

ORUBA Meeting

June 13, 2013

General Campus Compensation Plan for Faculty

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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.)

- ▶ 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

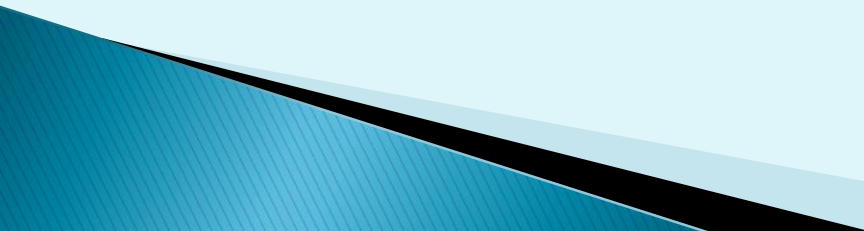
Faculty Eligibility

- ▶ 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
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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
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Participation Effective Dates

- ▶ Salary rate is negotiated annually
- ▶ Salary rate is 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

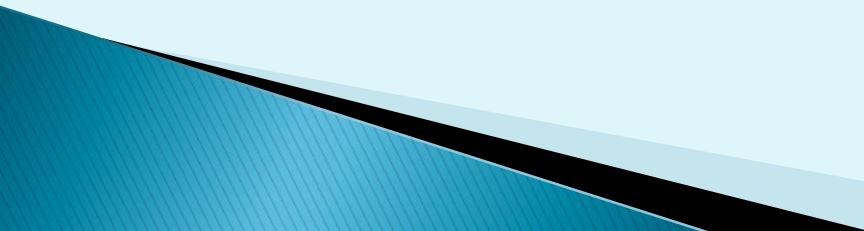
Salary Guidelines

- ▶ 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

Submission and Approval Process

Responsible Party	Steps/Comments
Faculty member	Initiate request Ensure good standing criteria have been met
Department fund manager/business officer	Verify allowable and sufficient funding is available Complete salary worksheet Assist faculty member with request form
Chair	Confirm good standing Confirm funding Negotiate salary Forward endorsement to Dean
Dean	Verify accuracy and appropriateness of proposal Forward endorsed proposal to EVC
CAP	Review proposal and make recommendation to EVC
EVC	Issue final decision

Annual Reporting to CAP and UCOP

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

Covered Compensation Rate

- ▶ Scale-based salary rate plus any off-scale
- ▶ Covered compensation is the portion of salary used for benefit calculations (e.g., retirement, disability, life insurance, etc.)

Negotiated Salary Increment

- ▶ Negotiated annually, not to exceed 30% of covered compensation
- ▶ The negotiated salary increment is not covered compensation

Total UC Salary Rate

- ▶ Covered compensation plus the negotiated salary increment

Salary Components Chart

Salary Component	Fund Source	Covered Comp?
Covered Compensation (scale rate + off-scale, if applicable)	General Funds Student Tuition External Funds	Yes
Negotiated Salary Increment	External funds	No
Summer Salary	Varies	No, but eligible for special Defined Contribution Plan benefit (matching 3.5% contributions from employee and employer)
Administrative Stipend (if applicable)	Varies	Yes

DOS Code Definitions

DOS	Description	Use	Special
RGS	Record Purposes – Staffing	Records permanently funded covered compensation	No pay generated
RPY	Record Purposes – Negotiated Increment	Records the negotiated increment	No pay generated
HST	Total UC Salary Rate	Regular pay attributed to scale rate plus off-scale, requires % of effort	Covered Comp
NEY	Total UC Salary Rate	Regular pay attributed to negotiated increment, requires % of effort	Not Covered Comp
NXX	Agency Salary Cap – covered comp	Regular pay attributed to scale rate plus off-scale on funds subject to agency cap, requires % of effort	Covered Comp
BYR	Salary Cap Gap – covered comp	Regular pay to bridge gap between salary cap amount and Total UC Salary Rate attributed to scale rate plus off-scale; flat rate; no percent of effort	Covered Comp
NIY	Agency Salary Cap – negotiated increment	Regular pay attributed to negotiated increment, on funds subject to agency cap, requires % of effort	Not Covered Comp
BYC	Salary Cap Gap – negotiated increment	Regular pay to bridge gap between salary cap amount and Total UC Salary Rate attributed to negotiated salary increase; flat rate; no percent of effort	Not Covered Comp
SAB	Sabbatical Leave	Sabbatical pay attributed to scale rate plus off-scale, requires % of effort	Covered Comp

DOS Code Definitions

Additional Summer Compensation

DOS Code	Description	Use	Special
ACA	Additional Summer Comp – Administrative	Requires % of effort	Special DCP benefit
APA	Additional Summer Comp – Administrative	Flat rate	Special DCP benefit
ACR	Additional Summer Comp – Research	Requires % of effort	Special DCP benefit
ARC	Additional Summer Comp – Research, Salary Cap	Requires % of effort	Special DCP benefit
AAC	Additional Summer Comp – Research, Salary Cap Gap	Flat rate	Special DCP benefit
ACM	Additional Summer Comp– Miscellaneous	Requires % of effort	Special DCP benefit
SSC	Summer Session Teaching	Flat rate	Special DCP benefit

PPS Considerations

- ▶ Record purposes appointment block
 - Use Appointment 10, if possible
 - Staffing-only distribution(s) to hold the FTE (RGS DOS code, indefinite)
 - Negotiated increment distribution (RPY DOS code, 7/1–6/30)
 - Upon update, annual rate will default to highest monthly rate X 12 (e.g., covered compensation)

- ▶ Pay appointment block at Total UC Salary Rate
 - Distributions that generate pay on appropriate funding during plan year
 - Reflects monthly rate of total UC Salary Rate (except salary cap, cap gap)
 - Use appropriate DOS codes to ensure covered comp amount, salary caps, etc.

- ▶ Add other appointments as necessary
 - Summer salary
 - Stipend
 - Non-salaried appointments

PPS EXAMPLE 1 – Basic GCCP During Academic Year Only (Record Purposes Appointment)

The first appointment shows the covered compensation and negotiated increment components in a record purposes block. Record purposes DOS codes must be used.

- ▶ The annual rate will be calculated by default (highest monthly rate * paid over field value)
- ▶ Distributions 11, 12 reflect a general campus faculty FTE split between two core funds (19900A and 20095A)

The monthly rate is 1/12th of the covered compensation total (\$111,500/12=\$9,291.67/mo)

- ▶ Distribution 13 reflects the total negotiated salary increment

The monthly rate is 1/12th of the total negotiated salary increment (\$8,900/12=\$741.67/mo)

Appt	Actions	Pgm	Typ	Bas	Pd	Ovr	Appt Begin	Appt End	Dur	Dept	FLSA				
10			5	09	12		070107	999999	T	000203					
Title							Grade	%Full	F/V	Ann/Hr	Rate	Rt	Sch	Time	Lv
1100	PROF-AY						1.00	F		111500.00		A	MO	N	N
Dist No															
Actions	Index	Fund	Sub	FTE	Dis	%	PayBeg	PayEnd	Step	OA	Rate/Amt	DOS	PRQ	D	W
11	BIOBFAC	19900A	0	0.50			070113	999999	4	O	9291.67	RGS			
12	BIO2FAC	20095A	0	0.50			070113	999999	4	O	9291.67	RGS			
13	BIO8848	00000A	0				070113	063014	4	O	741.67	RPY			

PPS EXAMPLE 1 – Basic GCCP During Academic Year Only (Pay Distributions)

The second appointment reflects pay distributions at the Total UC Salary Rate

- ▶ Distributions 21, 22: Reflects core funding related to the covered compensation. Percentages shown will issue an annual amount of \$111,500 less the 10% contingency fund contribution (\$8,900 for the year; 10% of negotiated salary increment) which is reflected as released salary on 19900A funds.
- ▶ Distribution 23 Reflects the remaining covered compensation on external funds
- ▶ Distribution 24: Reflects funding related to the negotiated increment on external funds; not covered compensation

Appt	Actions	Pgm	Typ	Bas	Pd	Ovr	Appt Begin	Appt End	Dur	Dept	FLSA				
20			<u>5</u>	<u>09</u>	<u>12</u>		<u>070107</u>	<u>999999</u>	<u>T</u>	<u>000203</u>					
Title							Grade	%Full	F/V	Ann/Hr	Rate	Rt	Sch	Time	Lv
<u>1100</u>	PROF-AY						<u>1.00</u>	<u>F</u>		<u>120400.00</u>		<u>A</u>	<u>MO</u>	<u>N</u>	<u>N</u>
Dist No															
Actions	Index	Fund	Sub	FTE	Dis	%	PayBeg	PayEnd	Step	OA	Rate/Amt	DOS	PRQ	D	W
21	<u>BIOBFAC</u>	19900A	<u>0</u>			<u>0.4556</u>	<u>070113</u>	<u>063014</u>	<u>4</u>	<u>O</u>	<u>10033.33</u>	<u>HST</u>			
22	<u>BIO2FAC</u>	20095A	<u>0</u>			<u>0.4630</u>	<u>070113</u>	<u>063014</u>	<u>4</u>	<u>O</u>	<u>10033.33</u>	<u>HST</u>			
23	<u>BIO2649</u>	26499A	<u>0</u>			<u>0.0075</u>	<u>070113</u>	<u>063014</u>	<u>4</u>	<u>O</u>	<u>10033.33</u>	<u>HST</u>			
24	<u>BIO2649</u>	26499A	<u>0</u>			<u>0.0739</u>	<u>070113</u>	<u>063014</u>	<u>4</u>	<u>O</u>	<u>10033.33</u>	<u>NEY</u>			
Next Func:		ID:	Name:				SSN:								

Important Web Links

- ▶ Academic Affairs GCCP webpage

<http://academicaffairs.ucsd.edu/aps/compensation/gccp.html>

- Implementation Guidelines
- Request Form/Salary Worksheet
- FAQ
- DOS Codes/Title Codes
- PPS Examples

- ▶ Faculty Announcement

<http://adminrecords.ucsd.edu/Notices/2013/2013-5-17-1.html>