### Specialist (APM 330)

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<th>VP - Academic Affairs Staff</th>
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#### Appointment

- **Junior Specialist**
  - I/R RP A

- **Assistant Specialist, Steps I - Specialist, Step V**
  - I/R RP R/R A

- **Specialist Above Scale**
  - I/R RP R/R RP O R/R RP A

#### Reappointment

- **All ranks and steps**
  - I/R RP A

#### Merit

- **First normal merit after appointment and first normal merit after promotion**
  - I/R RP A

- **Assistant Specialist, Steps II - Full Rank, Steps I-V**
  - I/R RP R/R A

- **To Full Specialist, Above Scale**
  - I/R RP R/R RP O R/R RP A

- **To Full Specialist, further Above Scale**
  - I/R RP R/R RP O R/R RP A

#### Accelerated Merit

- **Assistant Specialist, Step II to Full Specialist, Step III that does not skip a step**
  - I/R RP R/R A

- **To Full Specialist, Step IV that does not skip a step**
  - I/R RP R/R RP O R/R RP A

- **To Full Specialist, Step V that does not skip a step**
  - I/R RP R/R RP O R/R RP A

- **To Full Specialist, Above Scale that does not skip a step**
  - I/R RP R/R RP O R/R RP A

- **Full Specialist all accel. Merits that skip a step**
  - I/R RP R/R RP O R/R RP A

#### Promotion

- **Assistant Specialist to Associate Specialist**
  - I/R RP R/R A

- **Associate Specialist to Full Specialist**
  - I/R RP R/R A

#### Accelerated Promotion

- **Assistant to Associate Specialist, and Associate to Full Specialist**
  - I/R RP R/R RP O R/R RP A

#### Joint Appointment

- **Joint Appointments are reviewed by all departments and deans’ offices according to APM UCD 220, Procedure 3, and in observation of the delegation of authority appropriate to respective action.**

#### Appeal

- **Specialist Redelegated actions**
  - I/R RP R/R A

- **Specialist Non-Redelegated actions**
  - I/R RP R/R RP R/R RP A

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1. When Dean (or Vice Chancellor for Research) and JPC are in disagreement, final decision is forwarded to the Vice Provost.

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