

May 9, 2013

SANDI GLITHEROCase Coordinator
Office of Academic Affairs**RE: UCD APM 620: Policy and Procedure for Administration of Off-Scale Salaries**

The proposal was forwarded to all Davis Division of the Academic Senate standing committees and Faculty Executive Committees within the schools and colleges for comment. Detailed responses were received from Committee of Academic Personnel – Oversight, Committee on Elections, Rules and Jurisdiction, and Faculty Welfare, as well as the Faculty Executive Committee from the College of Letters and Science.

On page 4, section 620-18.a. it reads, “The Vice Provost – Academic Affairs has the discretion to reduce the off-scale, in the event of a second, consecutive five year review that is negative, regardless of the outcome of the previous five-year review.” We find this sentence unclear. Is this three-5 year reviews, or two-5 year reviews? If it is a second negative review, why does the language state “...regardless of the outcome of the previous five-year review?” If it is three negative reviews, the language needs to be clarified in the policy. Please rewrite this section.

Respondents also questioned the meritorious off-scale which is the rough equivalent of an “early” one step merit. We wonder if this is consistent with the new Streamlining of the Academic Personnel Process (STAPP) position on accelerations endorsed by the Davis Division of the Academic Senate. Indeed, we ask that the entire policy be reviewed to assure consistency with the STAPP recommendations endorsed to reduce the number of acceleration requests.

Finally, “appointee” was substituted for faculty member without any explanation for why this new term was necessary. We assume that appointee subsumes the category of faculty member and includes a broader employee classification. The final draft would benefit from clearly defining the individual(s) who will be characterized as appointees under this new policy.

Sincerely,



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