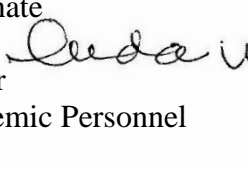


COMMITTEE ON ACADEMIC PERSONNEL

October 29, 2014

To: Jose Wudka
Chair, Academic Senate

From: Linda Walling, Chair 
Committee on Academic Personnel

Re: Changes to APM 330 - Specialist Series

CAP reviewed the proposed changes to APM 330- Specialist Series. The changes significantly clarify the nature of the appointments to the Specialist Series and the research and professional service expectations of this series.

CAP recommends clarifying statements for each of the ranks in the Special Series (APM-330-11). For example, qualifications for a Specialist (APM-330-11-d) is stated such as a “terminal degree” or “ten or more years of experience demonstrating expertise in the relevant specialization”. Terminal degree seems ambiguous; both the MS and PhD are terminal degrees for some fields of study. This expectation as well as the kind of experience that will qualify for “expertise in the relevant specialization” is not clear. In addition, a conflict exists in the timing of promotion for Specialists that are hired at a low level without a terminal degree.

Specialists with highly distinguished accomplishments can advance to Above-Scale. However, this is not indicated in the Specialist Series section APM 330-20 (Term of Employment). CAP recommends that the 4-year terms in Above Scale be included.