

2016-2017 Guidelines for Above-Threshold Salary Approval for Academic Appointees*

	SMG with Faculty Appointment	Faculty Appointment with No Administrative Duties	Faculty Appointment with Administrative Appointment or Administrative Duties Not as Dean	Faculty Appointment with Administrative Appointment or Administrative Duties as Dean	Non-faculty Academic Appointments [Not SMG]
Titles	All SMG and administrative positions with faculty titles such as Chancellors, Vice Chancellors, Provosts, Vice Provosts, etc. (including Acting/Interim titles).	Faculty titles (Professorial)	Faculty with concurrent admin. duties such as Department Chair, Director, Faculty Assistant, Associate Dean, Associate Vice Chancellor, or other administrative titles (including Acting/Interim titles). Appointment to the administrative position may be full time or less than full time.	Faculty with concurrent Dean title. Appointment to the position of Dean is made on a fiscal-year basis and must be full time. Appointment as Acting/Interim Dean may be made either on an academic-year or fiscal-year basis, as determined by campus need.	Academic Administrators, Academic Coordinators, Professional Researchers, etc.
Threshold for Approval of Salary Beyond the Campus	Contact HR-UCOP Human Resources, Compensation Programs and Strategies, or local campus SMG Coordinator	\$304,000 - Regular AY** \$352,700 - Regular FY** \$333,300 - BEE - AY** \$386,700 - BEE - FY** \$395,600 - SFT-VM-FY** \$427,000 - Law School - AY**	Administrative (unit) salary and/or professorial base salary including above- or off scale salary, plus administrative payment (stipends and/or admin 1/9th), exceeds \$304,000.	Total cash compensation exceeds \$580,000 unit salary.	Total compensation exceeds \$304,000.
Type of Pay Considered in Determining Whether Pay Reaches Threshold	Contact HR-UCOP Human Resources, Compensation Programs and Strategies, or local campus SMG Coordinator	Professorial base salary including above- or off-scale salary. Not additional compensation; 1/9th or 1/12th for research, teaching, admin.; faculty recruitment allowance; honoraria; awards; prizes; or one-time payments.	Administrative (unit) salary and/or professorial base salary including above- or off-scale salary plus administrative payment (stipends, admin 1/9th or 1/12th). Not additional comp. for research and/or teaching 1/9th or 1/12th; start-up funds; faculty recruitment allowance; honoraria; awards; prizes; or one-time payments.	Deans' unit salary including additional University compensation and cash payments (see APM 240). Acting/Interim Deans' salary: administrative (unit) salary and/or professorial base pay including above- or off-scale salary plus administrative payment (stipends and/or admin. 1/9th, 1/12th) for temporary service.	Academic base salary, including administrative payment/stipend.
Pre-Approval Authority	Contact HR-UCOP Human Resources, Compensation Programs and Strategies, or local campus SMG Coordinator	Provost and Executive Vice President	Provost and Executive Vice President	Provost and Executive Vice President	Provost and Executive Vice President
UCOP Office Handling Approval	Contact HR-UCOP Human Resources, Compensation Programs and Strategies, or local campus SMG Coordinator	Academic Personnel and Programs	Academic Personnel and Programs	Academic Personnel and Programs	Academic Personnel and Programs
Report to the Regents	For all SMG positions: (1) Annual Report on Compensation (2) Annual Report on Outside Professional Activities		For selected full-time Faculty Administrator positions transferred from SMG to Academic Personnel Program: (1) Annual Report on Compensation (2) Annual Report on Compensated Outside Professional Activities	For Deans transferred from SMG to Academic Personnel Program: (1) Annual Report on Compensation (2) Annual Report on Compensated Outside Professional Activities	

* Excludes HSCP participants, except for Deans governed under APM 240 and APM 670, because their salaries do not require pre-approval by UCOP/Provost and Executive Vice President. As required in APM 670, HSCP participants' total compensation that is greater than four times the highest step on the Professor Series Fiscal Year Salary Scale is reported separately and annually to the Regents in November.

** The Indexed Compensation Level (ICL) thresholds for faculty salaries are listed at http://www.ucop.edu/academic-personnel-programs/_files/documents/salary-thresholds.pdf.