

January 19, 2021

To: Deans, Department Chairs, Directors, Senate Faculty, and Business Officers (via SBCHR-L, SBDIR-L, SBFACU-L, and SBADM-L)

From: Cindy Doherty, Director
Academic Personnel

Re: Consultation on Red Binder changes

Proposed revisions to the Red Binder, the campus Academic Personnel policy and procedure manual, are now available for review and comment.

Significant changes include the following:

Elimination of the use of external letters of evaluation at advancement to Step VI. After consultation with Deans and CAP leadership, it is proposed that extramural letters are no longer required for advancement to Professor VI and step VI in similar series (Sr. Lecturer SOE, Researcher, Adjunct Professor, etc.) Deans and CAP leadership agree that in the majority of cases internal documents and analysis are sufficient to make the judgement regarding advancement to step VI. Elimination of external letters for this advancement will streamline the review process and preserve a larger pool of potential writers for advancement to Above Scale reviews

Clarification of the criteria for advancement to Step VI. Systemwide policy (APM) specifies that step VI is a barrier step requiring a career review, and national recognition of scholarship and/or teaching must continue to be documented in the case and described in the departmental letter. Although candidates may also be recognized internationally, international recognition is not a requirement at this step.

Additional minor clarifications and updates are also included. A summary of changes is listed below. The draft changes may be viewed on the Academic Personnel web-site at <https://ap.ucsb.edu/policies.and.procedures/red.binder/drafts/> The link is not displayed publicly; please either link directly from this e-mail or cut and past the address into your browser.

Please forward this notice on to other non-senate academic employees within your unit as appropriate. I would appreciate receiving feedback by **February 22, 2021**.

Comments may be e-mailed to my attention at Cindy.Doherty@ucsb.edu

Summary of changes

I-6, I-34, I-42, I-46, I-49, I-50, III-12, V-17, V-20	Elimination of letters for advancement to Step VI
I-42	Clarify criteria for advancement to Step VI
III-1	Clarify appointment terms for academic researchers
III-20	Use of Research Associate for senate faculty who resign
VI-7	Clarify payroll process for faculty special research leaves
VII-1	Clarify search waiver parameter for represented employees
VIII-11	Correction of time-frame for chair disestablishment to conform to APM

cc: Academic Senate
Labor Relations
Equal Opportunity

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