

330-4 **Definition**

The Specialist series is used for academic appointees who are engaged in research in specialized areas and who do not have any teaching responsibilities.

330-6 **Responsibility**

a. **For Specialists in the Agricultural Experiment Station**

Responsibility for reviewing personnel and for recommending appointments and promotions rests with the department chairperson, dean of the college or school (or Director of the Citrus Experiment Station acting in the capacity of Assistant Director of the Agricultural Experiment Station) and the Chancellor.

b. **For Specialists in the Scripps Institution of Oceanography**

Responsibility for reviewing personnel and for recommending appointments and promotions rests with the director or department chairperson, the Director of the Scripps Institution of Oceanography, and the Chancellor.

c. **For Specialists in all Other Departments**

Responsibility for reviewing personnel and for recommending appointments and promotions rests with the director or department chairperson, the dean of the school or college involved, and the Chancellor.

330-8 **Types**

Appointment and promotion in this series may be made to the following ranks:

- a. Junior Specialist
- b. Assistant Specialist
- c. Associate Specialist
- d. Specialist

330-10 Criteria

In judging a candidate for appointment or promotion to a position in this series, the following criteria are used:

- a. Performance in research in specialized areas
- b. Professional competence and activity
- c. University and public service

330-18 Salary

- a. An authorized salary scale established for this series is issued by the Office of the President.
- b. New appointees are normally paid at a minimum salary rate for the rank to which appointment is made. (See also APM - 310-12-c.)

See also APM - 615-24.

330-20 Conditions of Employment

The normal periods of service for each step of the ranks listed in APM - 330-8 are as shown in the Academic Salary Scale:

- | | | |
|-------------------------|----------|----------------------------------|
| a. Junior Specialist | Step I | - 1 year |
| | Step II | - 1 year |
| b. Assistant Specialist | Step I | - 2 years |
| | Step II | - 2 years |
| | Step III | - 2 years |
| c. Associate Specialist | Step I | - 2 years |
| | Step II | - 2 years |
| | Step III | - 2 years |
| | Step IV | - No normal period
of service |

d. Specialist	Step I	- 3 years
	Step II	- 3 years
	Step III	- No normal period of service
	Step IV	- No normal period of service
	Step V	- No normal period of service

330-24 **Authority**

Authority to approve appointments, reappointments, merit increases, promotions, and terminations in this series, following appropriate review, rests with the Chancellor except as noted below.

Specialist at an above-scale salary:

The Chancellor has the authority to approve above-scale salary levels up to and including the Regental compensation threshold. For salaries beyond the Regental compensation threshold, authority rests with The Regents on recommendation of the President, after appropriate review and as prescribed in Section 101.2(a)(2) of the Standing Orders of The Regents.

330-80 **Recommendation and Review**

The provisions of APM - 220-80-c, -d, -e, -h, -i, -j, 220-84-b, modified as appropriate in specific circumstances, apply to this series.