University College Special Administrative Components Policy
(rev. February 2019)

University College awards Special Administrative Components (SACs) for the following positions. In all cases, the SACs are paid only so long as the person is in the position. We recognize that the time commitment required in these positions comes at the cost of research and teaching productivity, productivity that may be rewarded through merit raises when funding is available. As a result, the base salaries of faculty members who agree to take on these roles can be adversely affected.

Existing SAC levels were established by a prior dean. Moving forward, and through the establishment of the guidelines below, we will renegotiate these amounts to assure that they reflect the time, including time spent during the summer, for each of these critical contributions to our mission, and the interruption in academic advancement (and possible merit increases to base) that these services impose. In addition to these considerations, equity and the impact of the SAC on a faculty member's total compensation will be considered. It is important to note that as administrators in University College have an academic home in other colleges that a mixture of SAC and course buyouts are used to create an equitable situation for all involved in the appointment.

1. Associate Dean for Curriculum. The Associate Dean for Curriculum in UC earns a $32,000 SAC during the academic year. The Associate Dean is responsible for all curriculum development, including recruiting and retaining faculty, providing professional development to faculty, developing innovative curricular approaches to enhance the success of UC students, forecasting demand for UC-sponsored courses, managing the budgets of multiple initiatives that reside in UC and interfacing with colleges and departments campus wide to coordinate multi-disciplinary offerings. The Associate Dean for Curriculum is responsible for assessing learning in first year seminars and learning communities. The Associate Dean for Curriculum also serves as a core member of the

The SAC for this position reflects her 1/4 time commitment to UC during the academic year. The current Associate Dean’s term will extend for three years and can be renewed at the completion of each term. The Associate Dean for Curriculum retains a full FTE appointment in her home college and will complete all duties as assigned in that unit.
2. **Associate Dean for Pre-Professional Programs & Development.** The Associate Dean for Pre-Professional Programs & Development earns a $30,000 SAC during the academic year. The Associate Dean is responsible for all programming, developing new initiatives, handling student grievances and developing innovative curricular approaches to enhance the success of UC students. The Associate Dean for Pre-Professional Programs & Development is responsible for assessing learning in engaging in their programs and serves as a core member of the UC Leadership Committee.

The SAC for this position reflects his .21 FTE time commitment to UC during the academic year. The current Associate Dean’s term will extend for three years and can be renewed at the completion of each term.