

June 4, 2014

ACADEMIC SENATE MEMBERSHIP

Dear Colleagues,

Yesterday, June 3, 2014, the Representative Assembly approved the following motion 57 in favor; 11 opposed:

"We support Step-Plus System implementation effective July 1, 2014, for all Academic Senate titles. Our understanding of the system is based on the descriptions provided in the "Step Plus System for Personnel Actions, and Guidelines for Advancements Under the Step-Plus System – Academic Senate Titles" documents. To ease the transition, members should have the option to request an 'acceleration in time' under current rules for their first action during the three-year period ending June 30, 2017.

The Representative Assembly directs the Executive Council to appoint a task force charged with reviewing the Step-Plus System including an assessment of whether the efficiency and efficacy envisioned was achieved. The review will commence in early 2016-2017. The task force will seek endorsement of its report during the April 2017 (spring) Representative Assembly meeting."

The documents referred to in the motion are posted on the senate website: <http://academicssenate.ucdavis.edu/divisional-resources/Step%20Plus.html>. Note that the motion includes the provision that faculty may request an acceleration-in-time under the current rules for their first action during a three year transition period.

The affirmative Representative Assembly vote officially advises the Chancellor that the Davis Division of the Academic Senate supports moving forward with Step-Plus System implementation. The Academic Senate leadership will assist with the implementation as needed. Chair-elect Knoesen has indicated he will ask Vice Chair-elect Goodhue to lead the Academic Senate's Step-Plus System implementation in 2014-2015. Her task includes developing a plan and process by which the required Step-Plus System review will occur in 2016-2017. In addition, a workgroup will be formed to monitor and advise the implementation of Step Plus.

Step Plus is the result of a the hard work of a great number of senate members, assisted by dedicated staff and the administration, in response to a resolution of the Representative Assembly (passed June 3, 2011), which called for simplifications in the academic personnel process. I would like to thank the members of the Academic Senate Taskforce on Simplifying the Personnel Process (STAPP), the Academic Personnel Streamlining Implementation Workgroup (APSIW), and the Joint Senate-Administration Workgroup on Step Plus Policies and Procedures (SAWSPPP), for their creative and meticulous work.

At yesterday's meeting, following another recommendation by STAPP and APSIW, the Representative Assembly also voted to recommend that extramural letters no longer be required for advancement the Professor Step 6 which, however, remains a 'barrier' step as described in APM 220.

Sincerely,



Bruno Nachtergaele, Chair  
Davis Division of the Academic Senate  
Professor: Mathematics