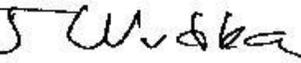




April 22, 2014

To: George Haggerty, Chair Committee on Academic Personnel
Georgia Warnke, Chair Committee on Faculty Welfare
Zhenbiao Yang, Chair Committee on Diversity and Equal Opportunity

Erica Edwards, CHASS Executive Committee
John Levin, GSOE Executive Committee
Barry Mishra, SOBA Executive Committee
Akula Venkatram, BCOE Executive Committee
Ameae Walker, SOM Executive Committee
Gillian Wilson, CNAS Executive Committee

From: Jose Wudka, Chair 
Riverside Division

Re: Review of Campus Off-Scale Policy

As you know the campus adopted a Policy on Off-Scale Salaries which was adopted July 1, 2010 and revised on July 1, 2013 (attached). This is a controversial policy that I believe the Senate should revisit. I am therefore asking your committees to review this policy, to compare with similar regulations in our sister campuses and to provide recommendations that will be discussed by the Senate. In case a consensus is reached the Senate will write a recommendation to the Chancellor.

Please provide your comments and recommendations before June 2, 2014.

University of California Riverside

Policy on Off-Scale Salaries for Appointees and Merit/Promotion/Retention Actions

Policy Reference: [APM 620](#)

Related Campus Policy: [UCR Call](#); Resource Planning and Budget Faculty Salary Funding Policy

Policy Revision Date: [July 1, 2013](#)

[Policy Effective Date: July 1, 2010](#)

In accordance with APM 620, Off-Scale (O/S) Salaries 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. (4) 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 Professor 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

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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 later 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.