

Lecturer with Security of Employment/Senior Lecturer with Security of Employment (APM 285)	Dean's Review					Ad Hoc/Stand				Final Review		
	Department	Dean's Staff	CAPAC	Faculty Personnel Committee	Dean	VP - Academic Affairs Staff	Ad Hoc	CAPAC	Academic Senate/CAP	VP - Academic Affairs Staff	VP - Academic Affairs	Chancellor
Appointment												
Lecturer with PSOE	I/R	RP			R/R	RP	O		R/R	RP	A	
Sr. Lecturer with PSOE	I/R	RP			R/R	RP	O		R/R	RP	A	
Lecturer with SOE (including via change in title) ²	I/R	RP			R/R	RP	O		R/R	RP	A	
Sr. Lecturer with SOE (including via change in title) ²	I/R	RP			R/R	RP	O		R/R	RP	A	
Reappointment												
Lecturer PSOE and Senior Lecturer PSOE	I/R	RP			A							
Merit												
First normal merit after appointment and first normal merit after promotion	I/R	RP			A							
Every merit after a 3rd- or 4th-year deferral or Five-Year Review until positive advancement	I/R	RP			R/R	RP	O		R/R	RP	A	
Lecturer PSOE	I/R	RP		R/R	A							
Senior Lecturer PSOE	I/R	RP		R/R	A							
Lecturer SOE	I/R	RP		R/R	A							
Sr. Lecturer SOE	I/R	RP		R/R	A							
Sr. Lecturer SOE above the standard table of pay rates for title (Above Scale) ¹	I/R	RP		R/R	RP	O		R/R	RP	A		
All 2.0-step merits ¹	I/R	RP		R/R	RP	O		R/R	RP	A		
Appraisal												
Lecturer PSOE/Sr. Lecturer PSOE -4th year	I/R	RP		R/R	R/R	RP			R/R	RP	A	
Promotion												
Lecturer PSOE to Lecturer SOE ²	I/R	RP		R/R	RP	O		R/R	RP	R/R	A	
Sr. Lecturer PSOE to Sr. Lecturer SOE ²	I/R	RP		R/R	RP	O		R/R	RP	R/R	A	
Lecturer SOE to Senior Lecturer SOE	I/R	RP		R/R	RP	O		R/R	RP	A		
Deferral												
First and second year deferrals	I/R	RP		O	A							
Third and fourth year deferrals	I/R	RP		R/R	A							
First and second year deferrals after an unsatisfactory Five-Year Review or denied merit/promotion action	I/R	RP		R/R	A							
Third and fourth year deferrals after an unsatisfactory Five-Year Review or denied merit/promotion action	I/R	RP		R/R	RP			R/R	RP	A		
Five-Year Review												
Lecturer SOE/Sr. Lecturer SOE	I/R	RP		R/R	RP			R/R	RP	A		
Appeal												
Redelegated Actions	I/R	RP	R/R		A							
Non-Redelegated Actions	I/R	RP		R/R	RP		R/R		RP	A		

A:	Approval Authority
RP:	Review for adherence to policy
I/R:	Initiate Action/Recommend
R:	Review
R/R:	Reviews/Recommends
O:	Optional Ad Hoc or Standing Committee review

¹ Approval of salary rate above 47% of the maximum of the appropriate salary scale requires President/Regents approval

² Security of Employment may be granted on appointments at more than 50%, per APM 285-16.b