### Professional Researcher (APM 310)  
**Agronomist** (___ in AES) (APM 320)  
**Project Scientist** (APM 311)  
Specialist in Cooperative Extension  
(APM 334)

#### Appointment

<table>
<thead>
<tr>
<th>Rank/Steps</th>
<th>Department</th>
<th>Dean's Staff</th>
<th>Federation/Senate Joint Cte</th>
<th>VP - Academic Affairs Staff</th>
<th>Academic Senate CAP</th>
<th>Federation/Senate Joint Cte</th>
<th>VP - Academic Affairs Staff</th>
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<tbody>
<tr>
<td>Assistant Rank, Steps 1-3 (Researcher, Agronomist, Specialist in CE only)</td>
<td>ER RP R/R A</td>
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<td>Assistant Rank, Steps 4-5 (Researcher, Agronomist, Specialist in CE only)</td>
<td>ER RP R/R RP R/R RP A</td>
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<tr>
<td>Associate Rank, Step 1 through Full Rank, Steps 1-9 and Above Scale (Research, Agronomist, Specialist in CE only)</td>
<td>ER RP R/R RP O R/R RP A</td>
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<tr>
<td>Assistant Project Scientist, Step 1 through Associate Project Scientist, Step 5</td>
<td>ER RP R/R A</td>
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<tr>
<td>Full Rank Project Scientist, Step 1 to Above Scale</td>
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#### Merit

- First normal merit after appointment and first normal merit after promotion
- Every merit after a 3rd- or 4th-year deferral or Five-Year Review until positive advancement for Professional Researcher Series and in AES only
- Every merit after a denied merit/promotion until positive advancement
- Associate Rank, Steps 2-6, Assoc. Rank, Steps 1-3, Full Rank, Steps 2-5
- Assoc. Rank, Steps 4-5
- Full Rank, Step 6
- Full Rank, Steps 7, 8, and 9
- Full Rank, Above Scale
- All 2.0 Merits

#### Promotion

- Assistant Professional Researcher to Associate Professional Researcher or Associate Professional Researcher to Professional Researcher
- Assistant ___ in AES or Assoc Specialist in CE to Associate ___ in AES or Assoc Specialist in CE
- Assistant Project Scientist to Associate Project Scientist or Associate Project Scientist to Project Scientist
- Associate ___ in AES or Assoc Specialist in CE to Full ___ in AES or Specialist in CE

#### Deferral

- First and second year deferrals for ___ in AES and Specialists in CE only
- Third and fourth year deferrals for ___ in AES and Specialists in CE only
- First and second year deferrals after an unsatisfactory Five-Year Review or denied merit/promotion for ___ in AES only
- Third and fourth year deferrals after an unsatisfactory Five-Year Review or denied merit/promotion for ___ in AES only

#### Appraisal

- Specialist in CE and ___ in AES

#### Five-Year Review

- Professional Research Series and ___ in AES only

#### Joint Appointment

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

#### Appeal

- Redelegated actions
- Non-Redelegated actions

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1. If JPC and the Dean (or Vice Chancellor for Research) are in disagreement, final decision is forwarded to the Vice Provost.
2. Merits to Associate 4 and 5 are redelegated to the Dean, unless the candidate exceeds six years at rank.
3. Approval of salary rate above 47% of the maximum of the appropriate salary scale requires President/Regents approval.
4. Does not apply to full rank, Step 5 and above (or equivalent title at the same step).