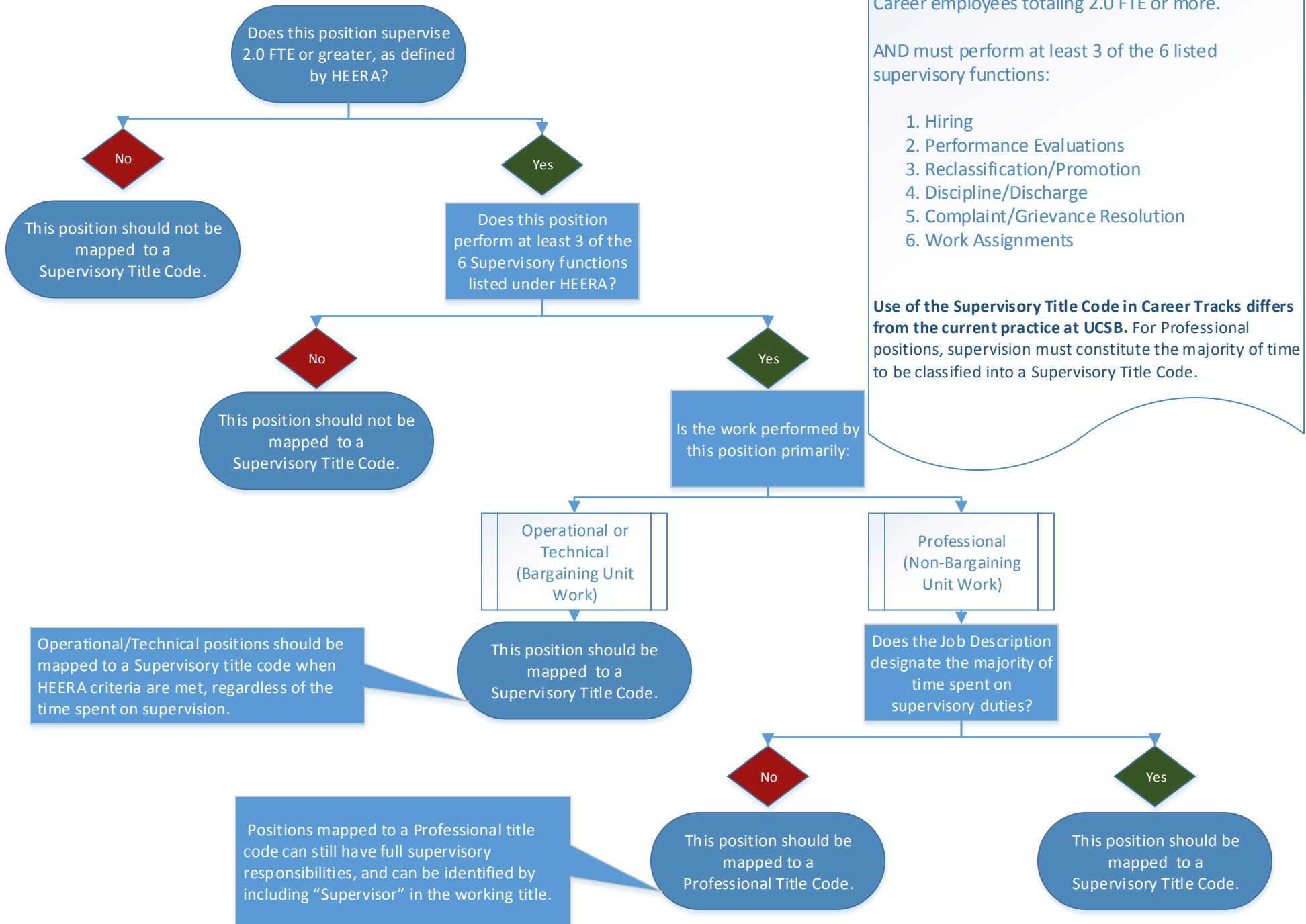


Supervisor Mapping Decision Tree

Using the Supervisory Title Codes in Career Tracks



HEERA:

To Qualify for the Supervisory designation, the baseline requirement is supervision of at least 2 Career employees totaling 2.0 FTE or more.

AND must perform at least 3 of the 6 listed supervisory functions:

1. Hiring
2. Performance Evaluations
3. Reclassification/Promotion
4. Discipline/Discharge
5. Complaint/Grievance Resolution
6. Work Assignments

Use of the Supervisory Title Code in Career Tracks differs from the current practice at UCSB. For Professional positions, supervision must constitute the majority of time to be classified into a Supervisory Title Code.

Operational/Technical positions should be mapped to a Supervisory title code when HEERA criteria are met, regardless of the time spent on supervision.

Positions mapped to a Professional title code can still have full supervisory responsibilities, and can be identified by including "Supervisor" in the working title.