

April 6, 2007

KATHY BEATTIE  
ELLEN BORGER  
ANNE CALLAHAN  
JAN CLOUD  
SHARI HASTINGS  
JUNE TAYLOR

RE: Authority to Negotiate "Respond By" and "Appointment Effective" Dates for CP/EVC-Authority Appointments

Dear Colleagues:

In order to facilitate greater flexibility during negotiations between a selected candidate and their proposed Division, CP/EVC Kliger has decided that, where authority to make the appointment rests with the CP/EVC, the Dean shall have the authority to alter the "respond by" and "appointment effective" dates as set forth in the candidate's offer letter. It is our hope that this new authority will streamline the negotiation process, eliminating time delays that might result from requiring CP/EVC consultation on changes to these dates.

As the term of service for an assistant professor is limited to a maximum term of two years, an appointment with an "appointment effective" date other than July 1 shall normally end on the second June 30 following the effective date and all exceptions to this policy remain with the CP/EVC. Acting assistant professor appointments remain limited to a maximum one-year term.

Please share this information with your Deans as soon as possible since recruitments are still ongoing within each Division. When a change is made to a "respond by" or "appointment effective" date, the change must be provided in writing to the candidate with Academic Human Resources copied thereon.

Please contact me at [pgpeters@ucsc.edu](mailto:pgpeters@ucsc.edu) or x9-5380 if you or your Deans have questions.

Sincerely,



Pamela G. Peterson  
Assistant Vice Chancellor

cc: AHR Analysts