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October 15, 2014

ASSOCIATE CHANCELLOR WILLIAMS

RE: Delegation of Authority-Management and Senior Professional Program

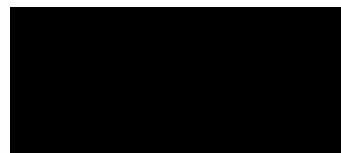
Effectively immediately, you are hereby delegated authority to approve above-midpoint salaries up to the maximum of the salary grade range, but not to exceed 25% in the fiscal year (except as required to reach range minimum). Market salary analysis and internal equity considerations will be used in the setting of salaries or granting of compensation increases for the following:

- Initial appointments
- Promotions
- Reclassifications
- Equity adjustments

This authority is granted for employees in the PSS/MSP program, grades 15 through 30, within the Chancellor's control unit. The approval processes above midpoint should be in consultation with the Assistant Vice Chancellor - Human Resources or their designee.

Requests for increases that would exceed the 25% fiscal year limit will require my approval and should be forwarded to Wanda Ellison Crockett, who will coordinate the process.

This delegation may not be re-delegated.



Nicholas B. Dirks

cc: Assistant Vice Chancellor Raymond
Deputy Associate Chancellor Ellison Crockett
Campus Delegations Coordinator Van Cleave Smith