



OFFICE OF THE VICE PROVOST -  
ACADEMIC PERSONNEL AND PROGRAMS

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

September 30, 2016

## EXECUTIVE VICE CHANCELLORS/PROVOSTS

Dear Colleagues:

The Consumer Price Index increased by 1% over the 12-month period ending in May 2016. As a result, new thresholds for approval of above-threshold salaries for faculty ladder ranks have been adjusted by 1% for 2016-2017. The effective date of the 1% adjustment is September 1, 2016. The new 2016-17 thresholds are listed below:

<u>Faculty Ladder Ranks Scale</u>	<u>Threshold</u>
Faculty Ladder Ranks Scale – Academic Year	\$304,000
Faculty Ladder Ranks Scale – Fiscal Year	\$352,700
Faculty Ladder Ranks Scale – Business/Economics/Engineering – Academic Year	\$333,300
Faculty Ladder Ranks Scale – Business/Economics/Engineering – Fiscal Year	\$386,700
Faculty Ladder Ranks Scale – SFT – Veterinary Medicine – Fiscal Year	\$395,600
Faculty Ladder Ranks Scale – Law School – Academic Year	\$427,000

As you know, approval is required by the Provost and Executive Vice President 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 February 4, 2014, at <http://policy.ucop.edu/files/da/da2150.pdf>, Chancellors are authorized to approve above-threshold salaries in cases of faculty merit increases of ten percent or less.

Approval is also required by the Provost and Executive Vice President for above-threshold salaries for non-faculty academics and for academic personnel with administrative duties whose salaries exceed the \$304,000 threshold, regardless of discipline.

In addition, enclosed is the chart of the 2016-17 Guidelines for Above-Threshold Salary Approval for Academic Appointees, including the faculty ladder ranks, with the new thresholds.

September 16, 2016

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If you have any questions, please contact Director Janet Lockwood at (510)987-9499 or email [Janet.Lockwood@ucop.edu](mailto:Janet.Lockwood@ucop.edu) in my office.

Sincerely,



Susan L. Carlson

Vice Provost

Academic Personnel and Programs

Enclosure: 2016-17 Guidelines for Above-Threshold Salary Approval

cc: President Napolitano  
Chancellors  
Provost and Executive Vice President Dorr  
Academic Council Chair Chalfant  
Executive Vice President Brostrom  
Executive Vice President and Chief Operating Officer Nava  
Vice President Duckett  
Vice Provosts/Vice Chancellors Academic Personnel/Academic Affairs  
Academic Personnel Directors  
Chief of Staff Grossman  
Executive Director Baxter  
Executive Director Larsen  
Interim Executive Director Lee  
Director Lockwood  
Universitywide Policy Office  
Policy and Compensation Analyst Potts