

# UNIVERSITY OF CALIFORNIA, ACADEMIC SENATE

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SANTA BARBARA • SANTA CRUZ

*Robert L. Powell*  
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*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*

July 17, 2013

## **SUSAN CARLSON, VICE PROVOST ACADEMIC PERSONEL**

Dear Susan:

As we discussed at the June 26 Academic Council meeting, I have enclosed a table of all the comments submitted by divisions and committees on the proposed revisions to APM 600, as well as all of the responses. As we agreed, your office will circulate for review a side-by-side comparison of the current APM 600 and the proposed language with strikeouts and additions noted, as well as the rationale for each proposed change, by September 1. As we agreed, those sections which did not elicit comment can be assumed to be acceptable to the Senate and do not need to be circulated for further review.

We appreciate the opportunity to thoroughly review the proposed amendments to APM 600.

Sincerely,

A handwritten signature in cursive script that reads "R.L. Powell".

Robert L. Powell, Chair  
Academic Council

Cc: Academic Council  
Martha Winnacker, Senate Executive Director  
Janet Lockwood, Academic Personnel Policy Manager

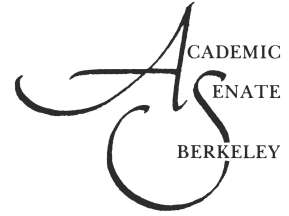
### Senate Comments on Draft Revisions to APM 600

APM Section	Div/Cte	Comment
510	UCB	The provisions of APM 510 related to inter-campus recruitment and hiring merit wider discussion
510	UCB	Opposed to including caps on start-up packages in APM
510	UCSC	No justification is provided why draft APM 510 only applies to Senate faculty, instead of all academic appointees who hold appointments for more than one year.
510	UCSD, UCFW	Consider UCFW's suggestions on intercampus transfers
510-16.b	UCSC	Exempts administrative positions from limits on salary increases when moving to another campus
510-16.b	UCAP	Does not address the stipends for administrative appointments. Deans should not be put into a special category as if they are only administration.
510-18-c	UCD	Clarify "next highest step" - salary equivalent? Merit step?
510-18-c	UCD	Clarify review process for barrier steps
510-18-d	UCD	Implies that a candidate can be promoted and advanced in rank without Senate review and approval. Contradicts APM 220-1
510-18-h	UCD	Specifies that the salary may be more than one step above that at the initiation of the recruitment, but does not indicate that the rank and step might be more than one step higher
600-00	UCSC	"Indexed Compensation Level (ICL)" should be defined in draft APM 600-0
600-4.d	UCSC	Written clarity: jobs and compensation are different things.
600-4.f	UCSC	Written clarity: replace with "A fiscal-year appointment is an appointment for service throughout the calendar year"
600-8	UCSC	Written clarity: badly punctuated and hard to read
600-14	UCSC	Written clarity: subject and verb do not agree
600-14.b	UCSC	Draft APM 600-14.b and draft APM 600-Appendix1 are inconsistent with draft APM 662-9.
600-14.d	UCSC	Compensation for reading and judging manuscripts is described as "additional compensation" and subject to limits on compensation. At present it is dealt with in APM 665 and is exempt from limits, like honoraria.
600-14.e.i	UCSC	The phrase "otherwise than" has been dropped in going from APM 660-16.a to draft APM 600-14.e.i, in error.
600-14.e.iii	UCSC	Written clarity: Employment is not performed. The rest of this item is badly written
600-14.e.v	UCSC	Written clarity: This is incomprehensible.
600-14-3-iii	UCORP	Negotiated Salary Trial Program would be in violation of this draft section
600-18.b	UCSC	Written clarity: "This calculation includes..." We have no idea what this means.

600-20.f	UCSC	Written clarity: "'In unusual circumstances..." This cannot possibly be what is intended.
600-80	UCSC	Written clarity: This whole page is badly written and hard to understand
610	UCSC	General scale increases in academic salaries are moved from the authority of the Regents under APM 610-0.a and b to the authority of the President under draft APM 610-8.a and b. P&T is not aware if this is a delegation of authority approved by the Regents.
620	UCB	The proposed revision to APM 620 extends the possibility of "offscale" (or "decoupled") salaries to all academic appointees with the exception of students and appointees subject to a collective bargaining agreement. We do not review many of these titles. For those titles that do fall under our purview (i.e., Lecturers with Security of Employment and Potential Security of Employment), we cautiously endorse these proposed changes, but we note the importance of developing a clear policy for each campus, both for evaluating eligibility for such decoupled increments and for assessing their magnitude. The proposed revision to APM 620 extends the possibility of "offscale" (or "decoupled") salaries to all academic appointees with the exception
620-0.c	UCSC	This section is deleted from draft APM 620 and should be restored.
620-14	UCSC	Provide justification for including all academic titles as eligible for off-scale salaries
620-16	UCSC	Provide justification for why all limits on off-scale salaries awarded by Chancellors are removed (other than those above the Indexed Compensation Level)
632	UCSC	Summary states that APM 632 is merged in APM 633 in the draft. However, there is no APM 632 in draft.
650	UCSC	Summary lists changes to APM 650, but the draft revised policy is not included.
650-18.a	UCSC	Does the base salary include administrative salary? What is the justification?
661	UCLA	Should be revised to accommodate being paid at the rate in effect at the time of teaching
661-0	UCSC	No justification offered; likely to be a violation of faculty rights
661-14	UCSC	Section requires fiscal year faculty engaging in additional teaching to relinquish an appropriate number of vacation days, but nonfaculty fiscal-year appointees may request the use of vacation days or a temporary percentage reduction in their current appointment. Part-time fiscal year appointees may request a temporary increase in their percentage of appointment. Appointees who hold less than half-time fiscal-year appointments do not have to worry about any of this (presumably as a relic of the existing policy)!
662	UCSC	Draft APM 662 still includes UNEX teaching; 662 and 663 should not overlap.
662-2	UCI	Requiring faculty to teach full loads to be eligible for add'l non-summer teaching is a disincentive
662-9.a	UCSC	Draft APM 662-9.a and 662-9.b are mutually contradictory
662-16.a.i	UCSC	Existing APM 662-16 allows teaching in self-supporting degree programs to result in additional compensation except when it is assigned as part of the faculty member's regular teaching load; the draft disallows this. Is this inadvertent? If not, please justify.

662-17.b.ii	UCLA	incompatible with SR 760, which assigns unit values to courses based on hours of student effort, not podium hours per week
662-17.b.ii	UCSC	incompatible with SR 760, which assigns unit values to courses based on hours of student effort, not podium hours per week
662	UCFW	Because teaching loads vary by discipline, department, and current research load, the overly broad strokes of the revisions grant undue powers to chairs and deans and could be employed arbitrarily. Need definition of teaching load.
662	UCD	Every department must clearly articulate its teaching load to define "normal"
662-9	UCORP	Negotiated Salary Trial Program would be in violation of this draft section
663	UCD	Too much latitude given to department heads to define faculty workload
663-14	UCI	Administrative stipends should not count as UCRP covered compensation
663-14.e	UCC	In draft APM 663-14.e, the "only" is inconsistent with the previous subsection.
664	UCLA	No limit indicated for consulting on University projects; should not be exempt from limits
664-0	UCSC	No limit indicated for consulting on University projects; should not be exempt from limits
666-8.a	UCSC	Allows honoraria for seminars etc. on an appointee's home campus. This is prohibited in existing APM 666-8.a.
667-18	UCAP	The term "negotiated salary" should be removed; it is a trial program.
667-18	UCFW	Internal contradictions between the draft revisions and the Negotiated Salary Trial Program guidelines have not been resolved.
680-0	UCSC	Is it possible to hold a concurrent appointment non-simultaneously?
680-18.b and c	UCSC	Do these apply to faculty who are employed by LBNL during the summer or part time during the academic year? (addressed in draft APM 680-18.d and e)
680-18.e	UCSC	"One-twelfth" conflicts with "one-ninth" mentioned in draft 680-18.d. It is also not clear why a full month of work during the academic year is not to be compensated by one-ninths of the academic year salary.
680-18.f	UCSC	Faculty paid on a fiscal year basis are to be compensated at the rate of one-twelfth of their annual salary if they work during a vacation month, instead of the one-eleventh for grandfathered employees which seems mathematically appropriate.
Appendix 1	UCSC	Appendix 1 is unclear (see #4 on pg. 2 of UCSC's P&T attachment)
Appendix 1	UCSC	Written clarity: What is the difference between "service days" in Appendix 1 and "working days" in Appendix 2?
App. 2, Sec. 1	UCSC	Written clarity: Definition of "Daily Time Factor" is incomprehensible: is it some unspecified percentage of the working days in that month? Or the percentage that the number of working days in the month is of some other unspecified time period?

App. 2, Sec. 1	UCSC	Written clarity: Definition of “Working Day” includes holidays, but the definition of “Day of Absence” is a working day for which payment must be deducted because of absence. Since employees will presumably be absent on holidays, following the instructions of section II would result in a payment that is too low.
App 2, Sec II.2	UCSC	Written clarity: A number of days cannot be a rate.
App 2, Sec II.1	UCSC	Written clarity: “Appointment” is unclear. It should be defined in section I or worded differently.
App 2, Sec III.A.2		Written clarity: Very poorly worded (see item xv on pg. 4 of UCSC's P&T attachment)
App 2, Sec 3		Written clarity: Table in Sec 3 should be a separate subsection B.
App 9		Written clarity: Item 3 is unclear (see item xvii on pg. 4 of UCSC's P&T attachment)



320 STEPHENS HALL  
UNIVERSITY OF CALIFORNIA

May 7, 2013

ROBERT POWELL  
Chair, Academic Council

*Subject: Proposed revision of APM Section IV, Salary Administration (APM 600 Series)*

Dear Bob,

On April 29, 2013, the Divisional Council (DIVCO) of the Berkeley Division considered the proposed revision of Section IV of the APM, concerning Salary Administration. Our discussion was informed by reports of our divisional committees on Budget and Interdepartmental Relations (BIR), and Faculty Welfare (FWEL).

Noting that the revisions are intended to align the APM with current policy implementation, DIVCO endorsed the proposed revisions. In the course of our review, we discussed a few related points, which I bring to your attention.

BIR sounded a cautionary note with respect to the proposed revisions to APM 620:

The proposed revision to APM 620 extends the possibility of “offscale” (or “decoupled”) salaries to all academic appointees with the exception of students and appointees subject to a collective bargaining agreement.<sup>1</sup> We do not review many of these titles. For those titles that do fall under our purview (i.e., Lecturers with Security of Employment and Potential Security of Employment), we cautiously endorse these proposed changes, but we note the importance of developing a clear policy for each campus, both for evaluating eligibility for such decoupled increments and for assessing their magnitude. Like ladder-faculty appointments, such salary setting should include relevant market-based indicators, pension/benefits comparisons, overall “value to Berkeley” assessments, and issues of equity within the unit and across the campus.


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<sup>1</sup> We note that our campus uses the term “decoupling” rather than “offscale,” and that we have our own programs, policies, and practices for instituting these increments. We do not see any revisions proposed at this time that inhibit these campus-specific procedures.

We also discussed APM 510 at length. With respect to imposing a cap on start-up packages, we believe that, in general, such limits do not serve the institution well. Therefore, we are philosophically opposed to their inclusion in the APM.

In its commentary, FWEL discussed the provisions of APM 510 related to inter-campus recruitment and hiring, in particular, limits placed on the salary that a campus might offer to a faculty member on another campus. Given that the University Committee on Faculty Welfare has also raised this issue, we believe that the goals and principles that underlie these provisions merit wider discussion at this time.

Sincerely,

A handwritten signature in cursive script that reads "Christina Maslach".

Christina Maslach  
Chair, Berkeley Division of the Academic Senate  
Professor of Psychology

Cc: Shannon Jackson, Chair, Committee on Budget and Interdepartmental Relations  
Calvin Moore, Chair, Committee on Faculty Welfare  
Aimee Larsen, Manager, Committee on Budget and Interdepartmental Relations



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May 20, 2013

**Robert Powell, Chair**  
Academic Council  
UC Academic Senate  
1111 Franklin Street, 11<sup>th</sup> Floor  
Oakland, California 94607

**RE: Systemwide Review of APM 600 Series: Salary Administration**

The proposal was forwarded to all Davis Division of the Academic Senate standing committees and Faculty Executive Committees within the schools and colleges for comment. Detailed responses were received from the Faculty Welfare Committee and Committee on Academic Personnel - Oversight.

The Davis Division of the Academic Senate does not object with most of the proposed revisions to the APM 600 series. However, one problem did emerge in APM 662 and 663 that deal with the possibility that faculty members could earn extra compensation from teaching courses in addition to their "normal" or "approved" departmental teaching load. To fairly implement this policy, every department must clearly articulate its teaching load so that teaching responsibilities above that baseline can be identified and the faculty paid appropriately for their efforts.

If APM 662 and 663 are enacted, as currently written, department chairs will not have a foundation upon which teaching expectations can be defined and specified when determining whether particular faculty members have earned reduced teaching loads or additional compensation for teaching more than the "normal" load in their unit. Unequal implementation may result in nonconformity with UC policy.

For this reason, we do not support the latitude the changes to APM 662 and 663 give departmental leaders over faculty workload, and suggest revisions limit potential abuse of faculty welfare.

Included with the proposed changes to APM 600 are draft changes to APM 510, RECRUITMENT – Intercampus Transfer. CAPOC finds in Section 510-18, "Rank, Step and Salary," policies that directly affect CAPOC's function. CAPOC recommends clarifying the following sections:

**510-18-c.:** "The recruiting campus may offer advancement and/or a salary increase of no more than one step, or the equivalent of one step, above the transferee's current



salary. If the transferee's current salary is an off-scale salary, the recruiting campus may offer the next higher step along with the same off-scale dollar amount."

The statement that "the recruiting campus may offer the next higher step," could refer to the salary equivalent of a step, not necessarily the actual professorial step, or it could refer to a professorial merit step, in which case CAP would review the appointment. Furthermore, if the recruited faculty member were at a barrier step, e.g., Professor V or Professor IX, this section requires clarification concerning the review process for proposed advancement to Professor VI or Above Scale.

**510-18-d.:** "An offer which includes a promotion is permitted if the advancement and salary increase conform to the requirements set forth in this policy." This statement would include section 510-18-f.: "In response to the offer, the home campus may counter-offer a rank, step and/or salary equivalent to that of the recruiting campus."

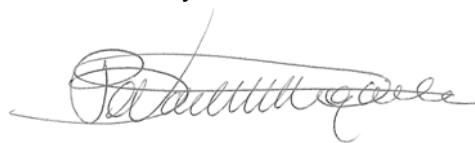
Taken together, the two sections could imply that a candidate can be promoted and advanced in rank without the review and approval of CAPOC on either the home or recruiting campus, thereby bypassing the requirement for such review set forth in APM-220-I. Please clarify to limit this interpretation.

**510-18-h.:** "If the home campus review results in a salary increase and/or advancement, the recruiting campus may offer a salary, rank and step equivalent to the increase even if the increase is more than one step above the salary at the time of the initial recruitment record."

This statement specifies that the salary may be more than one step above that at the initiation of the recruitment, but does not indicate that the rank and step might be more than one step higher.

We recommend revising the above sections to clarify their intent and avoid future confusion of misinterpretations before moving the proposed revisions forward.

Sincerely,

A handwritten signature in dark ink, appearing to read 'Bruno Nachtergaele', with a stylized, flowing script.

Bruno Nachtergaele, Chair  
Davis Division of the Academic Senate  
Professor: Mathematics



Office of the Academic Senate  
307 Aldrich Hall  
Irvine, CA 92697-1325  
(949) 824-2215 FAX

May 15, 2013

Robert Powell, Chair, Academic Council  
1111 Franklin Street, 12<sup>th</sup> Floor  
Oakland, CA 94607-5200

**RE: Systemwide Review of Proposed APM 600: Salary Administration**

At its meeting of May 7, 2013, the Irvine Division Academic Senate reviewed the proposed new policy, APM 600: Salary Administration. The proposed revisions are in response to campus requests to update the APM, correct updated delegations of authority, to make technical corrections identified in past reviews, and to make the series congruent with the overall APM style and format. The following Councils commented on the proposal.

**Council on Faculty Welfare, Diversity, and Academic Freedom (CFW)**

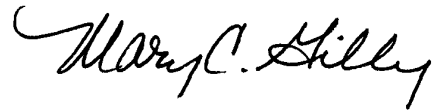
The Council on Faculty Welfare, Diversity, and Academic Freedom (CFW) reviewed the proposed revisions to APM Section IV, Salary Administration. The changes are not submitted for review with the usual strike-outs and underlines. The Council found it quite difficult to review given the modifications span multiple sections of the APM. Consequently the Council had trouble comprehensively reviewing all facets of the changes. Given the summary and intentions of the review, CFW does not oppose the changes. However, the Council wants to emphasize the need to follow conventional formatting to present the changes to the policies and procedures, not only to get useful feedback from the stakeholders, but also to promote transparency and trust among the constituents.

**Council on Academic Personnel (CAP)**

CAP had no objections to most of the proposed revisions, which bring text up to date with current practice and standardize text dealing with salary and compensation throughout the APM. However, CAP recommends that two sections receive more scrutiny and clarification, namely the sections pertaining to Department Chair's compensation and additional compensation for teaching. We are concerned that Section 663-14 makes administrative stipends (e.g. for department chairs) count as UCRP covered compensation. This might be seen as a way of "pension spiking" and also as an

incentive for faculty to hold off taking administrative positions until just before they retire. Section 662-2 says that faculty must teach full departmental loads (even if they normally teach less) before being eligible for additional non-summer teaching compensation. This may give a disincentive for many faculty to take on additional teaching.

The Irvine Division appreciates the opportunity to comment.

A handwritten signature in black ink, reading "Mary C. Gilly". The signature is written in a cursive style with a large, looping initial "M".

Mary C. Gilly, Senate Chair

C: Martha Kendall Winnacker, Executive Director, Academic Senate

April 26, 2013

Robert Powell  
Chair, Academic Council

**Re: Revisions to APM Section IV**

Dear Bob,

Thank you for the opportunity to review and opine upon the proposed revision to the 600 series of the Academic Personnel Manual (APM Section IV). This matter was reviewed by the Council on Planning and Budget (CPB) as well as the Executive Board. I am attaching the response from CPB, which the Executive Board endorses. I will also take this opportunity to elaborate on some of our concerns.

- **APM 661.** CPB noted that “In APM-661, the date for establishing the pay rate for summer teaching is June 30<sup>th</sup> of the calendar year, in spite of the fact that the course could begin on July 1, when a salary increase could become effective. Revision to accommodate being paid at the rate in effect at the time of teaching should be made.”
- **APM 662-17.b.ii.** The proposed language reads, in part "For fully online courses, hours will be determined by course units under the assumption that campuses will ensure online courses provide unit workloads equivalent to the same or similar in-person course formats according to [Senate Regulation 760](#) [hyperlink added]. Each unit for an online course will be assumed equivalent to one "podium" hour per week. Thus, a three-unit lecture/discussion/laboratory course would count for three hours each week..."

But the language proposed for APM 662-17.b.ii is, in fact, incompatible with SR 760, which assigns unit values to courses *based on hours of student effort, not podium hours per week*. SR 760 states “the value of a course in units shall be reckoned at the rate of one unit for three hours' work per week per term on the part of a student, or the equivalent.”


Since there is no correspondence between units and "podium" or lecture hours, units and lab sessions, units and total contact hours, etc., the proposed language must be revised. Units are strictly based on student workload. At UCLA and presumably on most campuses, the course approval process is the mechanism through which faculty describe and evaluate workload and ensure that the units assigned align with the work expected.

- **APM 664.** Finally, members are concerned that there is no limit indicated for consulting on University projects. It is not clear why this particular category of additional compensation is exempt from limits when every other category of additional compensation states clear limits. It is also not clear how such consulting appointments are made.

Although UCLA does not support the revisions of APM 661, 662-17.b.ii, and 664 for the reasons indicated, we raise no objections to the other modifications. Indeed, we concur that the APM must be updated for consistency with the anticipated UC Path.

Please do not hesitate to contact me should you have any questions.

Sincerely,

A handwritten signature in cursive script that reads "Linda Sarna".

Linda Sarna  
Chair, UCLA Academic Senate

CC: Jaime R. Balboa, Ph.D., Chief Administrative Officer, UCLA Academic Senate  
Martha Winnacker, J.D., Executive Director, UC Academic Senate

April 12, 2013

Professor Linda Sarna  
Chair, UCLA Academic Senate

Re: Revisions to APM Section IV: Council on Planning and Budget Review/Response

---

Dear Professor Sarna,

The Council on Planning and Budget (CPB) discussed the proposed revisions to Section IV of the APM at our meeting on April 1, 2013. We also had the opportunity to gain the perspective of Vice Chancellor Goldberg on the proposed changes and she provided answers to our questions.

With upcoming implementation of UC Path, there is a clear need for the AP M-600 Series to be updated to provide consistency in handling salary administration across campuses. In addition, some updates are included to which are beneficial, such as increasing the values for the start-up packages for intercampus transfers (510-19) which have not been adjusted since 1997. However, a number of opportunities for needed corrections were missed, and a few changes appeared inappropriate.

In APM-661, the date for establishing the pay rate for summer teaching is June 30<sup>th</sup> of the calendar year, in spite of the fact that the course could begin on July 1, when a salary increase could become effective. Revision to accommodate being paid at the rate in effect at the time of teaching should be made.

Due to the difficulties in providing competitive salaries for faculty, the limit of earning no more than 20% of the annual salary rate through additional compensation/University Extension (APM 663-18. a.iii) should be reexamined and raised.

There was considerable concern over the definitions for time limitations for additional teaching in 662-17.b.i and ii. Defining the units for an online course unit as a function of "podium" hours is inconsistent with the way units are assigned for regular courses.

It is also unclear what the limit is of online course supplementation in a hybrid course before it is considered an online course.

Finally, despite clear limits on additional compensation in all other sections, there is no limit indicated in Section 664 for consulting on University projects. It is not clear why this category of additional compensation is exempt from limitations, while other categories are limited in either time or percentage of pay, nor is it clear how these consulting appointments are made. CPB would like more clarity in this section.

CPB was appreciative of the concern and efforts of VC Goldberg to carry these issues forward.

Sincerely,

A handwritten signature in black ink, appearing to read 'Neal Garrett', with a stylized, cursive script.

Neal Garrett  
Chair, Council on Planning and Budget

cc: Jan Reiff, Vice Chair, Academic Senate  
Andy Leuchter, Immediate Past Chair, Academic Senate  
Jaime Balboa, Chief Administrative Officer, Academic Senate  
Linda Mohr, Assistant Chief Administrative Officer, Academic Senate  
Members of the Council on Planning and Budget

# UNIVERSITY OF CALIFORNIA, MERCED

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(209) 228-7930; fax (209) 228-7955

Date: May 9, 2013

## ACADEMIC COUNCIL CHAIR POWELL

UC Merced's Academic Senate reviewed the proposed revisions to APM Section IV, Salary Administration. The Division standing committees and Schools had no further comments. The Division Council reviewed the changes and has no additional comments.

Sincerely,

A handwritten signature in blue ink that reads "Peggy O'Day".

Peggy O'Day, Chair  
Division Council

cc.

Martha Winnacker, Director





CHAIR, ACADEMIC SENATE  
RIVERSIDE DIVISION  
UNIVERSITY OFFICE BUILDING, RM 225

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May 20, 2013

Robert Powell, Chair, Academic Council  
1111 Franklin Street, 12th Floor  
Oakland, CA 94607-5200

Dear Bob:

**RE: Systemwide Review of Proposed Revised Academic Personnel Manual  
Section IV, Salary Administration (APM – 600 Series)**

Dear Bob,

The Executive Council and several committees reviewed the medication to APM600; we have no comments to offer at this time

Sincerely yours,  
Jose Wudka  
Professor of Physics & Astronomy and Chair of the Riverside Division

CC: Martha Kendall Winnacker, Executive Director of the Academic Senate  
Cynthia Palmer, Director of UCR Academic Senate office

# UNIVERSITY OF CALIFORNIA, SANTA BARBARA

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Kum-Kum Bhavnani, Chair  
Deborah Karoff, Executive Director

May 15, 2013

Robert Powell, Chair  
Academic Senate

RE: APM Section IV, Salary Administration (APM 600 Series)-Proposed Revisions

Dear Bob,

The following groups reviewed the Proposed Revisions to the APM 600 series regarding Salary Administration: Committee on Academic Personnel, Council of Faculty Issues and Awards, Council on Planning and Budget, Council on Research and Instructional Resources, Graduate Council, Undergraduate Council, and the Faculty Executive Committees from Letters and Science, BREN, Education, and the College of Creative Studies.

All groups had no objection or no comment on the proposed revisions, with the exception of the Education Faculty Executive Committee which indicated support for the recommended changes.

Thank you for the opportunity to comment.

Sincerely,

A handwritten signature in cursive script that reads "Kum-Kum Bhavnani".

Kum-Kum Bhavnani, Chair,  
Santa Barbara Division



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May 17, 2013

Robert Powell, Chair  
Academic Council

**Re: Systemwide Review of Proposed Revised APM Section IV, Salary Administration  
(APM-600 Series)**

Dear Bob,

The UC Santa Cruz Division has reviewed and discussed the proposed revised APM 600 Series: Salary Administration. Our committees on Faculty Welfare (CFW), Research (COR), Planning and Budget (CPB), and Privilege and Tenure (P&T), were unanimous in objecting to the format in which the draft APM 600 series has been circulated for review. Delivered in an 80 page document without clearly tracked changes, it is virtually impossible to tell what is being altered without going through the document word for word. Further, the summary that was provided is a broad outline at best and does not note significant changes that were caught by one of our committees. The document contains many internal inconsistencies in use of terms such as "faculty" and "instructor", which must be addressed. Further, it seems that the revisions may further undermine the faculty salary scale, a disturbing trend which has been ongoing and one which only becomes increasingly difficult to remedy.

Although we have been told that the proposed changes are not substantive and are being proposed in order to provide greater uniformity among the campuses for the purpose of UCPATH, with the delay of the UCPATH implementation, the rush to update this policy and procedural information in conformance with the UCPATH initiative is deferred. Therefore, the administration needs to provide a copy of the policy that is suitable for review. The Committee on Privilege and Tenure sought and obtained, through a systemwide counterpart, a redline version of the draft policy (including draft APM 60) and was therefore able to provide substantive comments on the draft, which are attached to this letter. However, other Senate committees have not had the same opportunity. A revised draft accompanied by a proper redline version of the draft policy must be circulated anew for Systemwide review.

Sincerely,

A handwritten signature in black ink, reading "Joseph P. Konopelski".

Joseph P. Konopelski, Chair  
Academic Senate  
Santa Cruz Division

Enclosure

cc: Pamela Peterson, Associate Vice Chancellor  
Christina Ravelo, Chair, Committee on Academic Personnel  
Barry Bowman, Chair, Committee on Faculty Welfare  
Scott Oliver, Chair, Committee on Research  
Lynn Westerkamp, Chair, Committee on Planning and Budget  
Onuttom Narayan, Chair, Committee on Privilege and Tenure

May 3, 2013

Joe Konopelski  
Chair, Academic Senate

**Re: Systemwide Review of Proposed Revised APM Section IV, Salary Administration  
(APM-600 Series)**

Dear Joe,

The Committee on Privilege and Tenure (P&T) objects to the format in which the draft APM 600 series has been circulated for review. When policy is made, the precise wording is important. It is impossible to go through an eighty page document word by word, armed only with a Summary that is a broad outline at best. To illustrate the problems with the format used, P&T notes several significant changes that have been inserted in the policy, none of which is mentioned in the Summary:

- a. In APM 510, which limits the salary increase for a Senate faculty member moving to another campus, an exception has been carved out for administrative positions – regardless of any underlying Senate faculty appointment – in draft APM 510-16.b. Apart from a lack of clarity as to what the draft policy means, no justification is provided why the considerations behind APM 510 should not apply equally to administrators.
- b. Draft APM 661-0 that deals with Summer Session teaching states “Teaching at a University campus other than the home campus requires pre-approval from the home campus.” No justification is provided, and this is likely to be a violation of faculty rights and privileges, especially for faculty who have no other duties to or income from the University during summer months.
- c. Draft APM 664-0 has a new sentence “Service on projects conducted under the auspices of the University is an activity separate from consulting as defined under APM-025.” No time limit is introduced to replace APM-025. It is not clear why additional consulting work for the *University* would be any less detrimental to a faculty member's regular responsibilities than consulting work for other agencies. The exemption is even more unusual because additional *teaching* is subject to the APM-025 limit in APM 662.

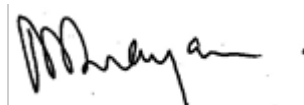
We also note that the Summary states that APM 632 is merged in APM 633 in the draft. However, there is no APM 632 at <http://www.ucop.edu/academic-personnel/academic-personnel-policy/salary-administration/index.html>. Conversely, the Summary lists changes to APM 650, but the draft revised policy is not included in the package.

P&T has sought and obtained – through our systemwide counterpart – the redline version of the draft policy (including draft APM 650). Therefore we are able to provide comments on the draft; these are – apart from those above – in the attachment to this letter. However, other Senate committees have not had the same opportunity. Moreover, our comments on draft APM 600

show that at least parts of the draft APM suffer from extremely poor wording. It is impossible to have any confidence that we have detected all the errors.

P&T recommends that the Senate refuse to accept this draft. A revised draft accompanied by a proper redline version<sup>1</sup> should be circulated anew for systemwide review.

Sincerely,



Onuttom Narayan, Chair  
Committee on Privilege & Tenure

cc: Christina Ravelo, Chair, Committee on Academic Personnel  
Barry Bowman, Chair, Committee on Faculty Welfare  
Lynn Westerkamp, Chair, Committee on Planning and Budget  
Scott Oliver, Chair, Committee on Research  
Kimberly Lau, Chair, Committee on Affirmative Action and Diversity

Enclosure: Attachment to P&T's 5/3/13 Letter of Response to Draft 600 Series

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<sup>1</sup> The redline version that was provided to us needs modification. When a part of the APM is moved elsewhere, it is shown as a transfer only if both the origin and destination are in the same section of the APM; *e.g.* APM 615 has been incorporated in draft APM 610, and is shown as an insertion. This creates unnecessary work for reviewers. Instead, when something is moved from one section of the APM to a different section or elsewhere in the same section, it should be shown as a transfer, and the destination/origin shown at the origin/destination. Even when a section of the APM is being transferred in its entirety, *e.g.* APM 615, it should be included in the package to make this clear.

## Attachment to P&T's 5/3/13 Letter of Response to Draft APM 600 Series

Most importantly, the provisions for additional compensation in draft APM 661, 662 and 663 are confused and contradictory. As an illustration, draft APM 661-14 requires fiscal year faculty engaging in additional teaching to relinquish an appropriate number of vacation days, but non-faculty fiscal-year appointees may request the use of vacation days *or* a temporary percentage reduction in their current appointment. Part-time fiscal year appointees may request a temporary *increase* in their percentage of appointment. Appointees who hold less than half-time fiscal-year appointments do not have to worry about any of this (presumably as a relic of the existing policy)! Similarly, draft APM 662-9.a and 662-9.b are mutually contradictory: if a faculty member receives one-ninths pay during the summer from research grants, can they earn additional teaching compensation of up to one-ninths pay as per 662-9.a, or up to one day per week including outside professional activities as per 662-9.b, or two-ninths pay plus one day per week reduced by the time spent on outside professional activities as probably 662-9 intends? Will additional compensation for teaching be deducted from the APM 025 limits as per draft APM 662-17.a even if the total summer compensation from the University is less than three-ninths salary? To add to the confusion, draft APM 600-14.b and draft APM 600-Appendix1 flatly state that compensation during the summer for academic year appointees is limited to three-ninths salary, inconsistent with draft APM 662-9.

It would be much simpler to replace the relevant sections of draft APM 600, 661, 662 and 663 with the appropriate subset of the following provisions:

- a. No appointee will be employed more than full-time by the University. However, <insert list> work for the University is at par with outside professional activities; the sum total of such work, other University employment, and outside professional activities shall not be greater than full-time plus one day per week.
- b. For the purpose of a., appointees who hold part or full-time academic-year appointments during the summer will be considered to be working zero-percent time during the summer for the academic-year part of their appointment.
- c. If additional work for the University results in an appointee crossing the threshold in a. above, they must use vacation time or have their current appointment reduced to bring them down to the threshold.
- d. Any part-time appointee may request a temporary increase in their percentage of appointment when they receive additional compensation for <insert list> work for the University, to reflect the time spent on this work.
- e. The time equivalent of summer teaching will be calculated as one day for every six hours contact or podium hours with students.  
The two placeholders < > have to be filled as appropriate.

We would also like to confirm that the conversion rate of six contact hours for each day applies both to the number of vacation days to be surrendered and the additional pay that will be earned.

Other comments:

### **APM 510**

1. No justification is provided why draft APM 510 only applies to Senate faculty, when at present it applies to all academic appointees who hold appointments for more than one year. Our comment that the proposal to exempt academic administrators from APM 510 applies to other categories of academic appointees as well.

### **APM 600**

2. The phrase “otherwise than” has been dropped in going from APM 660-16.a to draft APM 600-14.e.i, an obvious error.
3. In draft APM 600-14.d, compensation for reading and judging manuscripts is also described as “additional compensation” and therefore subject to limits on such compensation. At present it is dealt with separately in APM 665 and is therefore exempt from the limits, like honoraria. It is not clear if the change is intentional.
4. Appendix 1 is unclear. As far as we can understand, it is trying to say that the University will designate 57 service days during the summer months each year, during which academic appointees are allowed to earn additional compensation at the rate of one-ninth salary (*i.e.* one month's salary) for each 19 service days that they work, or – in unusual cases – one-fifty-seventh salary for every service day that they work. There may be additional service days in the summer which are treated as intersession, during which no additional compensation can be earned.

It is not clear whether there can be more than 19 designated service days during the months of July or August. If there can, the statement that “The “excess” calendar days in that month are to be considered part of the intersession period” is – even apart from the confusion between service days and calendar days – wrong. The excess service days presumably are included in the next 19-day block that counts as a summer month for the purpose of additional compensation. Moreover, in the phrase “with the percentages distributed across the summer pay periods as appropriate according to the established service dates”, it is then not clear what “appropriate” is.

On the other hand, if the University never designates more than 19 service days in a calendar month for additional summer compensation, the two paragraphs “If effort is reported as ... and the total service does not exceed 57 days” are meaningless. In either case, the phrase “and the total service period does not exceed 57 days” makes no sense if the University designates 57 summer service days each summer.

The larger question, that the draft APM uses the same term “additional compensation” for compensation subject to the three-ninths limit and compensation subject to the three-



ninths plus one day per week limit, has been discussed at the beginning of this Attachment.

**5.** There are numerous examples of poor or unclear writing:

**i.** 600-4.d “Concurrent jobs are not considered additional compensation.” Jobs and compensation are different things.

**ii.** 600-4.f “A fiscal-year appointment refers to the period in which an individual renders service...” should be replaced with “A fiscal-year appointment is an appointment for service throughout the calendar year” or equivalent.

**iii.** 600-8 Badly punctuated and hard to read.

**iv.** 600-14 “Additional compensation for specific activities are covered...”. The subject and verb do not agree.

**v.** 600-14.e.iii “... for additional employment performed...” is wrongly worded. Employment is not performed. The rest of this item is badly written. It would be fairly easy to say it more clearly.

**vi.** 600-14.e.v “Research appointees should be advised ... at the end of the quarter/semester.” This is incomprehensible.

**vii.** 600-18.b “This calculation includes a standard differential of three cumulative five percent increments”. We have no idea what this means.

**viii.** 600-20.f “In unusual circumstances, the Chancellor may approve an exception to these circumstances.” This cannot possibly be what is intended.

**ix.** 600-80 This whole page is badly written and hard to understand.

**x.** What is the difference between “service days” in Appendix 1 and “working days” in Appendix 2?

**xi.** In Appendix 2 section I, the definition of “Daily Time Factor” is incomprehensible: is it some unspecified percentage of the working days in that month? Or the percentage that the number of working days in the month is of some other unspecified time period?

**xii.** In Appendix 2 section I, the definition of “Working Day” includes holidays, but the definition of “Day of Absence” is a working day for which payment must be deducted because of absence. Since employees will presumably be absent on holidays, following the instructions of section II would result in a payment that is too low.

**xiii.** In Appendix 2 section II.1, “Number of Working Days” in quarter/semester = Daily Rate makes no sense at all. A number of days cannot be a rate.

**xiv.** In Appendix 2 section II.2, “Appointment” is unclear. It should be defined in section I or worded differently, *e.g.* “(Percentage appointment/100)” (Note “Appointment percent” in section III.A.1 which surely means “(Percentage appointment/100)”.)

**xv.** Appendix 2 section III.A.2 is very poorly worded. The first step instructs one to apply “the same method and formula”, which would result in an amount to be paid. But the second step instructs one to “subtract the factor shown from 1.0000 to determine the percent of time to be used”, when the first step has already taken us past the factor. And why III.A.2 needed, when the computation in III.A.1 already uses the “number of days the appointee worked”? Could it be because the authors of the draft APM have forgotten that they changed “working days” to “days the appointee worked”?

**xvi.** The table in Appendix 2 section III incongruously interrupts subsection A.2. It should be a separate subsection B (if subsection A.2 is needed at all), which would also repair the anomaly of a subsection A without a subsection B.

**xvii.** In Appendix 9, item 6 is unclear. As written, a retiree can be given a recall appointment of no greater than 43 percent time per month, but a salary up to 100% of their salary at the time of retirement, range adjusted forward! This is highly implausible. It is also not clear why percentage time is specified in a section dealing with negotiated salary. As best as we can understand, item 6 *intends* to specify that a retiree on a recall appointment may earn a negotiated salary of no greater than 43 percent of their base salary rate (including any off-scale) for the academic position held at the time of retirement, range adjusted forward, subject to the condition that they cannot earn more than their base salary (including any off-scale) at the time of retirement.

**xviii.** “Indexed Compensation Level (ICL)” should be defined in draft APM 600-0 or a reference provided.

#### **APM 610**

- 6.** General scale increases in academic salaries are moved from the authority of the Regents under APM 610-0.a and b to the authority of the President under draft APM 610-8.a and b. P&T is not aware if this is a delegation of authority approved by the Regents.

#### **APM 620**

- 7.** All academic titles except student titles are eligible for off-scale salaries in draft APM 620-14, whereas only specific titles are eligible under the present policy. In view of the disruption to the salary structure caused by off-scale salaries, the motivation for this change should be explained.
- 8.** All limits in APM 620-16 on off-scale salaries awarded by Chancellors are removed, except that off-scale salaries above the Indexed Compensation Level threshold have to be approved by the Provost and Executive Vice President for Academic Affairs. Again, P&T is not aware if this is established policy being incorporated in the APM.

9. APM 620-0.c protects the faculty from off-scale salaries that are *less* than the corresponding on-scale salary, but this section is deleted from draft APM 620. In view of draft APM 600-4.g, this is presumably inadvertent. It would be clearer if this section were restored.

#### **APM 650**

10. APM 650-18.a states that the salary of a University employee who moves to a technical assistance project will be based on their salary rate as an academic appointee including any administrative salary. Draft APM 650-18.a.1 states that the salary will be based on the academic appointee's base salary at the time of transfer. Does the base salary include administrative salary? If so, although this is not a change in policy, what is the justification, especially when APM 650-18.a.3 allows an administrative stipend to be paid in addition to the project salary?

#### **APM 662**

11. Draft APM 662 still includes UNEX teaching in its scope, despite the new draft APM 663 carved out (with modifications) from its appendices. The scope of the two sections should not overlap.
12. Draft APM 662-16.a.i states that additional compensation cannot be provided to teach a course in a self-supporting degree program. The existing APM 662-16 allows teaching in self-supporting degree programs to result in additional compensation except when it is assigned as part of the faculty member's regular teaching load. If the change is inadvertent, the phrase "may not receive additional compensation for teaching" should be changed to "may not receive additional compensation for teaching, as part of their assigned workload". If it is deliberate, it should be justified.
13. Draft APM 662-17.b.ii declares that for online courses, hours will be determined by the corresponding traditional course, invoking Senate Regulation 760. This is a misreading of SR 760, which only applies to the effort required of *students* in a course, not the instructor. It would be best to leave this to the Chancellors.

#### **APM 663**

14. In draft APM 663-14.e, the "only" is inconsistent with the previous subsection.

#### **APM 666**

15. Draft APM 666-8.a allows honoraria for seminars etc. on an appointee's home campus. This is prohibited in existing APM 666-8.a. The change may be reasonable, in view of the difference between APM 666-8.a and 666-8.b.

#### **APM 680**

16. APM 680-0 "... or when a faculty member holds a concurrent appointment at a campus and at the Laboratory simultaneously." Is it possible to hold a concurrent appointment non-simultaneously?

- 17.** It is not clear if draft APM 680-18.b and c apply to faculty who are employed by LBNL during the summer or part time during the academic year, since these cases are discussed in draft APM 680-18.d and e.
- 18.** It is not clear whether “at the rate of one-twelfth of an academic year salary” in draft APM 680-18.e implicitly means per month of work at LBNL, despite the different wording of draft APM 680-18.d's “one-ninth of the academic year salary for each month of summer service”. It is also not clear why a full month of work during the academic year is not to be compensated by one-ninths of the academic year salary.
- 19.** In draft APM 680-18.f, faculty paid on a fiscal year basis are to be compensated at the rate of one-twelfth of their annual salary if they work during a vacation month, instead of the one-eleventh for grandfathered employees which seems mathematically appropriate.



OFFICE OF THE ACADEMIC SENATE

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May 20, 2013

Professor Robert Powell  
Chair, Academic Council  
University of California  
1111 Franklin Street, 12<sup>th</sup> Floor  
Oakland, California 94607-5200

Subject: Proposed Revisions to APM 600, Section IV, Salary Administration

Dear Bob,

The proposed revisions to APM 600, Section IV, Salary Administration were sent to the appropriate Divisional committees for review and comment. The Senate Council discussed the proposed revisions at its meeting on May 6, 2013.

Reviewers noted that the lack of a "track changes" version made their review challenging. Nonetheless, most reviewers had no major concerns with the proposed revisions. Specific comments included:

- The Graduate Council supported the addition of the rule to calculate time for fully online courses (APM 662-17).
- Concerns that the proposed revisions would make available significant increases in start up funds for faculty moving from one UC campus to another prompted the Committee on Planning and Budget to suggest that the University implement a regular review of policies governing the use of start-up funds in campus academic divisions and units.
- The Committee on Planning and Budget suggested that an above-scale salary component option should be considered for academic coordinators as a retention tool.
- The Committee on Faculty Welfare expressed disappointment that the proposal did not address all of the concerns previously raised by the University Committee on Faculty Welfare in its earlier informal review. The Senate Council agreed.

Thank you for the opportunity to comment.

Sincerely,

A handwritten signature in black ink, appearing to read "T. Guy Masters", is written over a horizontal line.

T. Guy Masters, Chair  
Academic Senate, San Diego Division

cc: Divisional Vice Chair Pogliano  
Executive Director Winnacker



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Robert Newcomer, PhD, Chair  
Farid Chehab, PhD, Vice Chair  
Brad Hare, MD, Secretary  
Anne Slavotinek, MD, Parliamentarian

May 21, 2013

Robert Powell, PhD, Chair  
UC Academic Council  
University of California  
1111 Franklin Street  
Oakland, CA 94607

Re: San Francisco Division of Academic Senate's Review of Proposed  
APM 600 Series Revisions

Dear Chair Powell:

The San Francisco Division of the University of California Academic Senate has reviewed the proposed revisions to the APM 600 series.

Because UCSF faculty members' compensation is governed by APM 670 Health Sciences Compensation Plan, we do not have comments on the proposed changes to the other sections of the APM 600 series.

Thank you for the opportunity to review.

Sincerely,

A handwritten signature in black ink, which appears to read "Robert Newcomer". The signature is fluid and cursive, written over a light blue horizontal line.

Robert Newcomer, PhD  
Chair, UCSF Academic Senate



UNIVERSITY COMMITTEE ON ACADEMIC PERSONNEL (UCAP)  
Harry Green, Chair  
[harry.green@ucr.edu](mailto:harry.green@ucr.edu)

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March 20, 2013

BOB POWELL, CHAIR  
ACADEMIC COUNCIL

**RE: PROPOSED CHANGES TO APM 600**

Dear Bob,

UCAP discussed the proposed changes to APM 600 during its meeting on March 13th. The committee noted that many of the changes suggested by UCAP following the October management review have been incorporated into the revised policy. However, UCAP is concerned about two of the committee's recommendations which were not addressed.

UCAP continues to believe that the change to 510-16.b is problematic because it does not address the stipends for administrative appointments. Deans should not be put into a special category as if they are only administration and have nothing to do with Senate faculty.

While the committee acknowledges that the negotiated salary plan may become official university policy in the future, it is premature to formally reference this trial program in the APM. UCAP again strongly recommends that the term "negotiated salary" should be removed from APM 667-18.

Sincerely,

A handwritten signature in blue ink, appearing to read "Harry Green".

Harry Green, Chair  
UCAP



UNIVERSITY COMMITTEE ON FACULTY WELFARE (UCFW)  
J. Daniel Hare, Chair  
[daniel.hare@ucr.edu](mailto:daniel.hare@ucr.edu)

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May 14, 2013

**ROBERT POWELL, CHAIR  
ACADEMIC COUNCIL**

**RE: Proposed Revisions to APM 600 series (Salary Administration)**

Dear Bob,

The University Committee on Faculty Welfare (UCFW) has discussed the proposed revisions to the APM 600 series (Salary Administration). While the committee finds most of the proposed changes acceptable, the committee holds strong reservations regarding APM 662 and the consideration of faculty teaching loads. Because teaching loads vary by discipline, department, and current research load, the overly broad strokes of the revisions grant undue powers to chairs and deans. Since there is no established and common definition of a full teaching load, the assigned teaching load becomes arbitrary and could be manipulated to the detriment of individual faculty members. We therefore recommend that teaching load be defined.

We also note that internal contradictions between the proposed revisions and the Negotiated Salary Trial Program guidelines have not been resolved.

Finally, we reiterate the 2010-11 UCFW's call for a thoughtful reconsideration of APM 510.

For your reference, we include the committee's previous response, submitted to Academic Personnel during management review last fall.

Please let us know if you have any questions or concerns.

Sincerely,

A handwritten signature in blue ink that reads "J. Daniel Hare".

J. Daniel Hare, UCFW Chair

Copy: UCFW  
Robert Powell, Chair, Academic Council  
William Jacob, Vice Chair, Academic Council  
Martha Winnacker, Executive Director, Academic Senate





UNIVERSITY COMMITTEE ON FACULTY WELFARE (UCFW)  
J. Daniel Hare, Chair  
[daniel.hare@ucr.edu](mailto:daniel.hare@ucr.edu)

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November 13, 2012

**SUSAN CARLSOM, VICE PROVOST  
ACADEMIC PERSONNEL**

**RE: Management Review of the APM 600 Series**

Dear Susan,

UCFW reviewed the changes to the series of APM articles at its meeting on November 9, 2012. The committee chooses to comment only on APM 510, 600, and 662. UCFW finds that the changes proposed to the other articles are largely of an editorial nature and finds no need to comment on the articles not listed below.

**APM 600:**

600-4-e: "A list of faculty may be found in..." should be changed to "A list of faculty titles may be found in..."

600-14-d: UCFW agrees with the change from 1/11 to 1/12 additional compensation for fiscal-year appointees and appreciates the grandfathering of those hired prior to July 1, 2013.

600-14-e-i: This limitation precludes the ability of a faculty member to make an agreement with his/her department chair to move teaching obligations from an academic quarter/semester to the summer term in those situations when the demands of the research require a full-time commitment during the scheduled academic year. We ask that the article be re-worded to provide faculty members whose research has a definite seasonal component such flexibility.

600-14-e-iii: This section seems to make the proposed Negotiated Salary Plan illegal.

**APM 662:**

APM 662-9: This section seems to preclude payment for summer teaching for faculty members participating in the proposed Negotiated Salary Plan.

APM 662-16: This section on restrictions as to what teaching activities might be ineligible for additional compensation assumes the existence of a specific, contractual definition of a "faculty member's assigned teaching load." In practice, teaching loads vary from year to year and among faculty members within any year in a department. Assigned teaching loads also vary arbitrarily among departments, colleges, and campuses. Because of the lack of a firm definition of a "faculty member's assigned teaching load," any department chair could arbitrarily redefine a faculty member's assigned teaching load in such a way as to completely remove the opportunity for a faculty member to engage in teaching activities that were eligible for additional compensation. UCFW therefore strongly suggests that considerably more thought be given to

defining "faculty member's assigned teaching load" so that both the faculty member and the department chair have a clear understanding of what opportunities a faculty member may have to engage in teaching activities that might actually be rewarded with additional compensation.

APM 510:

In July, 2011, UCFW propose revisions to APM 510-18-c that restricts a competing campus to offer only a one-step increase when recruiting a faculty member from a sister UC campus. UCFW argued that placing an artificial cap on the salary and/or step that one UC campus can offer to a faculty member at a sister campus disadvantages the individual faculty member, jeopardizes the recruiting campus' efforts to enhance its programs, and risks motivating highly marketable UC faculty member to seek employment entirely outside of the UC system. Academic Council endorsed and forwarded its concerns to you in August of 2011. UCFW has received no formal response.

UCFW therefore was surprised not to see an attempt to respond to its concerns in the proposed revisions to APM 510. After pressing the issue, UCFW was told only that the EVCs did not want to include that revision, without any reasoning provided. In the absence of any itemized response or further dialogue, UCFW re-submits its concerns as detailed in its letter of July 1, 2011 (enclosed). The principles of shared governance and professional courtesy require that the administration provide a thoughtful response to UCFW's request, even if the decision is not to adopt the request.

UCFW also noted that there is a change of language to refer to the faculty as "transferees". That seems an attempt to place faculty who are recruited from a UC campus in another category from those who are recruited from outside. Nevertheless, UC faculty are subject to exactly the same recruitment process by another UC campus as those from outside, aside from the salary restrictions of 510.

UCFW also is curious how the "one-step" restriction could be applied to faculty who are "above scale," for whom the 'restricted step' criterion is irrelevant. Overall, the belief within UCFW is that restriction on salary regarding intercampus transfers is out of date, and the restriction should be eliminated.

We thank you in advance for your careful consideration of this feedback, and we look forward to a still more collaborative relationship this year.

Sincerely,



J. Daniel Hare, UCFW Chair

Copy: UCFW  
Robert Powell, Chair, Academic Council  
William Jacob, Vice Chair, Academic Council  
Martha Winnacker, Executive Director, Academic Senate

Encl.

# UNIVERSITY OF CALIFORNIA, ACADEMIC SENATE

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*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](mailto:jdimsdale@ucsd.edu)

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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,

A handwritten signature in black ink, reading "Joel E. Dimsdale". The signature is written in a cursive style with a large, looping initial "J".

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, 12<sup>th</sup> 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 10<sup>th</sup>, 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,

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.



UNIVERSITY COMMITTEE ON RESEARCH POLICY (UCORP)  
Mike Kleeman, Chair  
[mjkleeman@ucdavis.edu](mailto:mjkleeman@ucdavis.edu)

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May 14, 2013

**ROBERT POWELL, CHAIR  
ACADEMIC COUNCIL**

**RE: Proposed Revisions to APM 600s (Salary Administration)**

Dear Bob,

The University Committee on Research Policy (UCORP) has met and discussed the proposed revisions to the APM 600 series (Salary Administration). UCORP has only one substantive comment at present: In sections 600-14-3-iii and 662-9, the language used suggests that the recently approved Negotiated Salary Trial Program would be in violation of the revised standards. UCORP would like to see this inconsistency resolved before further review or consideration.

Sincerely,

Mike Kleeman, Chair  
UCORP

cc: UCORP  
Martha Winnacker, Executive Director, Systemwide Academic Senate



**UNIVERSITY COMMITTEE ON PLANNING AND BUDGET (UCPB)**

**Jean-Bernard Minster, Chair**

[jbminster@ucsd.edu](mailto:jbminster@ucsd.edu)

Assembly of the Academic Senate

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Oakland, CA 94607-5200

Phone: (510) 987-9466

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May 10, 2013

ROBERT POWELL, CHAIR  
ACADEMIC COUNCIL

**Re: Systemwide Review of Proposed Revised APM Section IV, Salary Administration  
(APM – 600 Series)**

Dear Bob,

The University Committee on Planning and Budget (UCPB) has reviewed and discussed the proposed revisions to APM 600 Section IV, intended to clarify and correct the APM language, align it with current practice, and prepare for the implementation of UC Path.

UCPB found no reason to object to the revisions.

Sincerely,

A handwritten signature in black ink that reads "J. Minster". The signature is stylized with a large, sweeping "J" and a long horizontal line extending from the end.

Jean-Bernard Minster  
UCPB Chair

cc: UCPB  
Martha Winnacker, Senate Executive Director

# UNIVERSITY OF CALIFORNIA, ACADEMIC SENATE

BERKELEY • DAVIS • IRVINE • LOS ANGELES • MERCED • RIVERSIDE • SAN DIEGO • SAN FRANCISCO



SANTA BARBARA • SANTA CRUZ

*David Brundage, Chair  
University Committee on Privilege & Tenure  
Brundage@ucsc.edu*

*University of California  
1111 Franklin Street, 12th Floor  
Oakland, California 94607-5200*

May 16, 2012

PROFESSOR ROBERT POWELL  
CHAIR, ASSEMBLY OF THE ACADEMIC SENATE

**Re: APM 600 revisions**

Dear Bob:

As you requested, the University Committee on Privilege and Tenure discussed the proposed revisions to the 600 series of the APM at its meeting on May 6. The committee is unable to opine because of the flawed manner in which the review was conducted. Because no redline version of the proposed policy changes was distributed, it was difficult for members to identify changes that might raise concerns.

On behalf of the committee, I request that you inform the administration that reviews of proposed policy revisions must include automatic access to redline versions of the relevant policy documents. The Santa Cruz representative reported that his committee had requested and received a redline version of the policy and concluded that certain proposed provisions raise serious concern. I am attaching the Santa Cruz CPT letter to indicate the nature of those concerns and urge you to forward it to Vice Provost Carlson.

In addition, and to avoid future late-stage confusion, I request that UCP&T be added to those committees invited to participate in early stage Management Reviews of proposed APM changes. As the only Senate bodies authorized to adjudicate cases involving grievances and discipline cases involving Senate members and arising from the APM, Privilege & Tenure committees are uniquely positioned to recognize potential controversies inherent in APM changes. The University Committee on Privilege & Tenure is an important venue for synthesizing the front-line knowledge developed in its divisional counterparts and would be able to offer valuable advice to the administration.

Thank you for the opportunity to opine.

Sincerely,

David Brundage

Encl (1)

Cc: University Committee on Privilege and Tenure

May 3, 2013

Joe Konopelski  
Chair, Academic Senate

**Re: Systemwide Review of Proposed Revised APM Section IV, Salary Administration  
(APM-600 Series)**

Dear Joe,

The Committee on Privilege and Tenure (P&T) objects to the format in which the draft APM 600 series has been circulated for review. When policy is made, the precise wording is important. It is impossible to go through an eighty page document word by word, armed only with a Summary that is a broad outline at best. To illustrate the problems with the format used, P&T notes several significant changes that have been inserted in the policy, none of which is mentioned in the Summary:

- a. In APM 510, which limits the salary increase for a Senate faculty member moving to another campus, an exception has been carved out for administrative positions – regardless of any underlying Senate faculty appointment – in draft APM 510-16.b. Apart from a lack of clarity as to what the draft policy means, no justification is provided why the considerations behind APM 510 should not apply equally to administrators.
- b. Draft APM 661-0 that deals with Summer Session teaching states “Teaching at a University campus other than the home campus requires pre-approval from the home campus.” No justification is provided, and this is likely to be a violation of faculty rights and privileges, especially for faculty who have no other duties to or income from the University during summer months.
- c. Draft APM 664-0 has a new sentence “Service on projects conducted under the auspices of the University is an activity separate from consulting as defined under APM-025.” No time limit is introduced to replace APM-025. It is not clear why additional consulting work for the *University* would be any less detrimental to a faculty member's regular responsibilities than consulting work for other agencies. The exemption is even more unusual because additional *teaching* is subject to the APM-025 limit in APM 662.

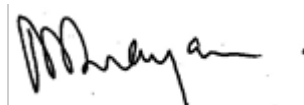
We also note that the Summary states that APM 632 is merged in APM 633 in the draft. However, there is no APM 632 at <http://www.ucop.edu/academic-personnel/academic-personnel-policy/salary-administration/index.html>. Conversely, the Summary lists changes to APM 650, but the draft revised policy is not included in the package.

P&T has sought and obtained – through our systemwide counterpart – the redline version of the draft policy (including draft APM 650). Therefore we are able to provide comments on the draft; these are – apart from those above – in the attachment to this letter. However, other Senate committees have not had the same opportunity. Moreover, our comments on draft APM 600

show that at least parts of the draft APM suffer from extremely poor wording. It is impossible to have any confidence that we have detected all the errors.

P&T recommends that the Senate refuse to accept this draft. A revised draft accompanied by a proper redline version<sup>1</sup> should be circulated anew for systemwide review.

Sincerely,



Onuttom Narayan, Chair  
Committee on Privilege & Tenure

cc: Christina Ravelo, Chair, Committee on Academic Personnel  
Barry Bowman, Chair, Committee on Faculty Welfare  
Lynn Westerkamp, Chair, Committee on Planning and Budget  
Scott Oliver, Chair, Committee on Research  
Kimberly Lau, Chair, Committee on Affirmative Action and Diversity

Enclosure: Attachment to P&T's 5/3/13 Letter of Response to Draft 600 Series

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<sup>1</sup> The redline version that was provided to us needs modification. When a part of the APM is moved elsewhere, it is shown as a transfer only if both the origin and destination are in the same section of the APM; *e.g.* APM 615 has been incorporated in draft APM 610, and is shown as an insertion. This creates unnecessary work for reviewers. Instead, when something is moved from one section of the APM to a different section or elsewhere in the same section, it should be shown as a transfer, and the destination/origin shown at the origin/destination. Even when a section of the APM is being transferred in its entirety, *e.g.* APM 615, it should be included in the package to make this clear.

## Attachment to P&T's 5/3/13 Letter of Response to Draft APM 600 Series

Most importantly, the provisions for additional compensation in draft APM 661, 662 and 663 are confused and contradictory. As an illustration, draft APM 661-14 requires fiscal year faculty engaging in additional teaching to relinquish an appropriate number of vacation days, but non-faculty fiscal-year appointees may request the use of vacation days *or* a temporary percentage reduction in their current appointment. Part-time fiscal year appointees may request a temporary *increase* in their percentage of appointment. Appointees who hold less than half-time fiscal-year appointments do not have to worry about any of this (presumably as a relic of the existing policy)! Similarly, draft APM 662-9.a and 662-9.b are mutually contradictory: if a faculty member receives one-ninths pay during the summer from research grants, can they earn additional teaching compensation of up to one-ninths pay as per 662-9.a, or up to one day per week including outside professional activities as per 662-9.b, or two-ninths pay plus one day per week reduced by the time spent on outside professional activities as probably 662-9 intends? Will additional compensation for teaching be deducted from the APM 025 limits as per draft APM 662-17.a even if the total summer compensation from the University is less than three-ninths salary? To add to the confusion, draft APM 600-14.b and draft APM 600-Appendix1 flatly state that compensation during the summer for academic year appointees is limited to three-ninths salary, inconsistent with draft APM 662-9.

It would be much simpler to replace the relevant sections of draft APM 600, 661, 662 and 663 with the appropriate subset of the following provisions:

- a. No appointee will be employed more than full-time by the University. However, <insert list> work for the University is at par with outside professional activities; the sum total of such work, other University employment, and outside professional activities shall not be greater than full-time plus one day per week.
- b. For the purpose of a., appointees who hold part or full-time academic-year appointments during the summer will be considered to be working zero-percent time during the summer for the academic-year part of their appointment.
- c. If additional work for the University results in an appointee crossing the threshold in a. above, they must use vacation time or have their current appointment reduced to bring them down to the threshold.
- d. Any part-time appointee may request a temporary increase in their percentage of appointment when they receive additional compensation for <insert list> work for the University, to reflect the time spent on this work.
- e. The time equivalent of summer teaching will be calculated as one day for every six hours contact or podium hours with students.  
The two placeholders < > have to be filled as appropriate.

We would also like to confirm that the conversion rate of six contact hours for each day applies both to the number of vacation days to be surrendered and the additional pay that will be earned.

Other comments:

### **APM 510**

1. No justification is provided why draft APM 510 only applies to Senate faculty, when at present it applies to all academic appointees who hold appointments for more than one year. Our comment that the proposal to exempt academic administrators from APM 510 applies to other categories of academic appointees as well.

### **APM 600**

2. The phrase “otherwise than” has been dropped in going from APM 660-16.a to draft APM 600-14.e.i, an obvious error.
3. In draft APM 600-14.d, compensation for reading and judging manuscripts is also described as “additional compensation” and therefore subject to limits on such compensation. At present it is dealt with separately in APM 665 and is therefore exempt from the limits, like honoraria. It is not clear if the change is intentional.
4. Appendix 1 is unclear. As far as we can understand, it is trying to say that the University will designate 57 service days during the summer months each year, during which academic appointees are allowed to earn additional compensation at the rate of one-ninth salary (*i.e.* one month's salary) for each 19 service days that they work, or – in unusual cases – one-fifty-seventh salary for every service day that they work. There may be additional service days in the summer which are treated as intersession, during which no additional compensation can be earned.

It is not clear whether there can be more than 19 designated service days during the months of July or August. If there can, the statement that “The “excess” calendar days in that month are to be considered part of the intersession period” is – even apart from the confusion between service days and calendar days – wrong. The excess service days presumably are included in the next 19-day block that counts as a summer month for the purpose of additional compensation. Moreover, in the phrase “with the percentages distributed across the summer pay periods as appropriate according to the established service dates”, it is then not clear what “appropriate” is.

On the other hand, if the University never designates more than 19 service days in a calendar month for additional summer compensation, the two paragraphs “If effort is reported as ... and the total service does not exceed 57 days” are meaningless. In either case, the phrase “and the total service period does not exceed 57 days” makes no sense if the University designates 57 summer service days each summer.

The larger question, that the draft APM uses the same term “additional compensation” for compensation subject to the three-ninths limit and compensation subject to the three-



ninths plus one day per week limit, has been discussed at the beginning of this Attachment.

**5.** There are numerous examples of poor or unclear writing:

**i.** 600-4.d “Concurrent jobs are not considered additional compensation.” Jobs and compensation are different things.

**ii.** 600-4.f “A fiscal-year appointment refers to the period in which an individual renders service...” should be replaced with “A fiscal-year appointment is an appointment for service throughout the calendar year” or equivalent.

**iii.** 600-8 Badly punctuated and hard to read.

**iv.** 600-14 “Additional compensation for specific activities are covered...”. The subject and verb do not agree.

**v.** 600-14.e.iii “... for additional employment performed...” is wrongly worded. Employment is not performed. The rest of this item is badly written. It would be fairly easy to say it more clearly.

**vi.** 600-14.e.v “Research appointees should be advised ... at the end of the quarter/semester.” This is incomprehensible.

**vii.** 600-18.b “This calculation includes a standard differential of three cumulative five percent increments”. We have no idea what this means.

**viii.** 600-20.f “In unusual circumstances, the Chancellor may approve an exception to these circumstances.” This cannot possibly be what is intended.

**ix.** 600-80 This whole page is badly written and hard to understand.

**x.** What is the difference between “service days” in Appendix 1 and “working days” in Appendix 2?

**xi.** In Appendix 2 section I, the definition of “Daily Time Factor” is incomprehensible: is it some unspecified percentage of the working days in that month? Or the percentage that the number of working days in the month is of some other unspecified time period?

**xii.** In Appendix 2 section I, the definition of “Working Day” includes holidays, but the definition of “Day of Absence” is a working day for which payment must be deducted because of absence. Since employees will presumably be absent on holidays, following the instructions of section II would result in a payment that is too low.

**xiii.** In Appendix 2 section II.1, “Number of Working Days” in quarter/semester = Daily Rate makes no sense at all. A number of days cannot be a rate.

**xiv.** In Appendix 2 section II.2, “Appointment” is unclear. It should be defined in section I or worded differently, *e.g.* “(Percentage appointment/100)” (Note “Appointment percent” in section III.A.1 which surely means “(Percentage appointment/100)”.)

**xv.** Appendix 2 section III.A.2 is very poorly worded. The first step instructs one to apply “the same method and formula”, which would result in an amount to be paid. But the second step instructs one to “subtract the factor shown from 1.0000 to determine the percent of time to be used”, when the first step has already taken us past the factor. And why III.A.2 needed, when the computation in III.A.1 already uses the “number of days the appointee worked”? Could it be because the authors of the draft APM have forgotten that they changed “working days” to “days the appointee worked”?

**xvi.** The table in Appendix 2 section III incongruously interrupts subsection A.2. It should be a separate subsection B (if subsection A.2 is needed at all), which would also repair the anomaly of a subsection A without a subsection B.

**xvii.** In Appendix 9, item 6 is unclear. As written, a retiree can be given a recall appointment of no greater than 43 percent time per month, but a salary up to 100% of their salary at the time of retirement, range adjusted forward! This is highly implausible. It is also not clear why percentage time is specified in a section dealing with negotiated salary. As best as we can understand, item 6 *intends* to specify that a retiree on a recall appointment may earn a negotiated salary of no greater than 43 percent of their base salary rate (including any off-scale) for the academic position held at the time of retirement, range adjusted forward, subject to the condition that they cannot earn more than their base salary (including any off-scale) at the time of retirement.

**xviii.** “Indexed Compensation Level (ICL)” should be defined in draft APM 600-0 or a reference provided.

#### **APM 610**

- 6.** General scale increases in academic salaries are moved from the authority of the Regents under APM 610-0.a and b to the authority of the President under draft APM 610-8.a and b. P&T is not aware if this is a delegation of authority approved by the Regents.

#### **APM 620**

- 7.** All academic titles except student titles are eligible for off-scale salaries in draft APM 620-14, whereas only specific titles are eligible under the present policy. In view of the disruption to the salary structure caused by off-scale salaries, the motivation for this change should be explained.
- 8.** All limits in APM 620-16 on off-scale salaries awarded by Chancellors are removed, except that off-scale salaries above the Indexed Compensation Level threshold have to be approved by the Provost and Executive Vice President for Academic Affairs. Again, P&T is not aware if this is established policy being incorporated in the APM.

9. APM 620-0.c protects the faculty from off-scale salaries that are *less* than the corresponding on-scale salary, but this section is deleted from draft APM 620. In view of draft APM 600-4.g, this is presumably inadvertent. It would be clearer if this section were restored.

#### **APM 650**

10. APM 650-18.a states that the salary of a University employee who moves to a technical assistance project will be based on their salary rate as an academic appointee including any administrative salary. Draft APM 650-18.a.1 states that the salary will be based on the academic appointee's base salary at the time of transfer. Does the base salary include administrative salary? If so, although this is not a change in policy, what is the justification, especially when APM 650-18.a.3 allows an administrative stipend to be paid in addition to the project salary?

#### **APM 662**

11. Draft APM 662 still includes UNEX teaching in its scope, despite the new draft APM 663 carved out (with modifications) from its appendices. The scope of the two sections should not overlap.
12. Draft APM 662-16.a.i states that additional compensation cannot be provided to teach a course in a self-supporting degree program. The existing APM 662-16 allows teaching in self-supporting degree programs to result in additional compensation except when it is assigned as part of the faculty member's regular teaching load. If the change is inadvertent, the phrase "may not receive additional compensation for teaching" should be changed to "may not receive additional compensation for teaching, as part of their assigned workload". If it is deliberate, it should be justified.
13. Draft APM 662-17.b.ii declares that for online courses, hours will be determined by the corresponding traditional course, invoking Senate Regulation 760. This is a misreading of SR 760, which only applies to the effort required of *students* in a course, not the instructor. It would be best to leave this to the Chancellors.

#### **APM 663**

14. In draft APM 663-14.e, the "only" is inconsistent with the previous subsection.

#### **APM 666**

15. Draft APM 666-8.a allows honoraria for seminars etc. on an appointee's home campus. This is prohibited in existing APM 666-8.a. The change may be reasonable, in view of the difference between APM 666-8.a and 666-8.b.

#### **APM 680**

16. APM 680-0 "... or when a faculty member holds a concurrent appointment at a campus and at the Laboratory simultaneously." Is it possible to hold a concurrent appointment non-simultaneously?

- 17.** It is not clear if draft APM 680-18.b and c apply to faculty who are employed by LBNL during the summer or part time during the academic year, since these cases are discussed in draft APM 680-18.d and e.
- 18.** It is not clear whether “at the rate of one-twelfth of an academic year salary” in draft APM 680-18.e implicitly means per month of work at LBNL, despite the different wording of draft APM 680-18.d's “one-ninth of the academic year salary for each month of summer service”. It is also not clear why a full month of work during the academic year is not to be compensated by one-ninths of the academic year salary.
- 19.** In draft APM 680-18.f, faculty paid on a fiscal year basis are to be compensated at the rate of one-twelfth of their annual salary if they work during a vacation month, instead of the one-eleventh for grandfathered employees which seems mathematically appropriate.