



Davis Division Academic Senate

Request for Consultation Responses

UCD APM 620: Policy & Procedure Administration of Off-Scale Salaries

April 24, 2013

Sections of policy that have not been used for many years have been removed. The most significant change to this policy is the removal of many of the off-scale reduction rules.

CAP Oversight Committee

April 12, 2013 9:57 AM

Response continued on next page.

**UC DAVIS: ACADEMIC SENATE
Committee on Academic Personnel - Oversight**

April 10, 13

UCD APM 620: Administration of Off-Scale Salaries

The Committee on Academic Personnel has reviewed the proposed modifications to APM 620, "Administration of Off Scale Salaries", and finds that such changes, if adopted, would not materially impact the work of the committee.

Council of School & College Faculty Chairs (LS: HACCS)

April 8, 2013 8:02 PM

Response continued on next 2 pages.

College of Letters and Science
Faculty Executive Committee
Consultation Report on APM 620: Policies and Procedures for Administration of Off-Scale Salaries

The L&S Faculty Executive Committee (FEC) has some questions about the proposal for administering off-scale salaries.

On page 4, the document reads:

620-18 Review of off-scale salaries

a. Policy

All off-scale salaries other than those governed by Section UCD-620-12 are granted and continued through advancement to an Above-scale salary, unless there is a prior special agreement in place. 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.

It is not clear what is meant by the last sentence concerning consecutive five year reviews. If it means 2 consecutive negative 5 year reviews, what does “regardless of the outcome of the previous five-year review” mean? Please rewrite this section.

We also raise a question about the meritorious off-scale which is the rough equivalent of an “early” one step merit. We wonder if this is consistent with the new STAPP position on accelerations. Indeed, we hope that the entire policy is consistent with the recommendations made in STAPP to reduce the number of accelerations.

Elections, Rules & Jurisdiction

April 3, 2013 10:46 AM

CERJ has reviewed the proposed amendments to UCD APM 620: Policy and Procedure Administration of Off-Scale Salaries. CERJ agrees that the language in 620-18(a) is not clear as to when the negative event actually occurs. Specifically, the following sentence is ambiguous and not clear:

“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.”

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?” Furthermore, if it is three negative reviews, the language needs to be clarified in the policy.

Faculty Welfare

April 24, 2013 3:58 PM

Response of the Faculty Welfare Committee to the Proposed Revision of APM 620

The Faculty Welfare Committee did not identify any serious shortcomings with the suggested changes in the Policies and Procedures for Administration of Off-Scale Salaries or APM 620. Yet one alteration in terminology was puzzling. "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 individuals who will be characterized as appointees under this new policy.

Graduate Council

February 22, 2013 5:11 PM

No response at this time.

Planning & Budget

April 3, 2013 10:46 AM

No response at this time.

Research

April 3, 2013 10:47 AM

No response at this time.