

DEANS
DEPARTMENT AND PROGRAM CHAIRS
DIRECTOR, UCO/LICK OBSERVATORY

November 6, 2009

Dear Colleagues:

Re: Issuance of Revised Joint Appointments for Senate Faculty ([CAPM 417.220](#))

I am pleased to issue the campus's revised policy and procedures involving joint appointments for Senate faculty, effective fall quarter 2009. **I ask that department and program chairs bring this information to the attention of Senate faculty in their unit by forwarding this message and/or by addressing it at a department/program meeting.**

As described in the revised policy, joint appointment refers to the situation in which a Senate faculty member is an official member of more than one academic department on this campus. While the option for joint – formerly “split” – appointments has existed on the campus for many years (CAPM 416.220, *Guidelines for FTE Transfers or Split Appointments*), the revised policy permits any FTE split of the joint appointment to be any combination of percentages, including 100/0. Faculty with joint appointments have Bylaw 55 rights in all departments in which they are members, including those where the appointment percentage is zero.

Joint appointments provide a number of advantages to individual faculty, to participating units and to the campus, by enriching interdisciplinary research through aligning faculty and students whose work may otherwise exist in isolation from each other. These appointments may also reduce duplication of expertise, increasing campus effectiveness in the face of limited resources. From the faculty perspective, the ability to move between fields opens new and exciting avenues for research and passes along this blending of experiences to undergraduate and graduate students in all the programs involved.

The revisions to this campus policy are intended to provide as much flexibility as possible in making joint appointments, while maintaining appropriate administrative and Senate review where required. Also included as appendices to the revised policy are a sample Memorandum of Understanding, and an outline of the academic personnel review process for these types of appointments.

Of course, there still remain other options for Senate faculty who wish to be involved or associated with more than one department but do not want the demands associated with a formal joint appointment. Some of these options are “below-the-line” affiliations, department augmentation for Bylaw 55 voting rights (CAPM 414.220), and interdepartmental teaching arrangements.

The revised *Joint Appointments for Senate Faculty* is available on the APO website at: http://apo.ucsc.edu/academic_policies_and_procedures/cappm/417220.htm. Questions regarding this revised policy should be sent to Susan Fellows, Academic Personnel, sfellows@ucsc.edu.

For your information, the campus policy and procedures for FTE transfers (i.e., the transfer of the faculty member's entire FTE to a different department) will continue to be addressed in [CAPM 416.220](#).

Sincerely,

A handwritten signature in cursive script that reads "Dave".

David S. Kliger
Campus Provost and
Executive Vice Chancellor

cc: Chancellor Blumenthal
Faculty Assistant to the EVC Chung
VPDAA Galloway
Academic Senate Chair Kletzer
Assistant Vice Chancellor Peterson
Labor Relations Manager Purcell
Academic Personnel Divisional Coordinators
Academic Senate Office
Department and Program Managers