

April 4, 2022

ACADEMIC SENATE
DEANS
DEPARTMENT AND PROGRAM CHAIRS
POLICY-COVERED ACADEMIC EMPLOYEES
VICE PROVOSTS

RE: Issuance of Revised CAPM 407.690, 803.620, 600.311, and 602.330

Dear Colleagues:

I write to issue revised campus academic personnel policies 407.690, 803.620, 600.311, and 602.330. The revised policies are effective immediately. The policies are updated in CAPM, and may be found at <https://apo.ucsc.edu/policy/capm/index.html>.

The primary changes to these policies remain the same as the revisions that were put out for review on November 18, 2021, which are as follows:

- A modification of the salary increase-only options at barrier steps in the relevant series from “a modest off-scale salary increase, such as a quarter or a half step” to “a modest off-scale salary increase of one-third or two-thirds of a step.”
- Changes to the delegated authority for Professor and Teaching Professor series for certain off-scale salary increases and initial advancement above the campus salary limit.
- Technical updates to reflect that the Teaching Professor series is on a rank and step scale.

As a result of campus feedback, additional edits were made to CAPM 407.690 and CAPM 803.620 to better reflect the inclusion of Teaching Professors (LSOE) in our campus policies.

In addition, I recognize that other questions and issues were brought up in response to these policy changes, and they may be considered and/or addressed separately or in future policy revisions.

Please direct any questions regarding these revised campus policies to the Academic Personnel Office, apo@ucsc.edu.

Sincerely,



Lori Kletzer
Campus Provost and
Executive Vice Chancellor

CC: Academic Senate Office
Academic Personnel Office
Administrative Records
Divisional Academic Personnel Coordinators