

	Dean's Review				Ad Hoc/Stand			Final Review	
	Department	Dean's Staff	Federation/Senate Joint Cte	Dean	VP - Academic Affairs Staff	Ad Hoc	Federation/Senate Joint Cte	VP - Academic Affairs Staff	VP - Academic Affairs
Specialist (APM 330 / RA Unit MOU)									
Appointment									
Junior Specialist	I/R	RP		A					
Assistant Specialist, Steps 1 - Specialist, Step 9 ¹	I/R	RP	R/R	A					
Specialist Above Scale	I/R	RP		R/R	RP	O	R/R	RP	A
Reappointment									
All ranks and steps	I/R	RP		A					
Merit									
First normal merit after appointment and first normal merit after promotion ²	I/R	RP	O	A					
Every merit after a denied merit/promotion until positive advancement	I/R	RP		R/R	RP	O	R/R	RP	A
Assistant Specialist, Steps 2 - Full Rank, Steps 1-9 ²	I/R	RP	R/R	A					
To Full Specialist, Above Scale ³	I/R	RP		R/R	RP	O	R/R	RP	A
Full Specialist, further Above Scale ³	I/R	RP		R/R	RP	O	R/R	RP	A
All 2.0 Merits	I/R	RP		R/R	RP	O	R/R	RP	A
Promotion									
Junior Specialist to Assistant Specialist ⁴	I/R	RP	R/R	A					
Assistant Specialist to Associate Specialist	I/R	RP	R/R	A					
Associate Specialist to Full Specialist	I/R	RP	R/R	A					
All 2.0 Promotions	I/R	RP		R/R	RP	O	R/R	RP	A
Accelerated Promotion									
Assistant to Associate Specialist, and Associate to Full Specialist	I/R	RP		R/R	RP	O	R/R	RP	A
Deferral									
First and second year deferrals	I/R	RP	O	A					
Third and fourth year deferrals	I/R	RP	O	A					
First and second year deferrals after an unsatisfactory Five-Year Review or denied merit/promotion	I/R	RP	R/R	A					
Third and fourth year deferrals after an unsatisfactory Five-Year Review or denied merit/promotion	I/R	RP		R/R	RP	O	R/R	RP	A
Five-Year Review									
Specialist Series	I/R	RP		R/R	RP		R/R	RP	A
Joint Appointment									
Joint Appointments are reviewed by all departments and deans' offices according to APM UCD 220 and in observation of the delegation of authority appropriate to respective action.									
Appeal									
Specialist Redelegated actions	I/R	RP	R/R	A					
Specialist Non-Redelegated actions	I/R	RP		R/R	RP		R/R	RP	A
¹ When Dean (or Vice Chancellor for Research) and JPC are in disagreement, final decision is forwarded to the Vice Provost.									
² The dean retains approval authority if the candidate selection on the "Notification of advancement eligibility for an Academic Federation member" form is a redelegated action, regardless of the committee recommendation.									
³ Approval of a salary rate above the Indexed Compensation Level requires President/Regents approval.									
⁴ Only allowed when the Junior Specialist was appointed from an open recruitment									

A:	Approval Authority
RP:	Review for adherence to policy
I/R:	Initiate Action/Recommend
R:	Review
R/R:	Reviews/Recommends
O:	Optional Ad Hoc or Standing Committee review