

DRAFT REVISED Guidelines for Above-Threshold Salary Approval for Academic Appointees

	SMG or SLCG (slotted) with Faculty Appointment (Current practice per SMG office, 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, Directors, Researchers, etc.
Threshold for Approval Beyond the Campus	Total compensation exceeds \$205,000 or if base pay increase is greater than 7.5%.***	\$205,000 - Regular AY** \$237,800 - Regular FY \$226,100 - BME - AY \$260,500 - BME - FY \$276,500 - Law School – AY	Administrative salary and/or professorial base pay plus administrative payment exceeds \$205,000	Total compensation exceeds \$205,000
Type of Pay Considered in Determining Whether Pay Reaches Threshold	Total cash compensation	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	The Regents	President	President	President
UCOP Office Handling Approval	SMG coordinated with Academic Advancement	Academic Advancement	Academic Advancement	Academic Advancement
Report to the Regents	Annual	Twice per year	Twice per year	Twice per year

**Regental thresholds for faculty salaries are listed in President’s letter dated August 14, 2007 to Chancellors.

***Applicable policy: Regents’ item C12 (July 2007).