



# ACADEMIC STAFF PROMOTION AND TITLE CHANGE POLICIES AND PROCEDURES

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## Definitions

**Hayes Hill Title:** The title is assigned to a position that describes a single position or a group of positions that possess substantially similar (though not identical) duties and responsibilities.

**Working Title:** A variation from the Hayes Hill Title that is given to a position to better describe its particular functions.

**Promotion:** For Hayes Hill title categories with progression series (i.e. associate, no prefix, senior, distinguished) a staff member may request a promotion review when they have met the requirements of eligibility as outlined in the [Promotion Criteria](#) section. Confirm eligibility for promotion with Human Resources before proceeding. To advance to the next level, the duties and responsibilities for the position will be at the level defined by the current academic staff Hayes Hill title structure. For further information regarding prefix definitions review the [UW System Faculty, Academic Staff, Limited Appointee, Student Assistants and Employees-in-Training Title Definitions Book](#) (Formerly UPG#1 Attachment 1A).

**Title Change:** A title change is move to a different Hayes Hill title category. A staff member may request a title change review when their position has significantly changed, and their duties and responsibilities better align with a different Hayes Hill title category. The duties and responsibilities for the position must be at the level defined by the requested academic staff Hayes Hill title structure.

## Request Procedure Timeline

Applications will be processed on a rolling basis and are **due on the first of each month**. Granted requests will become **effective the next pay period**. Due to payroll timelines, salary increases may be processed retroactively.

- A. The call for applications will be sent by the Human Resources Office to the Academic Staff list serve **quarterly**.
- B. Trainings on the process shall be provided by the Academic Staff Personnel/Compensation Committee during Fall and Spring Opening Weeks.
- C. The applicant shall submit a written request for promotion or title change following the criteria outlined in [Appendix A](#). Completed requests are due to the Human Resources Office electronically via [hr@uwsuper.edu](mailto:hr@uwsuper.edu) **the first of each month**.
- D. The Academic Staff Personnel/Compensation Committee will review the request and supporting documentation. Upon completion of their review, the Personnel/Compensation Committee will provide a recommendation to the Director of Human Resources. Recommendation of denials will be submitted via Appendix B: Level 1 Appeals Form which includes Committee rationale and chair signature.
- E. The Director of Human Resources reviews the Committee recommendations and application packets and approves or denies the recommendation. The Director of Human Resources sends the official notification letter to the applicant and their supervisor. In the case of a denial, the Committee signed Appendix B: Level 1 Appeals Form will be included with the official notification letter. The Academic Staff Personnel/Compensation Committee Chair will be copied on all official notifications.

## Promotion Criteria

### Criteria for a promotion from Associate to No Prefix

1. The applicant must have two (2) years of continuous employment in a position at the time of application. (Regardless of classification i.e. university staff converting to academic staff, project appointment, LTE)
2. The applicant should be functioning at the No Prefix level as defined by the title structure for the position in [Appendix 1A: UW System Faculty, Academic Staff, Limited Appointee, Student Assistants and Employee-in-Training Title Definitions Book](#).
3. Promotion is dependent upon evidence of satisfactory or meritorious performance as evidenced by at least the past two (2) performance evaluations.
4. Reference [Appendix A](#) for evaluation criteria and application requirements.

### Criteria for a promotion from No Prefix to Senior

1. The applicant must have at least seven (7) years of comparable professional experience including the most recent five (5) years at UW-Superior at the no prefix level at the time of the application.
2. The applicant should be functioning at the senior level as defined by the title structure for the position in [Appendix 1A: UW System Faculty, Academic Staff, Limited Appointee, Student Assistants and Employee-in-Training Title Definitions Book](#).
3. Promotion is dependent upon evidence of satisfactory or meritorious performance as evidenced by at least the past five (5) performance evaluations.
4. Reference [Appendix A](#) for evaluation criteria and application requirements.

### Criteria for a promotion from Senior to Distinguished

1. The typical professional, instructional, or research academic staff member will show career advancement through the Associate, No Prefix and Senior prefix levels. The UW System has determined that the Distinguished prefix is not part of a natural career progression track and is not intended to be the final stage of progression for all academic staff. Consistent with Hayes Hill's original intent to reserve a prefix level "for the truly exceptional performers".
2. The applicant must have at least ten (10) years of progressively responsible experience including a minimum of six (6) years at UW-Superior at the time of application.
5. Promotion is dependent upon evidence of satisfactory or meritorious performance of all UW-Superior performance evaluations. The two (2) most recent performance evaluations must be at the meritorious level.
3. The applicant should be functioning at the distinguished level as defined by the title structure for your position in [Appendix 1A: UW System Faculty, Academic Staff, Limited Appointee, Student Assistants and Employee-in-Training Title Definitions Book](#).
4. Reference [Appendix A](#) for evaluation criteria and application requirements.

## Title Change Criteria

1. There are no years served requirements for title change application.
2. The applicant should be functioning at the level of the new Hayes Hill title requested. The current position description and most recent performance review should document alignment of duties with the newly requested Hayes Hill title.
3. Title change is dependent on evidence of satisfactory or meritorious performance as evidenced by at least the last two (2) performance evaluations.
4. Reference [Appendix A](#) for evaluation criteria and application requirements.

## Salary Level Increases

- A. Pay Increase Formulas:
  1. Movement is either a title change or to the No Prefix range:
    - i. If the minimum of the pay range the Academic Staff is advancing to is the same or less than their current salary, the Academic Staff will receive an increase of 3% not to exceed the maximum of the salary range.
    - ii. If the minimum pay range the Academic Staff is advancing to is more than their current salary, the Academic Staff will receive the increase to the minimum plus an additional 3% not to exceed the maximum of the salary range.
  2. Movement is to the Senior level:
    - i. If the minimum of the pay range the Academic Staff is advancing to is more than their current salary, the Academic Staff will receive the increase to the minimum plus an additional 5% not to exceed the maximum of the salary range.
    - ii. If the minimum of the pay range the Academic Staff is advancing to is the same or less than their current salary the Academic Staff will receive an increase of 5% not to exceed the maximum of the salary range.
- B. Under no circumstances, will a promotion result in a decrease in base salary.
- C. When applicable, the salary adjustment will be in addition to the annual increase.

## Academic Staff Personnel/Compensation Committee Operations

- A. Composition: Academic Staff Personnel/Compensation Committee shall consist of five (5) members: two academic staff senators elected from the Academic Staff Senate, two academic staff nominated and elected from the academic staff constituency, and the Director of Human Resources. Chairperson is selected by members of the Personnel/Compensation Committee.
- B. Charge: Academic Staff Personnel/Compensation Committee shall review all requests and policies for promotion, title changes, and/or career progression in accordance with the [UW System Faculty, Academic Staff, Limited Appointee, Student Assistants and Employees-in-Training Title Definitions Book](#) (Formerly UPG#1 Attachment 1A).
- C. Committee Protocol: Committee members may not participate in the review, discussion or vote of their own application, an application in which they have participated as supervisor or

signature authority, or a family member's (spouse/partner, child, parent, sibling) application. A committee member who has a conflict of interest shall excuse themselves from any application review and discussion and relinquish their voting participation specific to that application.

- D. Refer to [Appendix F By-Laws of the Academic Staff Senate, Article V1](#) for full committee responsibilities, procedures and composition requirements.

## Review of Materials

- A. The committee will conduct a comprehensive review of all required materials submitted by the applicant to ensure they meet the requirements and evaluation criteria as outlined in the Academic Staff Promotion or Title Change Procedures Appendix A. Applications will be reviewed and evaluated based on the criteria outlined in the applicable section of the Promotion and Title Change Criteria and Appendix A. Supplemental information will not be reviewed.
- B. Any additional information or materials required by the committee to make a recommendation decision will be addressed in the following way:
  - 1. the committee will determine what clarification or information is necessary
  - 2. the Human Resources Office will follow up with the applicant and/or their supervisor
  - 3. the Human Resources Office will report the information received back to the full committee.
- C. The committee will vote (majority rules) to approve/deny the promotion or title change request and forward the recommendation to the Director of Human Resources.
- D. The Director of Human Resources will review the committee recommendation and approve or deny the application.
- E. All applicants will receive an official notification letter of approval or denial. If application is denied, the applicant will be provided with the decision rationale within the official notification letter. The applicant has the right to appeal via the [Promotion Appeals Process](#).

## Appeals Process

Any applicant has the right to appeal the decision via the Appeals Process. The appeals process encompasses two levels of potential appeal.

### Level 1: Academic Staff Personnel/Compensation Committee Appeal

- A. If an applicant disagrees with the committee's decision, the member may appeal the decision. The appeal must be made by written notice using the [Academic Staff Personnel/Compensation Committee Appeal Form \(Appendix C\)](#) within fifteen (15) business days from the receipt of the promotion or title change official notification letter. The written request must state the reason(s) for the appeal and include signatures from the applicant and supervisor. Written notice of appeal must be sent to Human Resources Office electronically via [hr@uwsuper.edu](mailto:hr@uwsuper.edu).
- B. Upon receipt the Human Resources Office will provide the UW-Superior Academic Staff Personnel/Compensation Committee Appeal Form to the Academic Staff Personnel/Compensation Committee for review. Upon receipt, the committee has thirty (30) days to review and approve or deny the appeal.
- C. The Academic Staff Personnel/Compensation Committee will re-review the originally submitted materials, the appeal rationale and any supporting documentation provided in the UW-Superior Academic Staff Personnel/Compensation Committee Appeal Form to determine if the request

meets the requirements and evaluation criteria as outlined in the Academic Staff Promotion and Title Change Policies and Procedures Appendix A.

- D. After a review of all materials the committee will vote to approve/deny the promotion or title change appeal request.
- E. The Academic Staff Personnel/Compensation Committee will provide the completed Appeal Form and a written notification of the final decision and rationale to the Human Resources Office within thirty (30) days.
- F. The Human Resources Office will deliver the official notification letter within five (5) business days to the applicant and supervisor and copy the Academic Staff Personnel/Compensation Committee Chair.

## Level 2: Review by Academic Staff Appeals Committee

- A. If the applicant disagrees with the Academic Staff Personnel/Compensation committee's appeal decision, the applicant may appeal to the Academic Appeals Committee. The appeal must be sent to the Human Resources Office within fifteen (15) business days from the receipt of the Academic Staff Personnel/Compensation Committee's appeal notification. The appeal must be made via the [Academic Appeals Committee Request for Appeal Form \(Appendix D\)](#) and include any supporting documentation. The request for appeal to the Academic Appeals Committee must be made on the basis that:
  - The action of the Personnel Compensation Committee and/or the Director of Human Resources was unreasonable, arbitrary, capricious or lacked proper factual basis, or
  - The action of the Personnel Compensation Committee and/or Director of Human Resources was procured by fraud, coercion or the improper conduct of any party in interest.
- B. Upon receipt, the Human Resources Office will convene the committee and serve as an ex officio member. The Human Resources Office will provide the initial application package, official notification letter, and appeal notification and rationale to the Academic Appeals Committee for review.
- C. The Academic Appeals Committee may approve the recommendation of the Personnel/Compensation Committee or override the decision of the Personnel/Compensation Committee should a basis for appeal be substantiated.
- D. The Academic Appeals Committee will provide the completed UW-Superior Academic Staff Personnel/Compensation Committee Appeal Form and a written notification of the final decision and rationale to the Human Resources Office within thirty (30) days.
- E. Human Resources Office will provide written an official notification of approval/denial of the appeal. If an appeal is denied, the applicant will be provided with the decision rationale within the official notification letter.
- F. Upon completion of the appeal process, the decision will be considered final. Granted appeals will become retroactively effective consistent with the effective dates outlined in the [Request Procedure Timeline](#) section.

## Appendix A: Procedure for Promotion or Title Change Application

Appendix A outlines the application requirements for each type of request. Applications will be reviewed and evaluated based on the criteria outlined in the applicable section of Appendix A and the Promotion and Title Change Criteria. Be sure to address all areas of the requirements. Lack of documented evidence supporting a request for promotion or title change or incomplete submission of forms shall be cause to deny a request. Supplemental information will not be reviewed.

### Promotion from Associate to No Prefix

(ex: Associate Student Services Coordinator to Student Services Coordinator)

The applicant must meet the criteria for promotion found in this document, the Academic Staff Promotion and Title Change Policies and Procedures. The applicant must be functioning at the No Prefix level of proficiency performing their duties as a fully competent professional, working independently in applying approaches, methods and techniques of their profession and is actively involved or assisting in the development of new techniques, approaches or methods.

Applicants must submit the following to the Human Resources Office by the **first of the month**:

- Completed Academic Staff Promotion or Title Change [Application](#)
  - Cover Letter from Applicant highlighting the following:
    - 1) Evidence proving a fully competent professional whom is working independently in applying approaches, methods and techniques of their profession and is actively involved or assisting in the development of new techniques, approaches or methods.
    - 2) Evidence of service to the University community such as service on UW-Superior committees, involvement in academic staff development activities, participation in UW-Superior governance committees, demonstrated willingness to accept supplemental assignments and new tasks.
  - Current Position Description from Human Resources Office
  - Two (2) most recent Performance Evaluations, both signed and dated
  - One (1) letter of support from direct supervisor indicating that the applicant is performing duties as a fully competent professional and actively involved in the development of new techniques, approaches or methods.
- 

### Promotion from No Prefix to Senior

(ex: Student Services Coordinator to Senior Student Services Coordinator).

The applicant must meet the criteria for promotion found in this document, the Academic Staff Promotion and Title Change Policies and Procedures. The applicant must be functioning at the Senior level of proficiency performing their duties as a highly competent professional, developing approaches, methods and techniques to solve problems independently, and be involved in their professional field through the participation in professional organizations, system-wide committees, etc.

Applicants must submit the following to the Human Resources Office by the **first of the month**:

- Completed Academic Staff Promotion/Title Change [Application](#)
- Cover Letter from Applicant highlighting the following:

- 1) Evidence of at least seven (7) years of comparable professional experience including the most recent five (5) years at UW-Superior. Comparable experience is defined as related and relevant professional experience in similar fields with similar duties and responsibilities.
  - 2) Evidence of the development of new techniques, approaches, or methods to solve problems independently.
  - 3) Evidence of recognition in one's professional field through participation in professional organizations, system-wide committees, etc., related to the individual's professional field.
  - 4) Evidence of service to the University community, not directly related to the individual's professional field, such as service on UW-Superior committees, involvement in academic staff development activities, participation in UW-Superior governance committees, demonstrated willingness to accept supplemental assignments and new tasks.
- Current Position Description from Human Resources Office
  - Five (5) most recent Performance Evaluations, all signed and dated
  - One (1) letter of support from direct supervisor indicating that the applicant is a highly competent professional, developing approaches, methods and techniques to solve problems independently, and is involved in their professional field through the participation in professional organizations, system-wide committees, etc.

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## Promotion from Senior to Distinguished

(ex: Senior Student Services Coordinator to Distinguished Student Services Coordinator)

The applicant must meet the criteria for promotion found in this document, the Academic Staff Promotion and Title Change Policies and Procedures. The applicant must be functioning at the Distinguished level. Applicants must submit the following to the Human Resources Office by the **first of the month**:

- Completed Academic Staff Promotion/Title Change [Application](#)
- Cover Letter from Applicant summarizing the following with referenced attachments if needed:
  - 1) Evidence of ten (10) or more years of progressively responsible experience with a minimum of six (6) of these years on the UW-Superior campus. For example:
    - Written description documenting increase in responsibilities, along with a list of positions held, inclusive dates, and position descriptions for each. This should show ten or more years of progressively responsible experience in the field.
  - 2) Evidence that performance is at a level of proficiency typically requiring extensive experience and advanced knowledge and skills. For example:
    - Evidence of the advanced knowledge and skills the individual possesses over and above that required for their position, such as certifications and licenses held, documentation of continuing education, institutes, symposiums, conference participation, etc. Evidence of a terminal degree including dates, degree granted, and granting institution.
  - 3) Evidence of developing new approaches, methods or techniques to resolve problems with little or no expert guidance and to cope independently with new, unexpected or complex situations. For example:



- Written description of the approach, method or technique developed and documentation of acceptance by one's peers or peer organizations. Evidence of patent or copyright ownership including a description of what was developed, either alone or as the major investigator.
  - Presentations and/or publications before peer organizations which describe new methods, techniques or alternatives to current approaches within a field. List of presentations made including date, title of the presentation, audience and location. List of publications including date, title, and source.
- 4) Evidence in guiding and training other professionals or overseeing their work. For example:
- Evidence of educational and/or training programs for organizations and institutions external to UW-Superior, including a list of workshops, training programs, and courses focusing on advanced techniques or methods.
  - Description of how expertise was shared through the guidance, training, and/or supervision of others including description, dates and the professionals involved. Letters of support from colleagues/supervisees/professionals receiving training.
- 5) Evidence of service to the University community such as service on UW-Superior committees, involvement in academic staff development activities, participation in UW-Superior governance committees, demonstrated willingness to accept supplemental assignments and new tasks.
- 6) *If applicable per [Appendix 1A: UW System Faculty, Academic Staff, Limited Appointee, Student Assistants and Employee-in-Training Title Definitions Book](#)*: Evidence of extraordinary achievement as recognized by peers in the field and through a reputation extending beyond UW-Superior. For example:
- Letters of support from peers, speaking to the individual's expertise and reputation.
  - Awards from professional organizations which recognize significant contributions to the field: list of awards, dates, awarding organization, and nature of the award.
  - Documentation of leadership participation on committees and/or in activities including dates and work accomplished, showing service and leadership to professional organizations.
  - List of consultations completed including date, name of organization and nature of the activity.
  - Evidence that the individual served as a resource for solving complex issues or problems including date, nature of the issue or problem and for whom it was rendered. Expert advice and/or testimony should be demonstrated.
- Current Resume/CV
  - Department Organizational Chart
  - Current Position Description from Human Resources Office
  - All UW-Superior Performance Evaluations, all signed and dated
  - One (1) letter of Support from direct supervisor indicating that you are performing duties at a level reflective of this distinguished category.

## Title Change

(ex: Student Services Specialist to Student Services Coordinator)

The applicant must meet the criteria for title change found in this document, the Academic Staff Promotion and Title Change Policies and Procedures. Applicants requesting a title change must show the alignment of their current job duties and responsibilities with the requested new Hayes Hill title and demonstrate that they are operating at the level of the title being requested.

Applicants must submit the following to the Human Resources Office by the **first of the month**:

- Completed Academic Staff Promotion/Title Change [Application](#)
- Cover Letter from Applicant summarizing:
  - Evidence of alignment of duties and responsibilities to the requested Hayes Hill title as outlined in [Appendix 1A: UW System Faculty, Academic Staff, Limited Appointee, Student Assistants and Employee-in-Training Title Definitions Book](#).
  - Evidence and comparison of the responsibilities, scope, department, etc. of UW-System position descriptions with the requested Hayes Hill title.
  - Evidence of service to the University community such as service on UW-Superior committees, involvement in academic staff development activities, participation in UW-Superior governance committees, demonstrated willingness to accept supplemental assignments and new tasks.
- Current and Original Position Descriptions from the Human Resources Office with highlights or comments to reflect significant changes.
- Copies of a minimum of two (2) UW-System position descriptions with the same Hayes Hill title. If you need assistance locating similar Hayes Hill titles, contact the Human Resources Office.
- Two (2) most recent Performance Evaluations, both signed and dated
- Department Organizational Chart
- One (1) letter of support from direct supervisor indicating that you are performing duties in alignment with the requested Hayes Hill title.
- [UW Position Questionnaire – Category A Positions](#) (TEI)

## Appendix B: Application for Academic Staff Promotion or Title Change

Applications will be reviewed and evaluated based on the criteria outlined in the applicable sections of the Policy and Procedures for Promotion of Academic Staff. Appendix A outlines the application requirements for each type of request. Supplemental information will not be reviewed. (a fillable PDF version of this form is available on our website)

Applicant Name: \_\_\_\_\_ Department: \_\_\_\_\_

### Application Type:

- Promotion (select the applicable promotion category below)       Title Change: Requested New Hayes Hill Title: \_\_\_\_\_
- Associate to No Prefix
  - No Prefix to Senior
  - Senior to Distinguished *\*Refer to Appendix A for a full list of the required supporting documentation.*

### Required Supporting Documentation (See Appendix A for Evaluation Criteria and All Application Requirements):

- Completed Application for Academic Staff Promotion or Title Change Form (Appendix B)
- Cover letter from Applicant
- Current Position Description from Human Resources Office
- Performance Evaluations
- Letter of Support from Supervisor

### Additional Requirements for Title Change Applicants:

- Department Organizational Chart
- Original and Current Position Description from Human Resources Office
- Comparable UW-System Position Descriptions
- TEI/UW Questionnaire <http://www.uwsuper.edu/hr/forms/upload/UWPosition:Questionnaire.pdf>

### Submission Acknowledgement

I understand the submission of all documents must be received in its entirety by the close of the application deadline day. I also understand the lack of documented evidence in support of my request for a Promotion or Title Change, or incomplete submission of forms, including those requiring administrative signatures, will be cause to deny my application.

### Applicant Signature

Date

### Supervisor and Cabinet Officer Recommendation

Approved    Denied   Supervisor Signature \_\_\_\_\_ Date \_\_\_\_\_

Approved    Denied   Cabinet Officer Signature \_\_\_\_\_ Date \_\_\_\_\_

### To Be Completed by Human Resources

Application Materials Complete:  Yes    No   Application Processed by: \_\_\_\_\_

Current Hayes Hill Title: \_\_\_\_\_ Date Received \_\_\_\_\_

Meets requirement for years in position:  N/A    Yes    No – if not, when? \_\_\_\_\_

Notification Processed by: \_\_\_\_\_ Date Notification Letter Sent to Applicant \_\_\_\_\_

### Recommendation of Academic Staff Personnel/Compensation Committee

Approved    Denied\*   Committee Chair Signature \_\_\_\_\_ Date \_\_\_\_\_

*\*See Notification Letter & Appeal Form for Denial Rationale*

### Decision of Director of Human Resources

Approved    Denied   Director of H.R. Signature \_\_\_\_\_ Date \_\_\_\_\_

## Appendix C: Level 1 Appeal Form (Reassessment by the Academic Staff Personnel/Compensation Committee)

Applicant Name: \_\_\_\_\_ Department: \_\_\_\_\_

The Academic Staff Personnel/Compensation Committee has reviewed your application and determined that the provided documentation does not adequately satisfy all policy requirements. A recommendation of approval cannot be issued by the Committee until all policy requirements for promotion or title change are satisfied.

Please submit this completed form along with any additional supporting documentation to address the rationale outlined below to the Human Resources Office within 15 business days of the receipt of the official notification letter for a reassessment of your request by the Committee.

### Committee's rationale:

\_\_\_\_\_  
Academic Staff Personnel/Compensation Committee Chair Signature      Date

**Applicant's response to items outlined in the above rationale:** (Attach additional sheets and/or documentation as necessary.)

Applicant's Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Direct Supervisor's Signature: \_\_\_\_\_ Date: \_\_\_\_\_

### To Be Completed by Human Resources

Initial Decision Notification Date: \_\_\_\_\_ Date Appeal Received: \_\_\_\_\_

Appeal Notification Processed by: \_\_\_\_\_ Appeal Notification Date: \_\_\_\_\_

### Recommendation of Academic Staff Personnel/Compensation Committee

The additional information provided meets the requirements for promotion or title change. The Academic Staff Personnel/Compensation Committee recommends approval of this request.

The policy requirements for promotion or title change were not adequately supported by the provided documentation. The original recommendation by the Committee stands.

Rationale:

\_\_\_\_\_  
Academic Staff Personnel/Compensation Committee Chair Signature

\_\_\_\_\_  
Date

## Appendix D: Level 2 Appeal Form (Review by the Academic Appeals Committee)

Applicant Name: \_\_\_\_\_ Department: \_\_\_\_\_

### Reason for Appeal

- The action of the Personnel/Compensation Committee and/or the Director of Human Resources was unreasonable, arbitrary, capricious or lacked proper factual basis.
- The action of the Personnel/Compensation Committee and/or the Director of Human Resources was procured by fraud, coercion or the improper conduct of any party in interest.

### Rationale

Provide the rationale for your selected Reason for Appeal. Attach additional sheets or documentation as necessary.

Applicant's Signature: \_\_\_\_\_

Date: \_\_\_\_\_

Direct Supervisor's Signature: \_\_\_\_\_

Date: \_\_\_\_\_

### To Be Completed by Human Resources

Appeal Processed by: \_\_\_\_\_ Date received: \_\_\_\_\_

Notification Processed by: \_\_\_\_\_ Applicant Notification Date: \_\_\_\_\_

### Academic Staff Appeals Committee Findings

- The appeal is granted.
- The appeal is denied as lacking proper support for the cited reason and the action of the Personnel/Compensation Committee is sustained.

*Rationale:*

\_\_\_\_\_  
Academic Staff Appeals Committee Chair Signature

\_\_\_\_\_  
Date