

To: DEANS
DIRECTORS
DEPARTMENT CHAIRS
DIVISIONAL ACADEMIC PERSONNEL COORDINATORS

From: Pamela Peterson, Assistant Vice Chancellor, Academic Personnel

Re: Listing Salaries in Academic Recruitment Announcements

Date: July 29, 2008

Dear Colleagues:

It was recently brought to my attention that listing salary ranges in senate faculty recruitment announcements may cause difficulties if a petition for Permanent Residency will be filed for the selected candidate and if the candidate is hired at a salary higher than the advertised range.

A fast track labor certification program for Permanent Residency (PERM) was recently established. Under PERM, the Department of Labor (DOL) is wholly responsible for the labor certification. The new process has many benefits for members of the professoriate including a faster processing time and the ability to apply early in an individual's career. The DOL, however, has very strict regulations that include not exceeding the advertised salary range at initial hire. Audits are relatively frequent and penalties of \$35,000 per incident can be assessed.

I strongly advise that salary ranges be omitted from the advertisements for all senate faculty positions. Salary ranges for non-senate academic positions that are usually not hired with an off-scale component can still be included in the job announcements.

I also want to remind departments that copies of all advertisements, print and online, should be submitted to the Academic Personnel Office with the Recruitment Search Plan (Part A). Departments should also retain copies of invoices for advertisements. The Academic Personnel Office will again be sponsoring print display ads in the *Chronicle of Higher Education*, *Women in Higher Education*, and *Science* that list the 2008-09 senate faculty recruitments. These ads will be designed to meet the print ad requirement for Permanent Residency petitions.

If you have any questions, please contact me at pgpeters@ucsc.edu or x9-5380.

cc: Campus Provost and Executive Vice Chancellor Kliger
Vice Provost and Dean Ladusaw, Undergraduate Education
Director Butler, International Student and Scholar Services
Director McQuitta, Staff Human Resources
Interim Director Sahni, EEO/AA Office
Director Sweeley, Office of International Education
Department Managers