

CHAIR, ACADEMIC SENATE  
DEANS  
DEPARTMENT CHAIRS  
DIRECTORS  
DIRECTOR, EEO/AA  
VICE PROVOST AND DEAN, ACADEMIC AFFAIRS  
VICE CHANCELLOR, PLANNING AND BUDGET

November 3, 2009

Dear Colleagues:

**RE: Formal Review of Proposed Revised CAPM 112.000 – Waiver of Open Recruitment: Target of Excellence**

I write to announce that the campus is initiating formal campus review of proposed changes to Campus Academic Personnel Manual (CAPM) policy 112.000: Waiver of Open Recruitment: Target of Excellence.

I request your review of this proposed revised policy and also ask that you facilitate this formal review process by forwarding this notice to the attention of affected parties in your division, department or program. I hope that you will provide feedback that reflects your perspective on the proposed clarifications to this policy which include:

- Clarification that a Target of Excellence waiver is requested for an outstanding ladder-rank faculty member who possesses unique qualifications and who will improve the overall excellence of UC Santa Cruz;
- Clarification that a Target of Excellence waiver can be requested for a candidate at any rank or step of the Professorial series. Therefore, the outstanding quality of the candidate must be relative to their proposed appointment level;
- Clarification that there are two separate approvals required for a Target of Excellence hire: 1) budgetary authorization; and 2) waiver of open recruitment. The budgetary authorization review determines the financial contribution of and potential effect on the department/division as well as how the proposed Target of Excellence hire furthers the stated goals of the department/division's academic plan. The waiver of recruitment review determines whether the proposal submitted by the department, and augmented by the dean, evidences justification to approve a waiver of open recruitment for the proposed Target of Excellence candidate;
- Clarification that the authority to approve the budgetary authorization for a Target of Excellence rests with the Campus Provost/Executive Vice Chancellor (CP/EVC) and the authority to approve a waiver of open recruitment for a Target of Excellence rests with the Chancellor.

The proposed draft policy is available on the Academic Personnel Office website at:  
[http://apo.ucsc.edu/academic\\_policies\\_and\\_procedures/cappm/under\\_review.htm](http://apo.ucsc.edu/academic_policies_and_procedures/cappm/under_review.htm).

Please send me your comments regarding this proposed change by December 11, 2009 via Elizabeth Dane, mailstop: Academic Personnel Office, or [lzdane@ucsc.edu](mailto:lzdane@ucsc.edu).

Sincerely,



David S. Kliger  
Campus Provost and  
Executive Vice Chancellor

cc: Chancellor Blumenthal  
Faculty Assistant to the EVC Chung  
Assistant Vice Chancellor Peterson  
Labor Relations Manager Purcell  
Academic Senate Office  
Administrative Records Office  
APO Analysts  
Assistants to Directors  
Department and Program Managers  
Divisional Academic Personnel Coordinators