### Specialist
(APM 330)

<table>
<thead>
<tr>
<th>Department</th>
<th>Dean's Review</th>
<th>Ad Hoc/Stand</th>
<th>Final Review</th>
</tr>
</thead>
<tbody>
<tr>
<td>I/R RP R/R A</td>
<td>I/R RP R/R O R/R RP A</td>
<td>I/R RP R/R O R/R RP A</td>
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</table>

#### Appointment

<table>
<thead>
<tr>
<th>Rank and Steps</th>
<th>I/R RP A</th>
<th>I/R RP A</th>
<th>I/R RP A</th>
<th>I/R RP A</th>
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</thead>
<tbody>
<tr>
<td>Junior Specialist</td>
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</tr>
<tr>
<td>Assistant Specialist, Steps 1 - Specialist, Step 9</td>
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<tr>
<td>Specialist Above Scale</td>
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#### Reappointment

<table>
<thead>
<tr>
<th>Rank and Steps</th>
<th>I/R RP A</th>
<th>I/R RP A</th>
<th>I/R RP A</th>
<th>I/R RP A</th>
</tr>
</thead>
<tbody>
<tr>
<td>All ranks and steps</td>
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#### Merit

<table>
<thead>
<tr>
<th>Rank and Steps</th>
<th>I/R RP A</th>
<th>I/R RP A</th>
<th>I/R RP A</th>
<th>I/R RP A</th>
</tr>
</thead>
<tbody>
<tr>
<td>First normal merit after appointment and first normal merit after promotion ²</td>
<td></td>
<td></td>
<td></td>
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</tr>
<tr>
<td>Assistant Specialist, Steps 2 - Full Rank, Steps 1-9 ²</td>
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<tr>
<td>To Full Specialist, Above Scale³</td>
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</tr>
<tr>
<td>Full Specialist, further Above Scale³</td>
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<tr>
<td>All 2.0 Merits</td>
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#### Promotion

<table>
<thead>
<tr>
<th>Rank and Steps</th>
<th>I/R RP A</th>
<th>I/R RP A</th>
<th>I/R RP A</th>
<th>I/R RP A</th>
</tr>
</thead>
<tbody>
<tr>
<td>Assistant Specialist to Associate Specialist</td>
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<tr>
<td>Associate Specialist to Full Specialist</td>
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#### Accelerated Promotion

<table>
<thead>
<tr>
<th>Rank and Steps</th>
<th>I/R RP A</th>
<th>I/R RP A</th>
<th>I/R RP A</th>
<th>I/R RP A</th>
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</thead>
<tbody>
<tr>
<td>Assistant to Associate Specialist, and Associate to Full Specialist</td>
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#### 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

<table>
<thead>
<tr>
<th>Rank and Steps</th>
<th>I/R RP A</th>
<th>I/R RP A</th>
<th>I/R RP A</th>
<th>I/R RP A</th>
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</thead>
<tbody>
<tr>
<td>Specialist Redelegated actions</td>
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</tr>
<tr>
<td>Specialist Non-Redelegated actions</td>
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</table>

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

² The dean retains approval authority if the candidate selection on the "Notification of advancement eligibility for an Academic Federation member" form is a redelegated action, regardless of the committee recommendation.

³ Approval of salary rate above 47% of the maximum of the appropriate salary scale requires President/Regents approval.