



Chair Workshop: AP Updates

May 24, 2023

Streamlining the AP review process

- Department processes APP 1-12-D and 1-14
 - Each dept. develops procedures for writing dept rec letter and making it available to voting members
 - CAP assumes that voting members review the dossier and there a discussion by voting faculty.
 - CAP requests that all eligible faculty vote on all appointments, promotions, merits and advancements
- Suggestions for changes at Dept level that would reduce administrative burden? Please send to dkodowd@uci.edu or nbandelj@uci.edu.

Above Scale Merit Draft Changes

Proposed Action or Final Decision	Period of service (years)	% increase on total salary	Clock	Expectations
Advancement to Above Scale	4 years min at Step IX	8.5	reset	Continuing excellence in all three review areas. No area subpar.
Above Scale Merit 3	4 years min	10	reset	Continuing excellence in all three review areas. No area subpar.
Above Scale Merit 2	4 years min	8	reset	Continuing excellence in primary review area, as well as excellence in second review area, and good contributions in third review area. No area subpar.
Above Scale Merit 1	4 years min.	4	reset	Continuing excellence in primary review area, and good contributions in other two review areas No area subpar.

Above Scale Merit

No change	4 years	0	not reset	Does not meet standards for merit at 4 years; Required review in year 5 for a Five Year Review or Above Scale Merit.
Five Year Review - Satisfactory	5 years	0	reset	Continuing good contributions in all review areas. No area subpar.
Five Year Review - Unsatisfactory	5 years	0	not reset	One or more areas subpar. Three-year action plan with yearly progress reports required. Must be reviewed no later than 5 years after Unsatisfactory 5-year review.