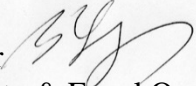


UCRIVERSIDE UNIVERSITY OF CALIFORNIA | **Academic Senate**
COMMITTEE ON DIVERSITY & EQUAL OPPORTUNITY

November 20, 2013

To: Jose Wudka, Chair
Riverside Division of the Academic Senate

From: Zhenbiao Yang, Chair 
Committee on Diversity & Equal Opportunity

Re: **Systemwide Review of Proposed Revisions to the Academic Personnel Manual 600 series**

The Committee on Diversity and Equal Opportunity reviewed the proposed changes to the APM sections 290, 510, 650, 661, 662, 666 and expressed the following concerns:

APM – 650, Technical Assistants Projects

- The committee suggests more flexibility should be allowed for pay levels on technical assistants projects to keep UCR competitive.

APM – 661, Additional Compensation: Summer Session Teaching

- The committee has concerns with the change in compensation from 1/11th to 1/12th in section 661-16.b. The new language places inequities on the amount two faculty of the same standing can earn if they both complete an equal amount of teaching during a summer session.
- To ensure policies are being applied equitably, the committee suggests that section 661-18-a be changed to add “each campus shall determine the formula by which pay is calculated *and post at the campus level*”

APM – 666, Additional Compensation; Honoraria

- The committee would like express concern that the 10% annual additional compensation threshold seems unfair due to the variances in salary levels.