



Daniel L. Simmons
Telephone: (510) 987-0711
Fax: (510) 763-0309
Email: Daniel.Simmons@ucop.edu

*Chair of the Assembly and the Academic Council
Faculty Representative to the Board of Regents
University of California
1111 Franklin Street, 12th Floor
Oakland, California 94607-5200*

August 15, 2011

**SUSAN CARLSON
VICE PROVOST, ACADEMIC PERSONNEL
UNIVERSITY OF CALIFORNIA**

Re: APM 510: Intercampus Transfers

Dear Susan:

The University Committee on Faculty Welfare (UCFW) recently examined the restrictions in APM 510 on salary increases with respect to intercampus faculty transfers, which are relatively rare (approximately 15 per year). APM 510 restricts any salary increase to no more than one step for intercampus transfers. UCFW concluded that limiting both the step increase and the base pay increase unnecessarily dampens intercampus recruitments and transfer. In addition, it has the consequence of weakening the recruiting campus' efforts to enhance its programs. It may also motivate some faculty members to seek employment outside the UC system.

The University Committee on Academic Personnel (UCAP) agrees that limiting salary increases for intercampus transfers may not be a sound policy.

On behalf of UCFW and UCAP, I request that Academic Personnel review APM 510 with the aim of revising it to allow for greater flexibility in intercampus transfers.

Thank your assistance in this matter. For your reference, I have enclosed correspondence from UCFW and UCAP. Please do not hesitate to contact me if you have any questions.

Sincerely,

A handwritten signature in cursive script that reads "Daniel L. Simmons".

Daniel L. Simmons, Chair
Academic Council

Copy: Academic Council
Martha Winnacker, Academic Senate Executive Director

Encl. 1



UNIVERSITY COMMITTEE ON FACULTY WELFARE (UCFW)
Joel Dimsdale, Chair
jdimsdale@ucsd.edu

Assembly of the Academic Senate
1111 Franklin Street, 12th
Oakland, CA 94607-5200
Phone: (510) 987-9466
Fax: (510) 763-0309

July 1, 2011

**DANIEL SIMMONS, CHAIR
ACADEMIC COUNCIL**

RE: Intercampus Transfers and APM 510

Dear Dan,

Intercampus transfers of Faculty are relatively rare (~15/year) and are regulated by an Appendix to [APM 510](#). The appendix puts considerable restraints on the salary that the recruiting campus can offer to an existing UC faculty member.

Appx. A. 2.a. The recruiting campus may offer a salary of no more than one step, or the equivalent of one step, above the faculty member's current salary. If the faculty member's current salary is an off-scale salary, the recruiting campus may offer the next higher step along with the same percentage increment.

The University Committee on Faculty Welfare (UCFW) has discussed the implications of the step and pay increase limitations included in APM 510. UCFW believes that limiting both the step increase and the base pay increase unnecessarily dampens intercampus recruitments and transfer. If the recruiting campus attaches a greater "value" to a professor than his home campus does, it seems appropriate that the University recognize that increased value. The details of the recruitment would have to be approved by the CAP of the recruiting campus. In most cases, the step would not change, but consideration of local programmatic needs may motivate the campus to offer an off-step component of total salary and this would seem entirely appropriate. Forbidding such augmentation disadvantages the individual faculty member, jeopardizes the recruiting campus' efforts to enhance its programs, and risks motivating highly marketable faculty members to seek employment entirely outside of the UC system.

UCFW has communicated its concerns to the University Committee on Academic Personnel (UCAP), who concur that limiting pay increases absent offers outside of the UC system is a questionable practice. Accordingly, we ask that the Academic Council request Academic Personnel to undertake revisions of APM 510 to allow greater flexibility in intercampus transfers. For your reference, we include communications with UCAP and possible revisions of APM 510.

Please do not hesitate to contact us if you have questions or concerns.

Sincerely,

Joel E. Dimsdale

Joel E. Dimsdale, UCFW Chair

Copy: Susan Carlson, Vice Provost, Academic Personnel
UCFW
Martha Winnacker, Executive Director, Academic Senate

Encls.



UNIVERSITY COMMITTEE ON ACADEMIC PERSONNEL (UCAP)
Ahmet Palazoglu, Chair
anpalazoglu@ucdavis.edu

Assembly of the Academic Senate
1111 Franklin Street, 12th Floor
Oakland, CA 94607-5200
Phone: (510) 987-9466
Fax: (510) 763-0309

July 1, 2011

JOEL DIMSDALE, CHAIR
UCFW

RE: APM 510

Dear Joel,

During UCAP's meeting on May 10th, the committee discussed the two proposals submitted by UCFW for modifying APM 510 that concerns inter-campus faculty transfers.

The first proposal aimed at removing the limit on the one-step limit was unanimously rejected. UCAP finds that the systemwide salary scale is a fundamental component of our advancement system and the rank and of a faculty member represents a shared set of values and standards.

The second proposal which is aimed at removing the limit on off-scale salary component, while keeping the limit on the one-step advancement, was reviewed more favorably. Five members voted in favor of the proposal and four opposed making any change, with one member abstaining. The rationale for the majority was that the off-scale component is effectively decoupled from the salary scale and is used to match the market levels. However, a strong minority believes that no change is necessary in APM 510 and maintaining a limit on both the step and the off-scale salary component preserves the ideals of a single University.

Sincerely,

A handwritten signature in cursive script, appearing to read "A. Palazoglu".

Ahmet Palazoglu, Chair
UCAP

GUIDELINES ON INTERCAMPUS RECRUITING

The Guidelines on Intercampus Recruiting shall be distributed annually to deans, department chairs, directors, and other administrators who are involved in the intercampus recruitment of ladder rank faculty. These Guidelines concern faculty appointment only and do not address appointments to such administrative positions as Department Chair or Dean.

1. Notification

- a. A review for the recruitment of a faculty member from another UC campus cannot proceed at the campus level until the other Chancellor* of the campus from which the faculty member is being recruited has been officially informed.
- b. The Chancellor of the recruiting campus will notify the other Chancellor of the intention to make an offer at the earliest possible opportunity. The Chancellor of the recruiting campus will provide information about the details of the offer in writing as soon as such information is available.
- c. The information provided to the Chancellor must include any and all recruiting inducements, financial or otherwise and regardless of fund source, including the proposed salary, stipends or summer ninths, appointment to endowed chairs, teaching responsibilities and other recruitment incentives.

2. Salary, Rank and Step

- a. The recruiting campus may offer ~~a salary an advancement~~ of no more than one step, ~~or the equivalent of one step,~~ above the faculty member's current salary-step. ~~If the faculty member's current salary is an off-scale salary, the recruiting campus may offer the next higher step along with the same percentage increment.~~
- b. An offer which includes a promotion is permitted ~~if the salary conforms~~ *in conformance* with the requirements set forth in these guidelines.

* Chancellor or designee.

- c. If a stipend is offered in addition to salary, it must be offered for bona fide administrative duties.
- d. In response to the offer, the home campus may counter offer a salary equivalent to that of the recruiting campus.
- e. If, at any time during recruitment, the home campus is reviewing the faculty member for a ~~salary~~ *step* increase to become effective at a later date, the recruiting campus may not offer more than one step above the current ~~salary~~ *step* until the review is complete.
- f. If the home campus review results in a ~~salary~~ *step or rank* increase, the recruiting campus may offer a ~~salary~~ *step and rank* equivalent to the increased ~~salary~~ *step and rank*, even if the increase is more than one step above the ~~salary~~ *step offered* at the time of the initial recruitment effort.
- g. If the faculty member being recruited by another UC campus also is being recruited by an outside institution, then either the home and/or the recruiting UC campus may make a counter offer higher than that described above in order to compete with the outside offer.

3. Start-Up Costs

- a. Presidential approval must be sought if the package of startup costs and other inducements (excluding housing assistance) exceeds \$500,000 for faculty in the laboratory sciences, and \$250,000 for other faculty.
- b. The package shall include all expenditures such as laboratory renovations, research equipment, and summer salary for a faculty member.

4. Office of the President

- a. At any point in a proposed intercampus recruitment, either Chancellor may request mediation or intervention by the Provost and Senior Vice President– Academic Affairs.
- b. If there is a question regarding the application of these guidelines, the Provost and Senior Vice President–Academic Affairs will provide an interpretation of the guidelines.

2. Salary

a. The recruiting campus may offer a salary, *rank and step appropriate for new faculty hires, in accordance with APM XXX*. ~~of no more than one step, or the equivalent of one step, above the faculty member's current salary. If the faculty member's current salary is an off-scale salary, the recruiting campus may offer the next higher step along with the same percentage increment.~~

b. An offer which includes a promotion is permitted if the salary conforms with the requirements set forth in these guidelines.

c. If a stipend is offered in addition to salary, it must be offered for bona fide administrative duties.

d. In response to the offer, the home campus may counter offer a salary, *rank and step* equivalent to that of the recruiting campus. *The recruiting campus may not improve its original offer in response to the home campus offer.*

e. If, at any time during recruitment, the home campus is reviewing the faculty member for a salary increase *independently of the recruitment* to become effective at a later date, *if the review results in a salary greater than that offered by the recruiting campus, the recruiting campus may offer a salary equivalent to the increased salary.* ~~may not offer more than one step above the current salary until the review is complete. The home campus may not increase its salary offer in response to the recruiting campus' matching offer.~~

~~f. If the home campus review results in a salary increase, the recruiting campus may offer a salary equivalent to the increased salary, even if the increase is more than one step above the salary at the time of the initial recruitment effort.~~

g. If the faculty member being recruited by another UC campus also is being recruited by an outside institution, then either the home and/or the recruiting UC campus may make a counter offer higher than that described above in order to compete with the outside offer.

3. Start-Up Costs

a. Presidential approval must be sought if the package of startup costs and other inducements (excluding housing assistance) exceeds \$500,000 for faculty in the laboratory sciences, and \$250,000 for other faculty.

b. The package shall include all expenditures such as laboratory renovations, research equipment, and summer salary for a faculty member.

Comment [RM1]: Number adjusted to reflect current realities.

Comment [RM2]: Number adjusted to reflect current realities.