

UC San Diego General Campus Compensation Plan (GCCP) SIO Implementation Guidelines (updated 12/18/14*)

*This is an update to the Scripps guidelines provided by Jeff Gee and Lisa Tauxe in early 2014. Changes are ***bolded and italicized***.

In fiscal year 2013/14, SIO began participating in a five-year trial implementation of UCSD's General Campus Compensation Plan (GCCP), which allows SIO professors to receive permission to use their own grant money to supplement their UC base salary. General guidelines for the program can be found at: <http://academicaffairs.ucsd.edu/aps/compensation/gccp.html>.

In addition to the campus guidelines, SIO participants are subject to the following conditions:

- GCCP salaries are not automatically renewed; you must reapply each year.
- Only non-State funds can be used to apply for the program. For example, startup, retention, or banked funds may not be used ***to establish eligibility for participation in the program***.
 - ***If a participant encounters circumstances that preclude him/her from utilizing planned fund sources during the annual negotiated period, then startup, retention, banked funds, and/or other unrestricted discretionary funds under the participant's control must be used to cover shortfalls before funds are provided from the contingency pool.***
 - ***During a leave of absence, sabbatical, medical leave or in the event of a funding shortage, the 10% contingency fee will continue to be assessed.***
- The extra GCCP salary component shall not exceed 15% of the UC base salary and the total salary shall not exceed UC faculty limits.
- The GCCP option is only available to professors in "good standing," e.g., satisfactory reviews, on-time proposal submission, fulfilling teaching and service obligations and having no overdue agency reports or required training. See GCCP UCSD implementation guidelines for more information.
- To ensure that grant funds are not diverted from graduate student support, participants must support (fund) at least one graduate student and not use any SIO Department funding for graduate student support. External funding must be in place to support graduate students currently budgeted.

Individuals interested in applying for the program will need to follow the instructions and adhere to the deadlines provided by the Academic Personnel Office each year. The process includes the following:

- (1) Complete and sign the SIO GCCP request form, in which you will self-report your compliance with some of the above conditions, and submit to your MSO.
- (2) Your MSO will review your grant support and verify that you have sufficient funds to cover your request, including benefits, for the entire year. Assuming you do, your MSO will complete the UCSD GCCP request form, which you will then sign.
- (3) Your MSO will send both the SIO and UCSD GCCP forms to Lil Dockery.

Unfortunately this campus-wide program is not currently available to Researchers. SIO is continuing to advocate for allowing members of the Research Series to participate.