

UCR APO Equity Study on Compensation for Associate/Divisional Deans
Summary of Findings
12/5/2023

Background

- Associate/Divisional Dean appointments (and reappointments) are generally multi-year appointments made by the Deans.
- Appointments are typically either 50% or 100%.
- The work that Associate/Divisional Deans do in that role is reviewed by the Dean on an annual basis.
- Associate/Divisional Deans can continue to prepare their own academic files for review (i.e., merit files). However, APM-241 or APM-246 applies, depending on the percent level of appointment.

Compensation Packages

- Associate/Divisional Deans maintain the professorial appointment while in the role, and draw their 9-month professorial salaries plus additional Associate/Divisional Dean inducements that typically include some amount of annual teaching relief and an annual financial incentive.
- Typically for a 100% appointment, there is no expectation of teaching while for a 50% appointment there would be a 50% reduction of teaching expectations.
- The form of the annual financial incentive for an Associate/Divisional Dean varies by college/school. In some cases, a lump sum is provided that the faculty member can allocate as summer months of salary, a stipend, or research support. In other cases, the financial incentive is pre-divided into these categories.
- The total annual financial incentive for an Associate/Divisional Deans varies between colleges/schools, and also as a function of the percent appointment. Currently for 50% appointments the range is \$25K-\$100K and for 100% appointments the range is \$75K-\$85K.