

DRAFT DRAFT DRAFT DRAFT DRAFT 3/3/2009 COMPARISON OF PROPOSED APM 240 TO CURRENT SMG POLICY

	APM 240	SMG
Salary	Deans' salary bands within three-tiered structure	Slotted in Senior Leadership Compensation Group (SLCG) salary ranges
Approval for Salary Actions	Chancellor; Provost approval required only if above ICL	All salary actions approved by The Regents
Covered Comp	All salary (but not necessarily all compensation, eg, incentives)	All salary (but not necessarily all compensation, eg, HSC component)
Equity & Retention	Chancellor approval, with restrictions, October 1 effective date, no multiple year increases; Provost approval required only if above ICL	Increases requires approval of President or regents
Merit	Annual merit increase (amount negotiated)	Annual merit based on SMG salary program
Summer Research	May request 1/12 payment and forfeit vacation days.	May request 1/12 payment and forfeit vacation days.
Review		
Personal	Annual by Chancellor	Annual
Admin (stewardship)	5-year review by Chancellor in consultation with the Academic Senate and an advisory committee appointed by Chancellor	5-year
Incentive Award		SMG ineligible for cash awards under the Staff Development and Recognition Program (SRDP) Cash Awards and other bonus programs. Regentally-approved Incentive Programs, e.g., Clinical Enterprise & Treasurer's plans.
Relocation	\$58K per APM 190-E [58K = 25% of annual salary \$232K]	25% of salary per Relocation Allowance Policy
Outside Professional Activities		
Reporting	Reported annually including compensated consulting per APM 025.	Reported annually per SMG requirements. Must report actual organizations, service, and amount of compensation for each activity.
Board service	No more than 3 for-profit boards	No more than 3 for-profit boards
Time limits	Maximum 48 days per year; first 12 days per year do not require vacation leave usage	Must use vacation leave for compensated activity. If vacation leave is exhausted, must be on LWOP; keep compensation provided vacation leave is used for activities during the work week.
Disposition of Income	Keep compensation	Keep compensation provided vacation leave is used
Vacation Leave	2 days per month in accordance with APM 730	Based on years of service per PPSM 41
Sick Leave	Do not accrue sick leave; granted paid medical leave per APM 710-11	Accrue 8 hours sick leave per month
Disability Leave	Granted paid medical leave for periods of disability per APM 710-11, 710-20	Requires at least 5 years continuous SMG service: up to 12 months at full salary when totally and permanently disabled

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Sabbatical Leave	Deans accrue sabbatical leave credit based on the faculty administrator appointment in accordance with APM 740, and beyond maximum in APM 740 for duration of Dean appointment. Sabbatical salary if taken during tenure as dean is at the salary rate of the administrative appointment.	Deans accrue sabbatical leave credit based on the faculty administrator appointment in accordance with APM 740, and beyond maximum in APM 740 for duration of Dean appointment. Sabbatical salary if taken during tenure as dean is prorated based on when the credits were accrued--as faculty or as Dean.
Transition Leave	Requires deduction of sabbatical leave credits in accordance with APM 740, paid at either the current administrative or faculty rate contingent upon when the sabbatical leave credits were accrued	Current paid leave-in-lieu-of-sabbatical provides for those SMG members with academic appointments who have accrued sufficient credits, to use those credits for leave. Must initiate leave immediately upon stepping down to qualify for pay at the administrator's rate. Must return to teaching position for an amount of time equal to the leave.
Executive Life Insurance	Can enroll for up to 4 times salary. Maximum benefit is \$1M	2 times annual salary (upt to \$800K), considered imputed income for tax purposes. Can continue employee paid enrollment. Combined benefit cannot exceed \$1M