Revisions recommended the UC San Diego Academic Senate Task Force on Faculty Rewards System II:

- Statement clarifying that an appointee’s performance in all areas should be evaluated in terms of the department’s established performance norms and expectations. (PPM 230-28.IV.A.5)

- Clarification regarding the evaluation of individual contributions to collaborative research. (PPM 230-20.VI.A.1 and PPM 230-28.V.A.1)

- Guidelines for considering evidence of successful grant funding in the evaluation of research and creative activity. (PPM 230-20.VI.A.8 and PPM 230-28.V.A.1)

- Clarification regarding use of alternate methods to demonstrate independence of candidates being proposed for appointment or advancement to the Associate level. (PPM 230-20.VI.A.9 and PPM 230-28.V.A.1)

- Clarification that in the Research Scientist series, consideration should be given to constraints imposed on the service efforts of appointees. (PPM 230-20.VII.B.1.c and PPM 230-28.V.G)


- Revision to allow letters of evaluation from referees within UC San Diego to assess pedagogical impact in the LPSOE/LSOE series. (PPM 230-28.IV.B.1)

- Discontinuation of use of the term “crossover step” and removal of the requirement to demonstrate that an appointee is making timely progress on substantial research and creative projects that, when completed, are likely to justify promotion. (PPM 230-28.VII.A.1)

- Revision of policy to clarify criteria for accelerated advancement (PPM 230-28.VII.B.4)

- Revision to more clearly limit the award of a bonus off-scale salary to a single review period. (PPM 230-28.VII.B.5)

Other revisions:

- Removal of the requirement for letters from external referees in the evaluation of appointees proposed for advancement to or through Step VI. (PPM-28.IV.B)

- Update of the criteria for advancement in the Adjunct Professor series regarding the assessment of professional distinction in the evaluation of contributions to scholarly and creative work. (PPM 230-28.V.C)

- Clarification of the criteria for appointment and advancement in the Professor of Practice series, stating more succinctly that contributions in all areas (professional competence and activity, teaching, research and/or creative activity, and service) are required of appointees in the series. (PPM 230-20.VII.A.7 and PPM 230-28.V.F)

- Elimination of the requirement to rejustify market off-scale salaries. (PPM 230-28.VII.B.5)
• Revisions to strengthen policy on consecutive no change actions, including:
  
  o Revision to require campus review of proposed consecutive no change actions (PPM 230-28.VII.B.2.c)
  
  o Clarification that departments or reviewers may propose the reduction or elimination of an appointee’s market off-scale salary component when an appointee is proposed for a consecutive no change action due to insufficient contributions (PPM 230-28.VII.B.2.c.i)
  
  o Revision to prohibit appointees who have received consecutive no change actions from deferring future academic reviews until the next advancement, when the failure to advance is due to insufficient contributions (PPM 230-28.VII.B.2.c.ii)
  
• Updates to implement recent revisions to APM 620, expanding eligibility for off-scale salaries to all academic series covered by PPM 230-20 and PPM 230-28. (PPM 230-20.V.G and PPM 230-28.VII.B.5)
  
  
• Elimination of the readiness assessment from the evaluation of assistant-level appointees. (PPM 230-28.VII.D.7 and PPM 230-28.VII.E.6)
  
• Elimination of the requirement to request preapproval to submit a file proposing reconsideration of a terminal reappointment at the assistant level. (PPM 230-28.VII.D.10)
  
• Technical edits

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