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March 17, 2008

To: UCSC Faculty and Staff

Fr: Willeen McQuitta, Director of Staff Human Resources; Pamela Peterson, Assistant Vice Chancellor, Academic Personnel

Re: Proposed Revisions to Performance Management Review Process for Officers of the University

UCOP is undergoing formal review of the proposed new Performance Management Review Process policy for Officers of the University. The proposed policy is the result of a collaborative effort of the Joint Academic Senate/Administration Task Force (comprised of campus faculty representation and members from the Academic Senate, Office of the President and campus administrators) formed to review the merit process for Officers of the University.

The proposed policy is modeled on the performance review process currently in place for the Chancellors, Deans and other faculty members and represents the current best practices of performance management programs at many organizations, including performance review practices in place currently at a number of UC campuses. The proposed policy was developed to provide a systematic process for establishing goals and expectations, and reviewing the accomplishments, of Senior Management Group employees who are Officers of the University.

The proposed policy is applicable to Officers of the University as defined under Regents Standing Order 100.1.a, including: President of the University, Executive Vice Presidents, Senior Vice Presidents, other Vice Presidents, Associate Vice Presidents, Assistant Vice Presidents, University Auditor, Chancellors, Vice Chancellors, Director and Deputy Director of the DOE Lawrence Berkeley National Laboratory, and Chief Executive Officers at the Medical Centers.

Deans are excluded from this policy at this time since they are subject to the regular academic review process. Principal Officers of The Regents and the other members of the Senior Management Group may be subject to a similar review process at a future date, pending consultation and approval by The Regents.

The new proposed policy is available at the following URL:

http://atyourservice.ucop.edu/employees/policies_employee_labor_relations/proposed_policies/index.html

As this is a UC system-wide review, we are asking for your comments to the proposed revisions by April 4, 2008*.*

Please forward your comments to Terilynn Bench in the Academic Personnel Office, tbench@ucsc.edu <<mailto:tbench@ucsc.edu>> , 459-5380.