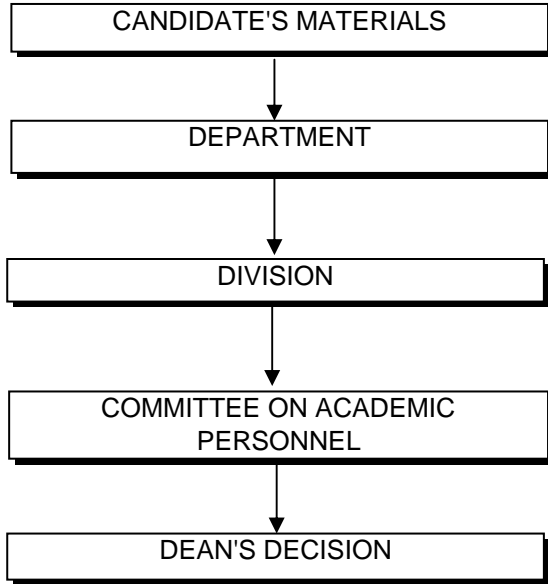


**FLOW CHART FOR THE REVIEW PROCESS OF PERSONNEL ACTIONS  
DELEGATED TO DIVISIONAL DEANS**



Ladder-Rank Actions Delegated to the Deans:

MERIT ACTIONS, including greater-than-normal merits where the proposed increase in the candidate's offscale salary increment does not exceed 5% of their current salary.

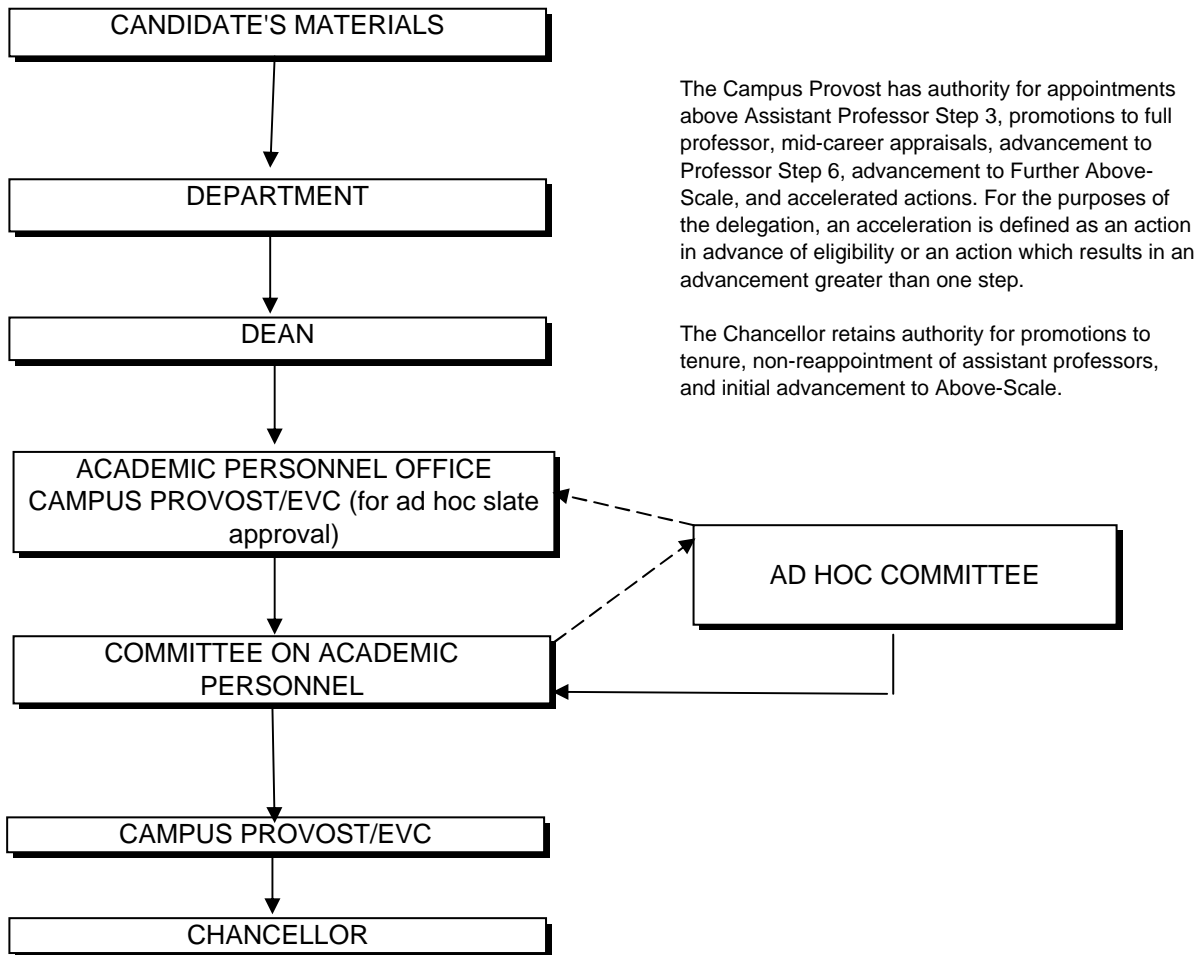
ASSISTANT PROFESSOR APPOINTMENTS through Step 3, up to the off-scale salary limit for that rank.

ASSISTANT PROFESSOR RE-APPOINTMENTS, ACTING ASSOCIATE and ACTING PROFESSOR RE-APPOINTMENTS

The Campus Provost has authority for appointments above Assistant Professor Step 3, promotions to full professor, mid-career appraisals, advancement to Professor Step 6, advancement to Further Above-Scale, and accelerated actions. For the purposes of the delegation, an acceleration is defined as an action in advance of eligibility or an action which results in an advancement greater than one step.

The Chancellor retains authority for promotions to tenure, non-reappointment of assistant professors, and initial advancement to Above-Scale.

**FLOW CHART FOR THE REVIEW PROCESS OF PERSONNEL ACTIONS  
APPROVED BY THE CHANCELLOR AND/OR CAMPUS  
PROVOST/EXECUTIVE VICE CHANCELLOR**



**AD HOC REVIEW REQUIRED**

Promotion to Associate Professor: Ad Hoc review required [CAPM 410.220.s.4]

Non-reappointment of Assistant Professor: However, CP/EVC may determine, after consultation with CAP, that ad hoc is not required [CAPM 404.220.C.2.a]

Promotion to Professor: CAP may constitute itself as ad hoc except in cases of denial or acceleration of more than one step [CAPM 410.220.5.y]

Appointment to tenure or Security of Employment: CAP may constitute itself as ad hoc if candidate currently holds a tenured position and all levels of review support appointment [CAPM 404.220.A.4.j]

**AD HOC NOT REQUIRED BUT OFTEN CONVENED AT UCSC**

Advancement to Above Scale [CAPM 406.220.5.s]

Advancement to Step 6 [CAPM 406.220.5.s]

Midcareer Appraisal [CAPM 408.220.4.q]