



January 24, 2014

To: Kenneth Barish, Chair
Committee on Planning and Budget

George Haggerty, Chair
Committee on Academic Personnel

Georgia Warnke, Chair
Committee on Faculty Welfare

Fr: Jose Wudka, Chair
Riverside Division

A handwritten signature in black ink, appearing to read "J. Wudka".

Re: Changes to the Campus Off-Scale Policy

Please see the attached proposal for changes to the campus Policy on Off-Scale Salaries for Merit/Promotion/Retention Actions.

Comments should be limited to the changes only (as indicated by strike-through, underlined and colored text).

Please submit your comments by Friday, February 14, 2014.

Policy on Off-Scale Salaries for Merit/Promotion/Retention Actions ~~Effective July 1, 2010~~

~~Governing Document~~ Policy Reference: ~~APM 620~~ ~~APM 620~~

Related Campus Policy: UCR Call; Resource Planning, and Budget Faculty Salary Funding Policy

Policy ~~Revision~~ Effective Date: July 1, 2013

Policy Effective Date: July 1, 2010

In accordance with APM 620, Off-Scale (O/S) Salaries (~~O/S~~) for Appointments and Advancements, O/S salaries are to be approved in exceptional situations as the significance and value of the UC salary scales are to be preserved. O/S is typically awarded only at appointment or retention. Departments or Deans should not propose O/S for existing faculty unless this action is supported by extraordinary circumstances or extraordinary accomplishment of the candidate. The Executive Vice Chancellor and Provost, as the Chancellor's designee, has responsibility for providing campus policy regarding O/S.

O/S salaries for appointees and additional O/S salaries for current faculty given during merit/promotion/retention actions that were effective July 1, 2010, were awarded under the condition that "this O/S will be maintained as long as satisfactory academic progress is made." The policy for establishing whether these criteria have been achieved is as follows:

Satisfactory Academic Progress: (1) A positive outcome on a reappointment, merit, promotion, or advancement action. (2) An assessment of positive (or qualified positive) on an appraisal. (3) An assessment of satisfactory (or satisfactory with qualifications) on a quinquennial review.

Unsatisfactory Academic Progress: (1) A negative outcome on a reappointment. (2) A negative outcome on an on-time or decelerated merit action. (3) An assessment of negative on an appraisal. (3) An assessment of unsatisfactory on a quinquennial review.

The following actions are **not** considered unsatisfactory academic progress: (1) **Negative outcomes on the first review of a first merit action for an Assistant Professor.** (2) Negative outcomes on accelerated merit/promotion/advancement actions **for faculty at any rank.** (3) Negative outcomes on on-time or decelerated promotions where the candidate is assessed as demonstrating performance that is deemed satisfactory (or satisfactory with qualifications) using the criteria of a quinquennial review. (4) Negative outcomes on advancements to ~~Professor~~, VI, ~~Professor~~, Above Scale, or ~~Within~~ ~~Prof-essor~~ ~~Within~~ Above Scale where the candidate is assessed as demonstrating performance that is deemed satisfactory (or satisfactory with qualifications) using the criteria of a quinquennial review. (5) Negative outcomes on Career Reviews. (6) Deferral of a merit action. The final decision whether a candidate is demonstrating performance that is deemed satisfactory (or satisfactory with qualifications) using the criteria of a quinquennial review will be made by the Executive Vice Chancellor and Provost.

Actions Required for Unsatisfactory Academic Progress: (1) The first assessment of unsatisfactory academic progress will result in the loss of one half of the O/S salary subject to this policy up to a maximum of \$20,000 (whichever is the lesser). (2) The second consecutive assessment of unsatisfactory academic progress will result in loss of the remaining amount of the O/S salary subject to this policy up to maximum of \$20,000 (whichever is the lesser). (3) In cases where an O/S salary increment remains after two consecutive assessments of unsatisfactory academic progress, the reductions in O/S salary subject to this policy will continue as outlined in

points 1 and 2 for subsequent consecutive assessments of unsatisfactory academic performance. (4) In cases of nonconsecutive assessments of unsatisfactory academic performance, the policy outlined in points 1-3 will be applied to the remaining (current) O/S salary. All decreases in O/S will be effective July 1st, the same date as the negative outcome.

Off-Scale Salary Reduction Methodology

Off-Scale salaries effective July 1, 2010 and after will be adjusted per the paragraph above including the range adjusted and market adjusted amounts.

Example

\$10,000 O/S effective July 1, 2010, receives a 2% increase bringing O/S up to \$10,200, (1) Initial negative outcome, \$10,200 O/S reduced by half to \$5,100, (2) Second negative outcome results in loss of remaining O/S amount \$5,100.