



CHAIR, ACADEMIC SENATE
RIVERSIDE DIVISION
UNIVERSITY OFFICE BUILDING, RM 225

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November 27, 2013

William Jacob, Chair, Academic Council
1111 Franklin Street, 12th Floor
Oakland, CA 94607-5200

Dear Bill:

**RE: Final Systemwide Review of Proposed Revised Academic Personnel Manual
Section IV, Salary Administration (APM – 600 Series)**

Dear Bill,

Several committees of the Riverside Division opined on the proposed changes to the various section of the APM under consideration. The following is a summary of the recommendations and concerns:

APM 510: Section 16.d merits a clarification as to which campus covers the sabbatical leave for cases where a faculty member takes leave at another UC campus. In section 18 step c is unnecessary and conflicts with step g

APM 650: there is a concern that the restriction on the pay levels for technical assistants would decrease the competitiveness of the campus

APM 661: we suggest that the calculation in section 16.b be maintained using 1/11th of the yearly salary instead of 1/12th as the first more accurately reflects the monthly salary. In addition the language under "Health Sciences Compensation Plan" is unclear and incomplete as there are other paths for earning additional salary.

APM 662: Section 8 should address teaching by emeriti. In Section 16.b there is no reason to forbid compensation for faculty who volunteer to teach extra courses, but to allow it if they are requested to do so In section 17.i it is unclear why the podium hours are instead of credit hours

APM 666: there is concern that the 10% cap might cause inequities due to difference in salaries of the affected faculty. The proposed language would restrict issuing honoraria to undergraduate program reviewers in the home campus, which is not an issue at UCR, but

might be so at other campuses. In addition (sect. 24.b) the requirement that the chancellor notify the campus may present an unwarranted burden. Finally, there was a concern that faculty may put receiving honoraria as a condition for visiting other UC campuses

Sincerely yours,

Jose Wudka

Professor of Physics & Astronomy and Chair of the Riverside Division

CC: Martha Kendall Winnacker, Executive Director of the Academic Senate
Cynthia Palmer, Director of UCR Academic Senate office

UCRIVERSIDE UNIVERSITY OF CALIFORNIA | **Academic
Senate**
COMMITTEE ON ACADEMIC PERSONNEL

November 18, 2013

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

From: George Haggerty, Chair 
Committee on Academic Personnel

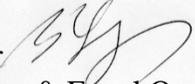
**Re: Systemwide Review of Proposed Revisions to the Academic Personnel
Manual 600 series**

On November 18, 2013, CAP voted unanimously to approve the proposed changes the APM 600 series and has no further recommendations (+10-0-0).

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.



November 18, 2013

To: Jose Wudka, Chair
Riverside Division

Fr: Ward Beyermann, Chair
Committee on Educational Policy

A handwritten signature in black ink that reads "Ward Beyermann".

Re: Systemwide Review of Revisions to APM 600

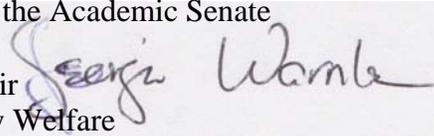
The proposed changes to APM 600 were sent to the members of Educational Policy for feedback. The limited response was neutral with one concern regarding a potential impact on CEP's practice of issuing honoraria to external undergraduate program reviewers. However, Section 666-8A does allow honoraria for reviewers, provided the review is not on their home campus, and this is always the circumstance when CEP issues honoraria.

UC RIVERSIDE UNIVERSITY OF CALIFORNIA | **Academic Senate**
COMMITTEE ON FACULTY WELFARE

November 19, 2013

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

From: Georgia Warnke, Chair
Committee on Faculty Welfare



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

At its November 14th meeting, the Committee on Faculty Welfare reviewed the proposed changes to the APM sections 290, 510, 650, 661, 662, 666 and recommends the following:

APM – 510, Intercampus Transfers

- The committee would like clarification on section 510-16-d regarding which campus pays out the sabbatical leave if it is accumulated at one campus and then the faculty member returns to service at another UC campus.
- In section 510-18, the insertion of step C adds an unnecessary step and directly conflicts with step G.

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 wording “one-twelfth per month of the annual salary” versus “one-eleventh of the annual salary” is unclear.

APM – 662, Additional Compensation: Additional Teaching

- The committee has concerns with section 662-8 as it does not address the teaching contributions made by emeriti faculty.
- The committee would like clarification regarding section 662-16-b. It is unclear why faculty cannot be compensated if they volunteer to take on an extra course whereas they can be compensated if someone else asks them to take on the extra course.
- The committee would like clarification on section 662-17-I regarding why podium hours are used in place of credit hours.

APM – 666, Additional Compensation; Honoraria

- Section 666-24-b states “the Chancellor of the sponsoring campus must notify the home campus of the activity in advance of the activity being performed”. The committee felt the provision that the Chancellor be involved is unduly burdensome.

November 22, 2013

TO: Jose Wudka, Chair
Riverside Division

FR: Lynda Bell, Chair *Lynda S. Bell*
Graduate Council

RE: Systemwide Review of Proposed Revisions to the Academic Personnel Manual – APM 600

The Graduate Council discussed the proposed revisions to the APM at their November 21, 2013 meeting.

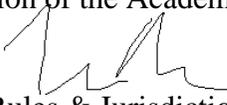
The language used in APM 661 regarding the possibility of additional salary for medical school faculty (under the Health Science Compensation Plan) to teach in the Summer is not clear and does not completely address all ways in which additional salary can be earned.

Graduate Council was concerned about APM 666 that allows payment of honoraria to UC faculty when they visit other UC campuses (or even on occasion, when they perform additional duties on their home campuses). Graduate Council worries that some faculty may request high honoraria payments in order to visit another campus, amounts greater than some UC campuses can afford. Graduate Council urges that suggestive language be added to APM 666 that says UC faculty should not take the offering of an honorarium as a condition of their acceptance to speak or visit another UC campus.

UCRIVERSIDE UNIVERSITY OF CALIFORNIA | *Academic
Senate*
COMMITTEE ON RULES AND JURISDICTION

November 19, 2013

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

From: Ziv Ran, Chair 
Committee on Rules & Jurisdiction

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

The Committee on Rules and Jurisdiction has considered, but has no comments to offer on the numerous editorial and organizational changes found in the current round of changes to APM 290, 510, 650, 661, 662, and 666.