

## Policy Restrictions on Making Offers

### **Candidate holds a tenured or tenure-track appointment at an AAU institution:**

Cannot make an offer after April 30 to be effective the following year (i.e., after April 30, 2010, to be effective July 1, 2010). If an offer is to be made after the deadline, the Dean should contact the appropriate Dean at the other institution and advise him/her of the impending offer.

(APM 500-16-c)

### **Candidate not in the employ of UC is being offered a tenured appointment by 2 or more UC campuses:**

The same level of salary shall be offered by each of those campuses. As soon as it becomes known that another campus is also recruiting an individual for a tenured appointment, we are obliged to inform the Chancellor from the other campus. Please contact APO for coordination between campuses. Early coordination is best, because the appointment reviews can proceed at very different rates on different campuses.

(APM 500-16-g)

### **Candidate is a Professor, Associate Professor, or Assistant Professor at another California institution (even if not an AAU institution):**

Cannot make an offer after April 30 to be effective the following year. Cannot offer even a Lecturer or Visiting appointment if it would involve a reduction in their appointment at their home institution. The appropriate administrative office is supposed to initiate the discussion with the Chancellor of the candidate's home campus before we initiate any formal negotiations with the candidate, because "the strength of the total scholarly community in the State is also a leading concern of the University..."

(APM 501)

### **Candidate holds a ladder-rank appointment effective for 1 year or more at another UC campus:**

Cannot make an offer after April 1 to be effective the next year to a "continuing ladder-rank appointee" unless both Chancellors mutually agree a later date to. If not mutually agreed to, the offer cannot be effective until July 1 of the following year. Chancellors should be informed as early as possible in the process (at the time recruitment documentation is approved); the other Chancellor must be informed of the terms of the formal offer 10 working days before the formal offer can be made to the candidate. UCSC cannot offer a salary more than the equivalent of one step above the candidate's salary at their current campus. If the person is a Principal Investigator or a Co-Principal Investigator and they'll be transferring grants, Contracts and Grants should be involved "at the earliest possible opportunity." This policy is intended to "pay due regard to the welfare of the University as a whole as well as the wishes of the particular appointee and to the effect of the transfer on the two campuses directly concerned."

(APM 510)