

March 16, 2007

DEAN HOUGHTON
DEAN KAMIENIECKI
ASSOCIATE DEAN ISAACSON
DEAN THORSETT
DEAN VAN DEN ABBEELE

**Re: Delegation of Authority for Appointments to Assistant Professor, Steps 1-3, Above the
Campus Off-scale Salary Limits**

Dear Colleagues:

Effective immediately, I hereby delegate to the Deans the authority to approve appointments at the level of Assistant Professor, Steps 1-3, at salaries up to the campus off-scale salary limit for the Assistant Professor rank (currently \$70,000 on the academic year scale, \$81,500 on the fiscal year scale and \$86,100 on the BME scale). This delegation does not change your authority in regards to the step of the appointment; I retain authority for all appointments to Assistant Professor, Steps 4-6. This authority may not be further redelegated.

I am delegating this authority to enable you to offer the salaries necessary to meet competitive conditions and to encourage you to select the step most commensurate with the individual's qualifications. Given current systemwide discussions regarding salaries this delegation may be revisited at a later date.

If you have any questions or comments, please contact Elizabeth Dane in Academic Human Resources, ext. 9-3118, or at lizdane@ucsc.edu.

Sincerely,



David S. Kliger
Campus Provost and
Executive Vice Chancellor

cc: Acting Chancellor Blumenthal
Assistant Vice Chancellor for AHR Peterson
Committee on Academic Personnel
Department Chairs
Division AHR Coordinators
Department Managers

bcc: Administrative Records
Planning and Budget