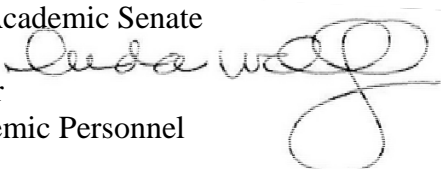


COMMITTEE ON ACADEMIC PERSONNEL

January 29, 2015

To: Jose Wudka
Riverside Division Academic Senate

From: Linda Walling, Chair 
Committee on Academic Personnel

Re: Revised guidelines for Target of Excellence (TOE) program

At its meeting on January 26, 2015, the Committee on Academic Personnel discussed the revised guidelines for the Target of Excellence (TOE) program and does not support the current changes (+0-9-0).

The committee has some reservations about the ambiguous language in step 2 of the approval process concerning the anticipated source of funding for salary and start-up. The committee thinks the source of funding for TOE appointments needs to be transparent and clearly state whether the source of funding for these appointments comes from the current college/department budget or if the funds are now with the Provost and Executive Vice Chancellor.

CAP found the sentence structure in step 3 of the approval process to be confusing and suggests the following language:

Materials are reviewed by the Vice Provost for Academic Personnel, and rapid, informal consultation takes place with the Committee on Academic Personnel (CAP), the PEVC and Chancellor.

In light of a recent TOE file that came forward this year, the committee feels the revised guidelines should also address the procedure for spousal hires that are connected to TOE appointments. Specifically, a request for a search waiver should be required for the spouse.