

GCCP

General Campus Compensation Plan

What is GCCP?

- General Campus Compensation Plan
 - A *trial* compensation plan that will allow faculty to increase their total salary.
 - Allows up to 30% in additional, negotiated faculty compensation
 - Negotiated amounts are one year at a time beginning on July 1 and ending on June 30th of the fiscal year.
 - Does not change covered compensation (Base+MOS+BOS)
 - Does change total compensation
 - Is not mandatory or guaranteed
 - Is not automatically renewed
 - Useful tool for appointments and retentions

Effective dates

- The total UC salary rate will be effective July 1 through June 30. The total salary **will not change during July 1 through June 30** period for **any reason** including but not limited to: mid-year salary scale adjustments (e.g. general range/COLA), retroactive merit increases, or the receipt of additional external funds. If a faculty member's salary is raised effective October 1 due to a general range/COLA, the negotiated salary increment will be **adjusted downward** while the covered compensation goes up so that the total UC salary remains unchanged for the fiscal year
- Newly hired faculty with mid-year start dates may participate from the appointment begin date through June 30
- Increases negotiated as a result of a formal retention will be effective on July 1 of the **next year**
- Early withdrawal from the Plan is allowed only upon separation from the University or as a result of an official disciplinary action (as described in APM 015 and 016 and Senate Bylaw 230)
- Retroactive participation is not permitted

Eligibility

- Professors and Professors In-Residence Only
- Can not have had a no-change at the last review
- Must meet teaching load (no buyouts)
- Must participate in University service as expected for rank
- Demonstrated leadership in chosen field of research
- *All* research contracts and grants are in good standing (i.e. no overdrafts and all reporting requirements met)
- Compliance with training requirements (i.e. sexual harassment prevention, ethics briefing)
- Fulfillment of graduate student support and postdoctoral training obligations
- Additional good standing requirements may be voted in by a 2/3rds majority of your faculty
- Additional requirements may be developed and disseminated by the Jacobs School Dean's Office

Ineligibility

- Senior Management Group (SMG) Members may not participate
- Full time deans and faculty administrators (i.e. Vice Provost, Associate Vice Provost, Associate Vice Chancellor, or Associate Dean)
Note Faculty Administrators do not include Chairs and ORU directors
- Faculty members participating or eligible to participate in the HSCP

30% Determination

- Total Covered Comp (Base+ (if applicable) MOS+BOS) * 30%
 - Round DOWN to the nearest \$100 = Max negotiated amount
 - May not *exceed* 30% and must be in increments of \$100
 - Covered comp does not include administrative stipends for purposes of negotiated amount calculation
- Use Total Covered Comp that is approved effective July 1 of the year for which the negotiation is effective.

(in other words, if they are up for review, use the anticipated salary once the review is complete.
Agreements will be revised based on the outcome if necessary)
- Determine amount that is likely to remain stable over multiple years

Negotiated Amount

- Up to, but not exceeding 30%
- Not included in covered compensation under UCRP
- Generally paid for by *external funds*

Covered Comp, Total UC Salary, Total UC Comp

- Covered Comp = Base+ (if applicable) MOS+BOS
 - recognized salary for benefit calculations (i.e. retirement, disability, life insurance, etc.)
- Total UC Salary = Covered Comp + Negotiated Amount
 - Paid 9 over 12
- Total Comp = Total UC Salary + Summer Salary + Admin Stipend if applicable

Summer Salary

- Max – 3 total summer 9ths
- *But* only 2 summer 9ths may be charged to NSF grants
- 1 Summer 9th = *Total Salary* (i.e. covered comp plus negotiated salary)/divided by 9
- Faculty are expected to maximize summer salary opportunities prior to proposing a negotiated salary increment.

Contingency Fund

- 10% of negotiated salary amount is pulled from core funds and put into the contingency fund. However, in the payroll system external funds are used replace the 10% pulled from core funds
- Purpose – to have a pool of funds available to the department for use to cover negotiated salaries of individuals who find that their funds become unavailable
- External funds will be used to replace the 10% contingency amount deducted from the core fund
- At steady-state, the minimum balance of the contingency fund should be 20% of the aggregate annual negotiated salary increments for the department

Funding/Covering Salary: Deficits, Award Dates,

- Funds in deficit
 - If a faculty member has any funds in deficit, they may not participate in the program
 - Move funds to cover deficits – provide back up of accounting transactions processed to clear the overdrafts before the deadline and provide copies of that transaction as back-up
- Incremental funding?
 - *May be used if documentation can be produced that indicates funding is guaranteed for the entire academic year*
- Notice of Award, but no funding
 - *May be used if documentation can be produced that indicates funding is guaranteed for the entire academic year, and provided that funding is in place by the time the check runs.*

FUNDS MUST BE IN PLACE TO COVER THE ENTIRE SALARY FOR THE ENTIRE PERIOD. Once the negotiated amount is set- the *department* is committed to covering the cost if the faculty member cannot.

Eligible Funding Sources

- Covered Comp = Core Funds (i.e. 199xx, 20095, 69750, 07427, 1808x)
- 10% Contingency Fund = Core Funds (19900A fund used to cover base)
- Negotiated Comp = External funds, overload teaching funds, and up to 10K start up (transferred to a non-core fund account)
- Summer Salary = External funds
- NIH Cap Gap = External Funds

Ineligible Funding Sources

- Up to fund manager or MSO to determine specific guidelines of the external funding sources to ensure eligibility of the funds
 - Dean's office will not review eligibility of specific external funds, so this is completely at the responsibility of the department.
- Start up funds may not be used unless they are transferred out of the 19900 account into an eligible fund source, and only up to 10K
- Funds that are awarded after the negotiated amount has been approved
- Stipends issued for faculty administrators

Leaves of Absence

- Faculty may take a leave of absence during the period in which the negotiated salary is in effect. However:
 - LOA forms should be submitted at the same time that the GCCP request is submitted.
 - When a leave is paid, the total UC Salary rate is still in effect (i.e. covered comp+negotiated amount). This means that the funds used must be appropriate for the period of the leave.
 - During a sabbatical, only the covered compensation portion will be supported by state funds. This means that the funds used to support the negotiated amount must be appropriate for use during the sabbatical.
 - Check with fund managers and funding agencies to determine if the funds may be used during a leave *prior* to submitting the leave request and GCCP forms.
 - Paid medical leaves will be paid in accordance with leave policy and at the total UC Salary Rate, but only during the year of the approved negotiated salary.

Restrictions

- APM 025
- Non-transfer of negotiated amount to other UC Campuses
- Total amount stays the same for entire year
- May not buyout of classes (no FLP)

Who is responsible?

Departments

- **Faculty Member**
 - Must verify the proposed funding source with the appropriate campus Fund Manager/Department Business Officer.
 - Must fulfill all of the good standing and eligibility requirements
 - Must turn the form in on time (April 1 to Chair)

Who is responsible?

Departments

- **Fund Managers/MSO**
 - Confirm that the funding source(s) is/are not in deficit, has funds to support the entire amount for the entire year, is allowable.
 - Coordinates with other departments when index numbers are being used from outside the department to obtain approval (back up email) to use the proposed fund.

Who is responsible?

Departments

- **Chair**

- Ensures that the requesting faculty member meets the good standing criteria
- The total salary requested is within the market-based salary standards for the department, is equitable within the department and across the discipline, and is consistent with the terms of the program.
- Allowable, appropriate, and demonstrably sufficient resources are available to support the proposal
- Contingency fund requirements are met
- Meets Dean's Office Deadline of April 15th
- After plans is approved by the EVCAA, issues a salary confirmation letter

If funds are not in place **the *department* must cover the negotiated amount.**

- Contingency fund

10% of negotiated salary increment is paid for by covered compensation funds

Who is responsible?

Departments

- **AP Contacts**

- Verifies all salary information based on expected salary on July 1 of the negation year
- Coordinates for signatures with other departments in case of multiple appointments (may insert signature lines as needed on standard forms)
- Verifies forms are complete, correct boxes are checked, appropriate signatures are collected
- Verifies that all back up is provided
- Forwards the complete, *original*, document to AP Manager in the Dean's Office

Who is responsible?

Dean's Office

- Forms will be reviewed by Academic Personnel, Business Officer and Assistant Dean to make sure all items are correct and complete, back up is provided when necessary, funds are available to cover the salary.
- The Dean will then review the request and provide an endorsement.
- Dean's Office AP will forward the request to the EVC's office.

Who is responsible?

CAP and EVC's Office

- CAP will review and make the recommendation to the EVCAA to approve or deny the request
- EVC is final authority and will notify faculty by June 1st (this year is the exception)

Due Dates

- April 1 (to department Chair) *prior* to the Fiscal Year in which the faculty member requests to participate (this year is the exception)
- April 15 (to Dean) *prior* to the Fiscal Year in which the faculty member requests to participate (this year is the exception)

Sample Form

- See handout for discussion.

Questions?