

November 14, 2014

To: Jose Wudka, Chair
Riverside Division

From: Sarjeet Gill, Chair, Executive Committee
College of Natural and Agricultural Science

Re: Review of proposed revision to APM 330

The CNAS Executive Committee at their October 21st meeting reviewed APM 330 and found there were inconsistencies in the document (see below the highlighted sections). These sections contradict each other regarding the need for Specialists to do university and public service. It seems that such service is required at the Associate and full Specialist ranks (330-11, Qualifications), but the criteria (330-10) imply that service is optional and not required if it is in conflict with the requirements of the funding source. This could lead to a situation in which a specialist is denied promotion or merit based on lack of university or public service, even though he or she was not permitted to perform such service because of funding restrictions.

These contradiction should be corrected.

APM – 330 Specialist Series

330-10 Criteria

Section C. University and Public Service

Specialists may engage in University and/or public services provided these services comply with the requirements of the candidate's funding source. Such service should be related to the candidate's area of professional expertise and achievement. Service activities may be at the level of the department, the organized research unit (ORU), the college/school/division, the campus, the University, and/or the public. For example, specialists may serve as a liaison with and respond to the needs of various industry organizations, state and federal agencies, and other external groups on issues related to their area of expertise. At the Junior and Assistant Specialist ranks, University and/or public service may be minimal.

330-11 Qualifications

c. Associate Specialist

Appointees to the Associate rank should possess a master's degree (or equivalent degree) or five to ten years of experience demonstrating expertise in the relevant specialization. Associate Specialists are normally expected to have a record of academic accomplishments, including contributions to publishable research in the field and a demonstrated record of University and/or public service.

d. Specialist

Appointees to the full Specialist rank should possess a terminal degree (or equivalent degree) or ten or more years of experience demonstrating expertise in the relevant specialization. Specialists at full rank are normally expected to have a significant record of academic accomplishments, including contributions to publishable research in the field, professional recognition in the field, and a demonstrated record of University and/or public service.

