

## GENERAL CAMPUS COMPENSATION PLAN TRIAL (GCCP)

### FAQ

Last updated 03/16/18

#### Eligibility and Approvals

1. Q: Who is eligible to participate?  
A: Ladder rank and In-Residence professors in participating general campus and SIO departments who meet the plan requirements are eligible.
2. Q: What if my department is not participating?  
A: An exception may be considered to allow submission through another participating department or division. Contact your Assistant Dean for more information.
3. Q: Can a Research Scientist or LSOE participate?  
A: No, only ladder rank and In Residence professors may participate.
4. Q: Can faculty administrators participate?  
A: Full-time faculty administrators such as Associate Vice Chancellors, Deans, Provosts, Associate Deans, and Directors may not participate. Department chairs, ORU directors and other faculty administrators with less than full-time administrative appointments may participate. In such cases, the stipend must be issued as a separate payment and may not be included as a fund source for the Plan.
5. Q: If I have ladder rank and/or In Residence professorial appointments in multiple departments (e.g. split FTE), will all of my affiliated departments have to approve participation?  
A: Yes. The home department will coordinate the routing of the request for approvals. General campus faculty who participate in the Health Sciences Compensation Plan (HSCP) may not participate in the General Campus Compensation Plan (GCCP).
6. Q: Can retired faculty be recalled at the GCCP salary rate?  
A: No.
7. Q: If a retired faculty is recalled into a department other than the home, does the home department have to sign off on the recall form?  
A: No.

#### Salary Structure and Funding

1. Q: How do I determine what negotiated salary increment I can request?  
A: Your departmental fund manager or business officer will help you determine the availability of funding and advise you on the criteria and the process for submitting a proposal. It is best practice to determine a level of participation that will be relatively stable in future years based on realistic predictions of the continued availability of external funding. It is advisable to avoid large swings in participation percentages from year to year (e.g., 30% in year 1, 0% in year 2, 10% in year 3).
2. Q: Is there a ceiling in terms of setting the Total UC Salary Rate for participation?  
A: Yes, the negotiated salary increment cannot exceed 30% of the covered compensation rate (scale rate plus off-scale).
3. Q: Will my total UC salary rate be increased if there is a mid-year salary change (e.g. range adjustment)?  
A: No, the total UC salary rate will remain constant for the negotiation period (7/1 – 6/30). In the event of an

increase in your covered compensation (scale rate plus off-scale), the negotiated salary increment will be adjusted downward so that the total UC salary rate remains unchanged.

4. Q: What portion of the Total UC Salary Rate is considered covered compensation for UCRP?  
A: Only the salary scale rate plus off-scale amount is considered covered compensation for UCRP. The negotiated salary increment is not covered compensation.
  
5. Q: I have \$30K of appropriate funding available. Will that be my negotiated salary increment?  
A: Not necessarily. In addition to the increase in salary, you are required to contribute an amount equal to 10% of the negotiated salary increment to a contingency fund, cover the additional benefits costs, and associated indirect costs.
  
6. Q: Is the 10% contribution based on the covered compensation rate, the negotiated salary increment, or on the new total UC salary rate?  
A: The 10% contingency contribution is calculated on the negotiated salary increment only.
  
7. Q: How do I pay the contingency fund contribution?  
A: The SOFI funding currently used to fund the faculty base salary will be reduced by an amount equal to 10% of the negotiated increment. This “released salary” will be set aside in the contingency fund within a specified departmental account. In the payroll system, external funds will be used to replace the contingency amount, previously charged to SOFI funds, in addition to the cost of the negotiated salary increment.
  
8. Q: If some of my funding is managed by a different department or ORU, can I use it for the plan?  
A: Yes, if it meets the external fund requirements noted in the plan. The other unit must confirm the availability of funding via email to your home department fund manager. This confirmation must be included with the participation request form when sent forward to the dean and EVC.
  
9. Q: How will the contingency fund obligation be handled for faculty with ladder rank and/or In Residence professorial appointments in multiple departments (e.g. split FTE)?  
A: The contingency fund contribution will be charged to each departmental fund source, prorated based on the individual’s FTE (or appointment percentage for IR faculty) in the department.
  
10. Q: Is participation in the Faculty Salary Exchange Program (FSEP) allowed in conjunction with the negotiated salary program?  
A: Yes, if the FSEP was approved prior to salary negotiation. A minimum of 50% of your covered compensation (scale-rate plus off-scale), must be charged on core funds throughout the year.
  
11. Q: Is participation in the Faculty Leverage Buyout Program (FLP) allowed in conjunction with the negotiated salary program?  
A: No, course buyouts are not allowed during participation in the GCCP.
  
12. Q: Can start-up funds be used as a fund source for the program?

**NEW for 2018-19**

**A: Only external funds will be used to pay the negotiated portion of the salary. “External funds” refers to any non-state-appropriated funds, such as (but not limited to) endowment or gift income, professional degree fees, self-supporting degree fees, and contract and grant support. General Funds cannot be substituted for external funds in support of the program. The intent of the program is that the faculty member has access to the external funds due to his or her research, teaching, or outreach activities. The funds should not be discretionary funds located in the department, school, college, or campus.**

13. Q: Can non-resident tuition funds be used as an external fund source for the program?  
A: No. Neither resident nor non-resident tuition funds may be used as an external fund source for the program.
14. Q: Can the percent of effort charged to extramural funds differ every month?  
A: As a best practice, it is expected that consistent percentages, with little variability, will be maintained throughout the fiscal year. However, it is understood that as research, teaching and service priorities change throughout the year so too may the percent effort charged to various fund sources. The distribution of effort between the base salary and negotiated component cannot change, however.
15. Q: What determines good standing in relation to contracts and grants?  
A: Accounts are considered in good standing when they are in the black (not in deficit) and agency reports are up to date. An individual who frequently overspends and/or is delinquent with reporting will not be considered "in good standing" and thus may not participate.
16. Q: I expect to receive a new external funding after the fiscal year has begun. Once the funding has arrived, can my salary be renegotiated?  
A: No. Once negotiated and approved, salary levels may not be changed for the entire plan year.
17. Q: A donor has pledged a gift to my department that can be used for salaries. Can this be used as a fund source for the program?  
A: The use of projected funding will be closely reviewed for risk level by the department and Dean and may or may not be approved.
18. Q: Can the Total UC Salary Rate be used in future contract and grant proposals?  
A: Yes, as long as there is a reasonable expectation of continued funding from all sources.
19. Q: Some of my funding is subject to an NIH cap. If my total UC salary rate exceeds the NIH cap, who will pay the difference (cap gap)?  
A: Cap gap funding must be included in the annual salary negotiation proposal. State funds may not be used to fund the cap gap.
20. Q: If an academic file that involves a salary increase (e.g. merit, promotion) has been submitted to be effective 7/1 of the new plan year, how will this impact the salary negotiation process?  
A: The covered compensation amount (scale rate + off-scale) "proposed" for the 7/1 academic file action may be used in the salary negotiation. GCCP components (covered compensation vs. negotiated increment) may need to be adjusted if the review outcome differs from what was proposed to maintain the requested Total UC Salary rate.
21. Q: Why does the salary worksheet round to the nearest four decimal places?  
A: The worksheet was set up to match the Payroll/Personnel System (PPS) limit of four decimal places in the **Dis %** field on the distribution line.
22. Q: Should the Total UC Salary Rate be rounded to the nearest \$100?  
A: Yes, consistent with policy, the annual rate should be rounded to the nearest \$100.

### **Summer Salary**

1. Q: How will the negotiated salary increment affect summer salary?  
A: Summer salary, including the 3/9ths limitation, will be based on the Total UC Salary Rate (including the negotiated increment).
2. Q: What annual salary rate will Summer Session use to determine the teaching course rate?  
A: As per policy, Summer Session teaching will be based on the covered compensation rate (does not include GCCP negotiated component) in effect on 6/30.

3. Q: I receive summer ninths for my administrative service (e.g. department chair, associate dean). How will administrative ninths be affected by participation in the program?  
A: To maintain equity with other part-time faculty administrators who may not be participating in the program, funding for administrative summer salary will continue to be allocated based on the covered compensation amount (scale rate plus off-scale). However, participants will be eligible to receive up to 3/9ths of the Total UC Salary rate (including negotiated increment) during the summer period based on the availability of appropriate funding.
4. Q: Can I receive a portion of my summer salary during the month of June?  
A: No, summer salary under the GCCP may only be issued in July, August, and September (7/1 – 9/30 pay period).

### Leaves

1. Q: Can I take a sabbatical leave while participating in the program?  
A: Yes, but only if the leave was approved as part of the salary negotiation.
2. Q: At what rate will my sabbatical leave be paid?  
A: You will be paid at the Total UC Salary Rate in effect during the period of the leave, however, core funding may only be used for the covered compensation (scale rate plus off-scale) portion of your salary, less the contingency fund contribution. The balance of salary must be paid on extramural funds as a sabbatical leave supplement.
3. Q: During a leave of absence (e.g. sabbatical), am I still assessed the 10% contingency fund contribution?  
A: Yes.
4. Q: What happens if I need to go on medical leave while participating in the program?  
A: You will be paid at the salary rate in effect during the leave. The University is under no obligation to continue the negotiated salary increment if the medical leave extends into the next salary negotiation cycle. If any funding source restrictions preclude payment of medical leave, the department must provide unrestricted funds to ensure full payment of the Total UC Salary Rate.

### Teaching

1. Q: Is participation in the Faculty Leverage Program (FLP) allowed in conjunction with the negotiated salary program?  
A: No, course buyout requests will not be permitted while participating in the Negotiated Salary Increment Program. Participating faculty will be expected to meet all normal teaching, research, and service obligations.
2. Q: Can I include planned Overload Teaching compensation as a fund source?  
A: Yes, the Overload Teaching funding may be used as a fund source for the program. An approved Overload Request form must be on file prior to the salary negotiation. The appropriate number of consulting days must be forfeited as per APM 025.
3. Q: Can I receive additional compensation for Overload Teaching if it was not included as a fund source for my negotiated increment?  
A: Yes, but it would be as a separate payment when the course is taught. It will not be included in the "Total UC Salary Rate."

4. Q: How will a “normal” teaching load be defined?

A: The department will use the Course Load and Student Direction form to confirm that the participant is maintaining a normal teaching load. As teaching loads can fluctuate from year to year, the average load for the three-years prior to the negotiated salary effective date will be a guide for what is considered “normal”.

**Research Expenditures, Research Group Support and Graduate Support – new requirements starting 2018-19**

Revisions to the worksheet reflect the new reporting requirements.

Departments will continue to be required to compare levels of graduate support provided during program participation to what was provided in the previous years as well as what the norm is for the discipline. Any significant changes in student support levels must be explained.