

Academic Affairs Fiscal Contacts Meeting

April 16, 2013

General Campus Compensation Plan for Faculty

- » Background
- Faculty Eligibility
- Good Standing Criteria
- Funding Guidelines
- Participation Dates
- Contingency Fund
- Salary Guidelines
- Approval Process

Background

- ▶ To prevent the loss of faculty to competing offers from other universities and to recruit outstanding new faculty, the university has proposed a negotiated salary plan for general campus faculty
- ▶ Similar to the Health Sciences Compensation Plan, the General Campus Compensation Plan (GCCP) allows Senate faculty to negotiate an increment to their salary when appropriate external funding is available

Background (cont.)

- ▶ Pending final approval from UCOP, the following campuses will participate in a trial program
 - UCSD
 - UC Irvine
 - UCLA
- ▶ Trial program will be in place for five years beginning 7/1/13

Faculty Eligibility

- ▶ Senate faculty from the general campus and SIO are eligible
- ▶ Full-time faculty administrators are not eligible
- ▶ Faculty who are eligible for the Health Sciences Compensation Plan are not eligible
- ▶ Faculty participating in the plan are required to meet minimum good standing criteria

Good Standing Criteria

- ▶ Advancement in rank or step in last academic review, including fulfillment of faculty member's approved teaching load and University service
- ▶ Maintenance of the participant's position as a leader in a chosen field of research
- ▶ All research contracts and grants are in good standing
- ▶ Fulfillment of graduate student support and training obligations
- ▶ Compliance with reporting and training requirements

Funding Guidelines

- ▶ Appropriate funding for the negotiated salary component include endowment or gift income, professional degree fees, self-supporting degree fees, royalties, licensing fees, and contract and grant support
- ▶ Use of state funds or student tuition funds is not allowed
- ▶ Funding must be awarded and in hand to be considered in the salary negotiation process

Participation Effective Dates

- ▶ Salary rate will be negotiated annually
- ▶ Salary rate will be effective July 1 through June 30
- ▶ Salary will not change for any reason, including
 - Mid-year salary scale adjustments
 - Retroactive merit increases
 - Receipt of additional external funds

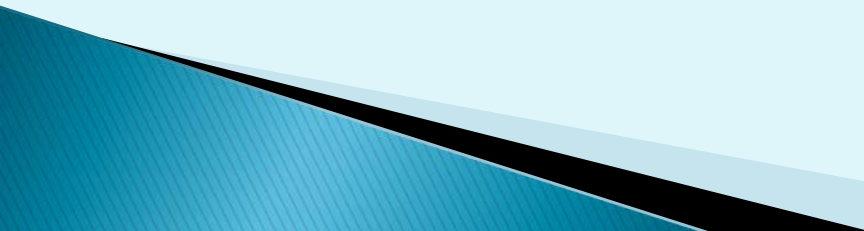
Contingency Fund

- ▶ A contingency fund must be developed to assure the University does not incur unexpected costs
- ▶ Contingency fund is maintained by department
- ▶ Each faculty member who negotiates a salary increment must contribute released base salary equal to 10% of the increment to the contingency fund

Salary Guidelines

- ▶ Maximum negotiated salary increment is 30% of the faculty member's base salary
- ▶ Negotiated salary increment must be rounded to the nearest \$100
- ▶ Salary from FTE funding sources must be a minimum of 50% of the faculty member's base salary

Steps in the Approval Process

- ▶ Faculty negotiate with department chairs
 - ▶ Departments confirm funding available for negotiated salary
 - ▶ Deans review and endorse requests
 - ▶ CAP reviews requests and make recommendation to EVC
 - ▶ EVC has final approval
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Annual Reporting to CAP and UCOP

- ▶ Participating departments
- ▶ Faculty demographics
- ▶ Salary increments
- ▶ Funding sources used
- ▶ Teaching workload
- ▶ Graduate support
- ▶ Research expenditures