EXECUTIVE VICE CHANCELLORS/PROVOSTS

Dear Colleagues:

The Indexed Compensation Level (ICL) for the University of California was recently approved at $369,200 for 2022-23, effective retroactive to September 1, 2022. In addition, the thresholds for approval of above-threshold salaries for faculty and other academic appointees are adjusted annually by either the Consumer Price Index (CPI) or the general range adjustment for faculty, whichever is higher. During the period of May 2020 through May 2021, the CPI rose by 8.6%. As a result, the thresholds for faculty compensation have been increased accordingly. The new 2022-23 thresholds effective September 1, 2022 are listed below:

<table>
<thead>
<tr>
<th>Faculty Ladder Ranks Scale</th>
<th>Threshold</th>
</tr>
</thead>
<tbody>
<tr>
<td>Faculty Ladder Ranks Scale – Academic Year</td>
<td>$378,700</td>
</tr>
<tr>
<td>Faculty Ladder Ranks Scale – Fiscal Year</td>
<td>$439,900</td>
</tr>
<tr>
<td>Faculty Ladder Ranks Scale – Business/Economics/Engineering – Academic Year</td>
<td>$415,400</td>
</tr>
<tr>
<td>Faculty Ladder Ranks Scale – Business/Economics/Engineering – Fiscal Year</td>
<td>$481,900</td>
</tr>
<tr>
<td>Faculty Ladder Ranks Scale – SFT – Veterinary Medicine – Fiscal Year</td>
<td>$492,700</td>
</tr>
<tr>
<td>Faculty Ladder Ranks Scale – Law School – Academic Year</td>
<td>$531,900</td>
</tr>
<tr>
<td>All Other Academic Appointees</td>
<td>$369,200</td>
</tr>
</tbody>
</table>

Approval by the Provost and Executive Vice President–Academic Affairs is required for above-threshold salaries that apply to new academic appointments, retention of academic appointees, academic appointees with administrative duties, and academic appointee merit increases greater than 10 percent. For academic appointees with administrative duties, compensation subject to the above-thresholds includes administrative salary and/or professorial base salary (including above and off-scale salary), administrative stipends, summer differentials, and administrative 1/9 or 1/12 payments.

For academic appointees participating in the Negotiated Salary Trial Program (NSTP), compensation subject to the above-thresholds includes administrative salary and/or professorial base salary (including above and off-scale salary), NSTP component, administrative stipends, summer differentials, and administrative 1/9 or 1/12 payments.

Chancellors are authorized to approve above-threshold salaries in cases of academic appointee merit increases of 10 percent or less for those without administrative duties.
Academic appointees who serve as dean under the Academic Personnel program are not subject to the ICL, but are compensated according to the Deans’ Salary Structure. Total administrative compensation for deans that exceeds the maximum approved for Deans’ Salary Band III ($696,000) requires approval by The Regents.

Health Sciences Compensation Plan (HSCP) participants are excluded from the thresholds listed since their salaries do not require pre-approval by the Provost and Executive Vice President. Deans participating in the HSCP are governed under APM - 240 and APM - 670. 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 annually to the Regents.

Enclosed is a chart presenting the 2022-23 Guidelines for Above-Threshold Salary Approval for Academic Appointees that reflects the new thresholds.

If you have any questions, please contact Policy Analyst Tiffany Wilson at Tiffany.Wilson@ucop.edu or (510) 587-6456.

Sincerely,

Michael T. Brown, Ph.D.
Acting Vice Provost,
Academic Personnel and Programs

Enclosure: 2022-23 Guidelines for Above-Threshold Salary Approval

cc: President Drake
    Chancellors
    Academic Council Chair Cochran
    Executive Vice President and Chief Financial Officer Brostrom
    Executive Vice President and Chief Operating Officer Nava
    Vice President Lloyd
    Vice Provosts/Vice Chancellors - Academic Affairs/Personnel
    Associate Vice Provost Lee
    Assistant Vice Provosts/Vice Chancellors/Directors - Academic Personnel
    Executive Director Lin
    Chief of Staff Kao
    Director Roller
    Director Sykes
    Chief Policy Advisor McAuliffe
    Analyst Wilson
    Universitywide Policy Office