

I. Purpose

To provide guidance to Colleges/Schools/ORGS regarding Dean's/Unit Level Academic Administrative Appointments. Please refer to the Delegation of Authority Chart, [link](#) for Dean's Approval Authority administrative titles.

II. Related Policies

APM [633](#) Stipends/Academic Appointees

APM [241](#) Faculty Administrators (Positions Less Than 100%)

APM [246](#) Faculty Administrators (100% Time)

APM [600](#) Appendix 1 Guidelines for Payment of Additional Compensation to Academic-Year Appointee During the Summer

III. Appointment Letters

Appointment letters are required for all Dean's/ORG level academic administrative appointments with or without salary. Appointment letters must include the terms and conditions of appointments including:

- Administrative Title and Administrative Department
- Appointment Start and End date
- Salary information
- Policy/Procedure references as applicable

Appointment letters are to be distributed on or before the appointment start date. When a letter is distributed after the appointment start date, the appointment letter needs to indicate the appointment is effective "retroactively" to the start date.

Copies of signed appointment letters must be sent to APO, apo-facultyadmin@ucr.edu and Financial and Planning & Analysis (FP&A), facultyapptletter@ucr.edu within 30 days of the appointment start date. The letter must be signed by the academic appointee and the Dean/ORG level appointing authority.

IV. Compensation

A. Stipend Administration (Administrators less than 100%)

Administrative stipends are paid on the job with the administrative job code via Additional Pay and should have an Earn Code of STP. Annual Administrative stipends will be paid over 12 monthly payments for appointments that are July 1 – June 30, and will be paid over 9 monthly payments for appointments that are October 1 – June 30.

Administrative stipends are **not** subject to range adjustments.

B. Summer Salary (Administrators less than 100%)

Additional summer compensation may be paid to AY Faculty for administrative service when appropriate. Total summer salary, when combined with summer salary earned from other sources such as extramural awards or summer session compensation, may not exceed 3/9ths of a faculty member's academic-year salary. Please reference the APO [Summer Salary Guidelines](#) for a list of applicable title codes and earn codes.

Summer salary for administrative service is compensated with summer differential payments with an Earn Code DIF. These payments are classified as covered compensation, and count toward the calculation of the highest average paid compensation (HAPC) for retirement purposes.

C. Unit Salary (Administrators at 100%)

100% Faculty Administrators, who are fiscal year, compensation is a combined unit salary. The unit salary will typically consist of the faculty's professorial total salary (base and off-scale), summer salary, and stipend. They will receive 12 equal monthly payments, all of which is covered compensation, and no separate stipend or summer differential payments.

D. Professorial Review Timeline

Faculty professorial review timeline will continue per Senate Call guidelines, even if the faculty is holding a faculty administrative appointment.

The faculty administrator may defer the professorial review appointment and may potentially use their faculty administrative appointment (1st, 2nd 3rd or 5th year) review in lieu of their professorial review.

Please send an email to academicpersonnel@ucr.edu with questions regarding these guidelines.