

UC San Diego

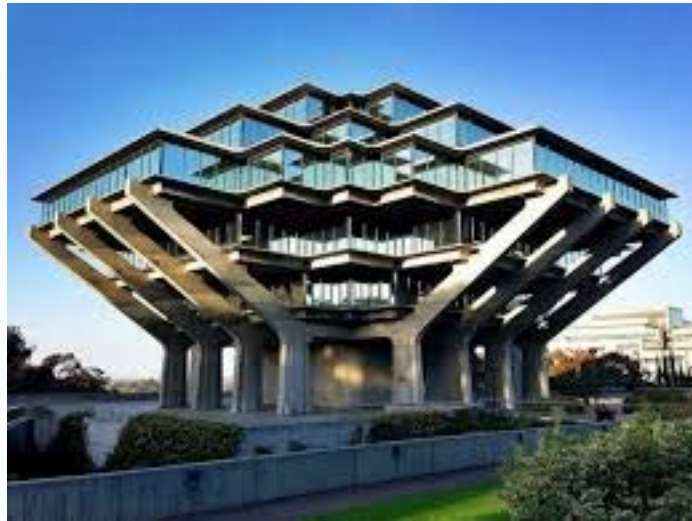
**General Campus
Department Chair Forum on
Academic Review**

October 5, 2018

Agenda

- **Introductions**
- **Becky Petitt, VC-EDI**
 - ❖ 2017-18 Recruitment
- **Robert Continetti, Sr. AVC-AA**
 - ❖ 2017-18 Academic Review
 - ❖ Compensation
 - ❖ Deadlines
- **Guillermo Algaze, Chair, CAP**
 - ❖ “Preparing Successful Academic Review Files”

VC-EDI Presentation



2017-18 Review Outcomes

Final Decision Rate of Agreement

	GC 329 files		HS 211 files		SIO 42 files		Total 582 files	
Approved As Proposed	219	67%	162	77%	34	81%	415	71%
Modified Up	38	12%	7	3%	1	>2%	46	8%
Modified Down	46	14%	30	14%	2	5%	78	13%
Disapproved	1	<1%	1	<1%	0		2	<1%
Override of CAP	9		5		1		15	2%



File Was Withdrawn	0		4	2%	1	>2%	5	<1%
Files Not Reviewed	0	0%	0	0%	0	0%	0	0%
Files Currently In Process	18	6%	7	3%	4	>9%	29	4%

2017-18 Review Outcomes

Preliminary Decision Outcomes

A preliminary decision is one that differs from the recommendation originally proposed by the department.

During the 2017-18 academic year, of the 329 general campus files, 116 general campus files were issued as preliminary decisions.

Department Accepted Modification		Department Requested Reconsideration		Cases still in process	Department did not respond
61		39			
Mod up	Mod down	Recon approved	Recon not supported	15	1
37 	25 	14	25		

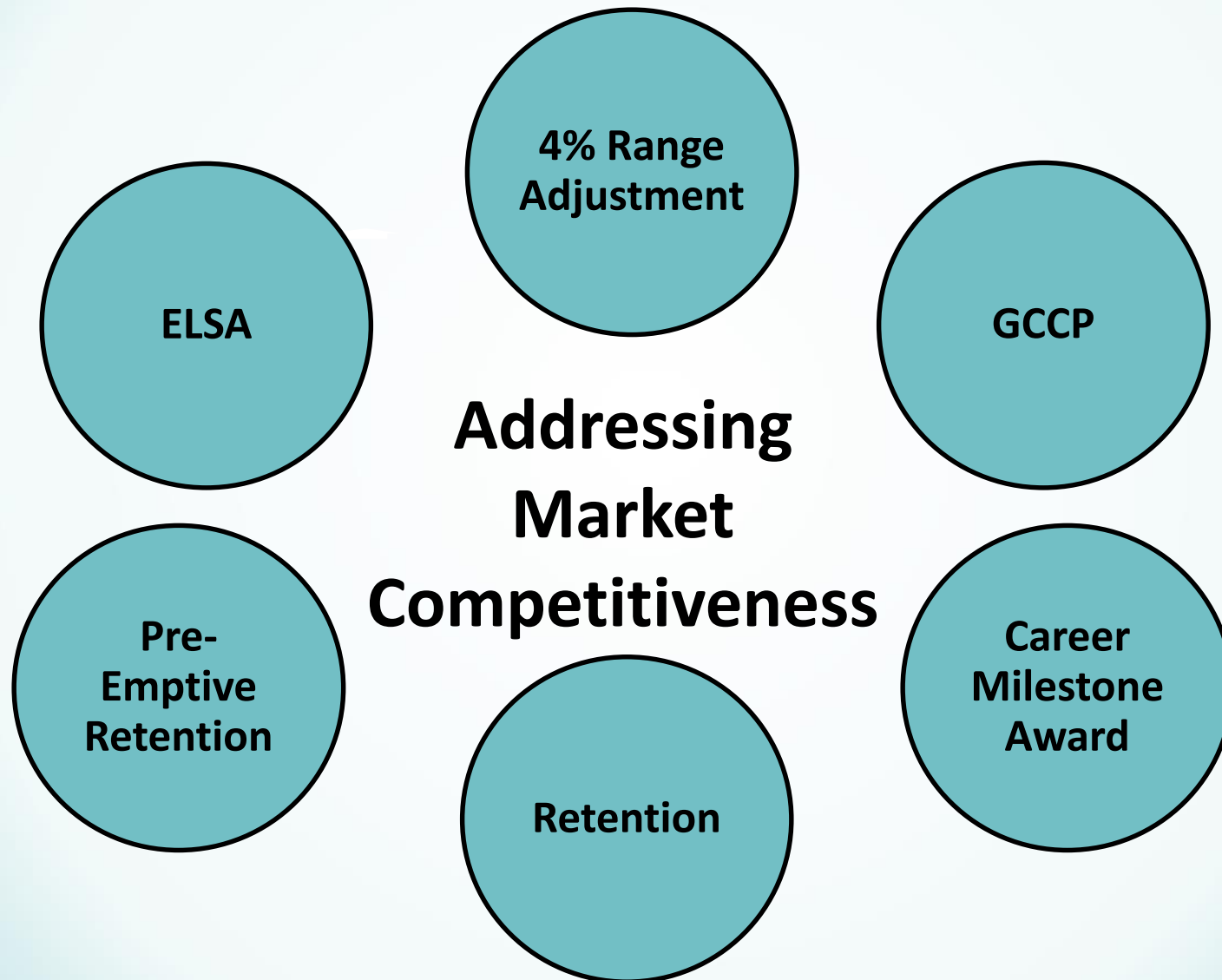
2017-18 Review Outcomes

Acceleration Outcomes

Total	88/329
Percent of Total Proposals	27%

Approved As Proposed		Modified Down		Modified Up		In Process	
53	60%	25	29%	7	8%	3	3%

Faculty Compensation



Faculty Compensation

Addressing Internal Salary Equity and Compression

Spot Compression Adjustments

- When individual salary inequitable based on analysis of other salaries in department and/or due to salary compression over time
- Must establish the quality of the faculty member, value to department, and internal inequity or salary compression
- Adjustments are capped at \$10,000 or \$15,000 for faculty on the B/E/E scales, except in rare and compelling cases
- Formal faculty equity studies will be run every two years (2019-20 next run)

Faculty Compensation

General Campus Spot Compression Adjustments

Year	Total
2013-14	66 (59 salary equity study adjustments)
2014-15	29
2015-16	78 (all salary equity study adjustments)
2016-17	11
2017-18	91 (77 salary equity study adjustments)

Faculty Compensation

General Campus Compensation Plan 2018-19

Division	Participants
Arts and Humanities	0
Biological Sciences	21
JSOE	64
Physical Sciences	13
Social Sciences	5
GPS	2
Rady	9
SIO	10
Total	124

Faculty Compensation

General Campus Retention Efforts

Year	Number of Retention Reviews	Accepted Retention Offers	Declined Retention Offers
2013-14	11	10	1
2014-15	8	7	1
2015-16	12	6	2
2016-17	22	16	6
2017-18	7	6	1

Faculty Compensation

General Campus Preemptive Retention Efforts

Year	Number of Preemptive Retention Reviews	Accepted Preemptive Retention Offers	Declined Preemptive Retention Offers
2013-14	6	5	1
2014-15	7	7	0
2015-16	18	17	1
2016-17	15	15	0
2017-18	16	16	0

Campus File Deadlines

- Know divisional deadlines
- Ensure files submitted on time
- APS and CAP will accept academic files for initial review if received in APS by prescribed deadlines
- After Spring Quarter, CAP meetings will be reserved for appointments, retentions, term reappointment files, responses to additional information, and preliminary responses within prescribed timeframes