

**UNIVERSITY OF CALIFORNIA
ACADEMIC PERSONNEL MANUAL**

Table of Contents

I. GENERAL UNIVERSITY POLICY REGARDING ACADEMIC APPOINTEES

Section Number	Section Title
APM 005	Privileges and Duties of Members of the Faculty
APM 010	Academic Freedom
APM 015	The Faculty Code of Conduct
APM 016	University Policy on Faculty Conduct and the Administration of Discipline
APM 020	Special Services to Individuals and Organizations
APM 025	Conflict of Commitment and Outside Activities of Faculty Members
APM 028	Disclosure of Financial Interest in Private Sponsors of Research
APM 035	Affirmative Action and Nondiscrimination in Employment
APM 036	Employment
APM 075	Termination for Incompetent Performance
APM 080	Medical Separation
APM 100	Academic Personnel Policies and Procedures/General
APM 110	Academic Personnel Definitions
APM 112	Academic Titles
APM 113	Academic Title Codes
APM 115	“Equivalent” Titles and Ranks
APM 120	Emeritus Titles
APM 130	Tenure
APM 133	Limitation on Total Period of Service with Certain Academic Titles
APM 135	Security of Employment

**UNIVERSITY OF CALIFORNIA
ACADEMIC PERSONNEL MANUAL**

Table of Contents

I. GENERAL UNIVERSITY POLICY REGARDING ACADEMIC APPOINTEES

Section Number	Section Title
APM 137	Non-Senate Academic Appointees/Term Appointment
APM 140	Non-Senate Academic Appointees/Grievances
APM 145	Non-Senate Academic Appointees/Layoff and Involuntary Reduction in Time
APM 150	Non-Senate Academic Appointees/Corrective Action and Dismissal
APM 158	Rights of Academic Appointees, Including Rights Regarding Records
APM 160	Academic Personnel Records/Maintenance of, Access to, and Opportunity to Request Amendment of
APM 190	Selected Presidential Policies APM 190, Appendix A-1 – University of California Policy on Reporting and Investigating Allegations of Suspected Improper Governmental Activities (Whistleblower Policy) and Appendix A-2 – University of California Policy for Protection of Whistleblowers from Retaliation and Guidelines for Reviewing Retaliation Complaints (Whistleblower Protection Policy) APM 190, Appendix B – University Policy on Integrity in Research APM 190, Appendix C – University of California Policy on Substance Abuse APM 190, Appendix D – Policy Governing Travel to Scholarly Meetings and Field Research Travel APM 190, Appendix E – The Faculty Recruitment Allowance Program APM 190, Appendix F – Policy on the Use of Non-19900 Fund Sources to Support Ladder-Rank Faculty APM 190, Appendix G – Program Description Retirement Contributions on Academic Appointee Summer Salary
APM 191	Endowed Chairs and Professorships

**UNIVERSITY OF CALIFORNIA
ACADEMIC PERSONNEL MANUAL**

Table of Contents

II. APPOINTMENT AND PROMOTION

Section Number	Section Title
APM 200	General
APM 205	Recall for Academic Appointees
APM 210	Review and Appraisal Committees
APM 220	Professor Series
APM 230	Visiting Appointments
APM 235	Acting Appointments
APM 240	Deans
APM 241	Faculty Administrators (Positions Less Than 100%)
APM 245	Department Chairs
APM 246	Faculty Administrators (100% Time)
APM 260	University Professor
APM 265	Presidential Chairs
APM 270	Professor of (e.g., <i>Psychology</i>) in Residence Series
APM 275	Professor of Clinical (e.g., <i>Medicine</i>) Series
APM 278	Health Sciences Clinical Professor Series
APM 279	Clinical Professor Series / Volunteer Series
APM 280	Adjunct Professor Series
APM 283	Lecturer and Senior Lecturer
APM 285	Lecturer with Security of Employment Series
APM 289	Guest Lecturers
APM 290	Regents' Professors and Regents' Lecturers
APM 300	Supervisor of Physical Education Series

**UNIVERSITY OF CALIFORNIA
ACADEMIC PERSONNEL MANUAL**

Table of Contents

II. APPOINTMENT AND PROMOTION

Section Number	Section Title
APM 310	Professional Research Series
APM 311	Project (e.g., <i>Scientist</i>) Series
APM 320	Agronomist Series
APM 330	Specialist Series
APM 334	Specialist in Cooperative Extension Series
APM 335	Cooperative Extension Advisor Series
APM 340	Continuing Educator
APM 355	Non-Salary Research Positions
APM 358	Faculty Fellows Program
APM 360	Librarian Series
APM 365	Associate University Librarian and Assistant University Librarian
APM 370	Academic Administrator Series
APM 375	Academic Coordinator Titles
APM 380	Faculty Consultant
APM 385	Independent Contractor
APM 390	Postdoctoral Scholars
APM 410	Student Teachers
APM 415	Language Assistant
APM 420	Reader

**UNIVERSITY OF CALIFORNIA
ACADEMIC PERSONNEL MANUAL**

Table of Contents

III. RECRUITMENT

Section Number	Section Title
APM 500	General
APM 501	From Other California Institutions
APM 510	Intercampus Transfers
APM 520	Employment of Near Relatives
APM 530	Nonresidents
APM 540	Travel Expenses
APM 550	Moving Expenses for Intercampus Transfers
APM 560	Removal Expenses/General
APM 561	Removal Expenses/Assistants
APM 570	Travel Expenses for Short-Term Appointees on Extramurally Financed Projects

**UNIVERSITY OF CALIFORNIA
ACADEMIC PERSONNEL MANUAL**

Table of Contents

IV. SALARY ADMINISTRATION

Section Number	Section Title
APM 600	General
APM 610	Salary Increases/General Scale
APM 615	Salary Increases/Merit
APM 620	Off-Scale Salaries for Appointments and Advancements
APM 633	Stipends/Academic Appointees
APM 640	Regents' Professors and Regents' Lecturers, Compensation
APM 650	Technical Assistance Projects
APM 660	Additional Compensation/General
APM 661	Additional Compensation/Summer Session Teaching
APM 662	Additional Compensation/Additional Teaching
APM 663	Additional Compensation/University Extension Correspondence Courses
APM 664	Additional Compensation/Services as Faculty Consultant
APM 665	Additional Compensation/Reading Manuscripts
APM 666	Additional Compensation/Lectures and Similar Services
APM 667	Additional Compensation/Extramurally Funded Research

**UNIVERSITY OF CALIFORNIA
ACADEMIC PERSONNEL MANUAL**

Table of Contents

IV. SALARY ADMINISTRATION

Section Number	Section Title
APM 670	Health Sciences Compensation Plan and Guidelines on Occasional Outside Professional Activities by Health Sciences Compensation Plan Participants
APM 680	Salary Conversion for Transfer of Academic Appointees to Laboratories
APM 690	Academic Salary Scales

**UNIVERSITY OF CALIFORNIA
ACADEMIC PERSONNEL MANUAL**

Table of Contents

V. BENEFITS AND PRIVILEGES

Section Number	Section Title
APM 700	Leaves of Absence/General
APM 710	Leaves of Absence/Sick Leave/Medical Leave
APM 711	Reasonable Accommodation for Academic Appointees with Disabilities
APM 715	Leaves of Absence/Family and Medical Leave
APM 720	Leaves of Absence/Holidays
APM 730	Leaves of Absence/Vacation
APM 740	Leaves of Absence/Sabbatical Leaves
APM 750	Leaves of Absence/Leave for Service to Governmental Agencies
APM 751	Leaves of Absence/Military Leave
APM 752	Leaves of Absence/Leave to Attend Professional Meeting
APM 758	Leaves of Absence/Other Leaves with Pay
APM 759	Leaves of Absence/Other Leaves Without Pay
APM 760	Family Accommodations for Childbearing and Childrearing
APM 765	Death Payments

**UNIVERSITY OF CALIFORNIA
ACADEMIC PERSONNEL MANUAL**

Table of Contents

Coding System

Sections within the Academic Personnel Manual are assigned numbers which are grouped by general subject matter.

I.	General University Policy Regarding Academic Appointees	000 - 199
II.	Appointment and Promotion	200 - 499
III.	Recruitment	500 - 599
IV.	Salary Administration	600 - 699
V.	Benefits and Privileges	700 - 799

Within sections, there are certain pre-assigned paragraph numbers, for consistency of presenting the material.

-0	Policy
-2	Purpose
-4	Definition
-6	Responsibility
-8	Types/Sources/Kinds/Lists
-10	Standards/Criteria/Qualifications
-12	Exceptions
-14	Eligibility
-16	Restrictions/Limitations
-18	Salary/Amount/Rate
-20	Use/Terms of Employment/Conditions of Employment
-22	Funds
-24	Authority
-26	Violations/Noncompliance
-80	Procedures/Review Procedures
-94	Applications
-96	Reports

Other paragraph numbers are used to present material which is specific for a particular section.