

DATE: November 24, 2008

TO: DEANS
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FROM: Pamela G. Peterson, Assistant Vice Chancellor, Academic Personnel

RE: 2008-09 Thresholds for Faculty Salaries

Dear Colleagues:

I write to inform you of the new [2008-09 thresholds for faculty salaries](#) . These new thresholds are based on The Regents approval of the 2008-09 Indexed Compensation Level (ICL) of \$275,000 (formerly known as the Regental Threshold). In addition, on October 21, 2008, President Yudof delegated to the Provost and Executive Vice President – Academic Affairs the authority to approve individual academic personnel salaries above the threshold.

Academic year faculty whose salaries exceed \$275,000 will require approval by the Provost. In addition, academic faculty who hold administrative appointments (Department Chairs, Associate Deans, etc), whose faculty salary plus administrative compensation exceed \$275,000, will also require approval by the Provost. Please see the [Guidelines for Above-Threshold Salary Approval](#) for further information. As previously delegated, the Chancellor will continue to have authority to approve salaries above the thresholds in cases involving faculty merit increases of 10 percent or less.

Requests for approval of salaries that exceed the thresholds must be processed through the Academic Personnel Office. In a previous communication to Chancellors, President Yudof expressed his concern with retroactive actions and expects to see actions requested in advance of the effective date. In order to insure timely processing of requests, if you anticipate any actions that may require the Provost's approval, please contact the Academic Personnel Office to discuss as early as possible, so that the request can be processed in a timely manner.

Questions may be directed to Nancy Furber, furber@ucsc.edu , extension 9-4779.

cc: Chancellor Blumenthal
Campus Provost and Executive Vice Chancellor Kliger
Staff Human Resources Assistant Vice Chancellor McQuitta
Planning and Budget Vice Chancellor Michaels
Labor Relations Manager Purcell
Benefits Manager Putnam
Career Center Acting Director Silverthorne
Academic Senate Office
APO Analysts
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Department Managers
Divisional Academic Human Resources Coordinators