

Vice Chancellor-Student Affairs Salary Increase Criteria for Hiring Salary, Reclassifications and Equity Increases

Effective February 1, 2005

For employees Covered by PPSM (non-exclusively represented):

The Vice Chancellor-Student Affairs (VCSA) will fund increases up to the 5% level of current documented salary. *

A request for an increase over 5% must meet at least one of the following exceptional salary increase criteria:

1. Vulnerability Control: Critical positions required for accountability, risk management, safety and regulatory compliance.
2. Highly Marketable: Specialized professional and/or technical skills that are in great demand.
3. Individual uniquely experienced and qualified to contribute to the achievement of a Student Affairs priority objective or strategic goal.
4. Other important considerations:
 - A. Internal unit and Student Affairs-wide equity considerations
 - B. Sole qualified candidate for a position requiring immediate filling
 - C. Retention
 - D. Extent of higher-level functions undertaken compared to prior position

**The VCSA may enter into cost-sharing arrangements with departments for salary increases over the standard 5%. Generally, departments will be expected to assume all or part of this portion of the salary increase. Department funding capacity and strength of criteria met will be taken into consideration for funding decisions.*

For Exclusively Represented Employees:

Salary increases are subject to collective bargaining agreements in effect at the time.