Basic Information Regarding Academic Program Units (APUs)
(Updated 10/08/04)

1. The APU was created to permit Health Sciences faculty to "cover" more of their income with benefits. Benefits include retirement as well as other benefits.

2. APUs were first created ~10 years ago and defined "groups" based on common academic interests and job functions. They specifically were not created based on income level.

3. Compensation levels within an APU are tied to academic level. APUs range from level 0 (where covered compensation = 1.0*X) to level 9 (where covered compensation = 2.25*X).

4. In prior years, a tax was levied by Systemwide Administration of 14.91% on compensation above APU level 3. However, for the past three years, this tax was waived.

5. After the Uniplan adoption, APUs may include clinical and pre-clinical faculty. An APU must include more than one faculty member.

6. No state funds can be used for to supplement salary levels above APU level 0 that include X´ and Y´ components. However, grant income, consulting income and clinical funds may be used for such compensation. (Note that NIH dollars may not be used to pay the tax levied on compensation above APU level 3. Currently, funds administered by UCSD, VA or VMRF can be used to cover salary components, X, X´, and Y´, but UC is currently reviewing this matter.

7. Other members of an APU must supplement the salary of a member who falls below the specified level due to loss of income due to, for example, loss of a grant or loss of clinical income. The group may then request "payback" of such support at a later date.

8. A Uniplan member may take one step up and an unlimited number of steps down in a given year (although such steps may not be prudent). However, once an APU is set it should remain for several years or else the appearance will be that it is driven solely by money. When setting up an APU, the Dean's office typically likes to see a business model for how the members will support it for 3-5 years.

9. There is no specified number of years of support a faculty member must have from grants to joint a particular APU.