS
DEPARTMENT and PROGRAM CHAIRS
DIRECTORS
UNIVERSITY LIBRARIAN
VICE PROVOSTS

RE: 2011-12 Thresholds for Faculty Salaries

Dear Colleagues:

The new [2011-12 thresholds for campus approval of faculty salaries](#) are now in effect. The Indexed Compensation Level (ICL) has been raised from \$281,000 to \$291,000 for 2011-12. Accordingly, the new thresholds for faculty salaries that require approval by the UC Provost and Executive Vice President – Academic Affairs (UC Provost) have been adjusted as follows:

<u>Faculty Ladder Ranks Scale</u>	<u>Thresholds</u>
Faculty Ladder Ranks Scale – Academic Year	\$291,000
Faculty Ladder Ranks Scale – Fiscal Year	\$337,300
Faculty Ladder Ranks Scale – Bus/Engr/Econ – Academic Year	\$318,800
Faculty Ladder Ranks Scale – Bus/Engr/Econ – Fiscal Year	\$369,800

Above-threshold faculty salaries that result from new faculty appointments, retention actions, and faculty merit increases greater than 10 percent require approval by the UC Provost. The Chancellor has authority to approve salaries above the thresholds in cases involving faculty merit increases of 10 percent or less.

Furthermore, faculty who hold administrative appointments in addition to their faculty appointment (department chairs, associate deans, directors, etc.) and whose annual salary plus administrative compensation exceeds \$291,000 require approval by the UC Provost. Please see the [Guidelines for Above-Threshold Salary Approval](#) for further information.

Requests for approval of salaries that exceed the thresholds must be processed through the Academic Personnel Office. If you anticipate any actions that may require the UC Provost's approval, please contact the Academic Personnel Office to discuss them as early as possible.

Questions may be directed to Grace Harter at grace@ucsc.edu or 9-1346.

Sincerely,



Pamela G. Peterson
Assistant Vice Chancellor

cc: Chancellor Blumenthal
Planning and Budget Vice Chancellor Delaney
Campus Provost and Executive Vice Chancellor Galloway
Employee and Labor Relations Manager Mayne
Staff Human Resources Assistant Vice Chancellor Moreno
Academic Personnel Office Analysts
Academic Senate Office
Administrative Records
Department and Program Managers
Divisional Academic Personnel Coordinators