

January 29, 2009

ACTING DEAN ISAACSON
ACTING DEAN JONES
DEAN KAMIENIECKI
DEAN THORSETT
DEAN VAN DEN ABBEELE

Dear Colleagues:

**Re: Delegation of Authority for Greater-than-Normal Merits for
Appointees in the Ladder Rank Professor Series; Astronomer
Series; and Professional Research Series**

On a trial basis, for review year 2008-09, I delegate to the deans the authority to approve greater-than-normal merit increases up to the campus off-scale salary limits for the corresponding rank and step, with the exceptions noted below. This delegation includes authority for the indefinite steps of the rank (i.e., Steps 6-9), but does not include authority for initial advancement to Step 6 and Above Scale, and Above Scale merits. This authority may not be further redelegated.

As Campus Provost/Executive Vice Chancellor (EVC), I retain authority for initial exceptions to off-scale salaries in excess of the campus off-scale salary limits. Deans will continue to have authority to approve **normal merits** once this initial exception has been approved by the EVC.

The EVC retains authority for all academic personnel reviews where any increase to the candidate's off-scale increment is recommended **and** the candidate's current salary is at or above the campus off-scale salary limit. For example, a candidate at Professor, Step 8 off-scale, with a salary of \$154,000 – the campus off-scale limit for Step 8 (\$168,700 on the B/E/E scale) – would be dean's authority if it were a normal merit review for advancement to Step 9, off-scale. In contrast, if the recommendation were for advancement to Step 9, **further off-scale** (no matter the recommended amount of the increase to the off-scale increment), the EVC would take authority.

This delegation supersedes my previous delegation regarding greater-than-normal merit increases (dated October 26, 2007). However, as this delegation is made on a trial basis for files reviewed during 2008-09 only, the campus Delegation of Authority Chart and CAPM 803.620.F will not be updated at this time. Please refer to the [current campus salary scales](#) for the campus off-scale salary limits or to [CAPM 803.620.C](#) for these off-scale salary limitations.

If you have any questions or comments, please contact your division's Academic Personnel Office liaison.

Sincerely,

/s/

David S. Kliger
Campus Provost and
Executive Vice Chancellor

cc: Chancellor Blumenthal
Faculty Assistant to the EVC Chung
Vice Provost Galloway
Assistant Vice Chancellor Peterson
Academic Senate Chair Williams
Department and Program Chairs
Department and Program Managers
Divisional Academic Personnel Coordinators
APO Analysts
Administrative Records