



OFFICE OF THE PROVOST AND
EXECUTIVE VICE PRESIDENT FOR ACADEMIC AFFAIRS

OFFICE OF THE PRESIDENT
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December 4, 2019

CHANCELLORS
LABORATORY DIRECTOR MICHAEL WITHERELL
ACADEMIC COUNCIL CHAIR KUM-KUM BHAVNANI
ANR VICE PRESIDENT GLENDA HUMISTON

Re: Issuance of Substantive Revisions to Academic Personnel Manual (APM) Section 230, Visiting Appointments (APM - 230)

Dear Colleagues:

I am formally transmitting revised Academic Personnel Manual (APM) Section 230, Visiting Appointments (APM - 230). The revised policy, effective immediately, may be found online at: <https://www.ucop.edu/academic-personnel-programs/academic-personnel-policy/policy-issuances-and-guidelines/index.html>.

The revised policy reflects changes made to comply with a stipulated agreement (the “Stipulation”) between the University of California and the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (“UAW”) in recognition of the Researchers-Academic Unit (“RA Unit”) formation.

Background

On March 22, 2019, the University and the UAW entered into an agreement to recognize the RA Unit as the exclusive representative of a unit of employees as defined in the Stipulation. Pursuant to the Stipulation, who qualifies as a Visitor in terms of in-unit titles in the RA Unit has changed. As a result, revisions to APM - 230 were necessary to conform with the Stipulation. The proposed revisions to APM - 230 were circulated for systemwide review from May 15, 2019 through October 25, 2019. After review and consideration of all feedback, I am now formally issuing the revised policy. Summarized below are the key policy revisions.

Key Policy Revisions


- Pursuant to the stipulation, if an individual is temporarily performing the duties of a Professional Researcher or Project Scientist, and (1) previously held or was retired from an academic or research position at another institution, or (2) has research, creative activities, or professional achievement that would previously have made a Visiting appointment appropriate, they must be appointed in a RA in-unit title. Although these criteria previously qualified an individual to be appointed in a Visiting Professional

- Researcher or Project Scientist title, pursuant to the Stipulation and revised APM -230, moving forward they must be appointed in a non-Visiting in-unit title.
- Out-of-unit Visiting Professional Researcher titles and Visiting Project Scientist titles will be reserved for only those individuals who hold or are on leave from an academic or research position at another institution other than the University of California. The UAW represents academic researchers at all University of California locations and considers UC to be “one employer” with respect to all University locations, thus, individuals who are appointed at a University of California campus other than their home campus are not considered visitors in these titles and must be appointed in a non-visiting title.
 - Revised APM - 230 permits the visiting prefix to also be attached to the Specialist series. Out-of-unit Visiting Specialist titles will be reserved only for those individuals who hold or are on leave from an academic or research position at another institution other than the University of California, or, those who are enrolled in a degree-granting doctoral program or the equivalent at an educational institution other than the University of California.
 - The time limits established in APM - 230-17, Terms of Service, will continue to apply to Visiting titles with the exception that visiting doctoral students in Visiting Specialist titles can only be appointed for a total period of one year (12 months) with no extension, reappointment, or exception. The one-year limitation was agreed to in the Stipulation. Visiting doctoral students in Visiting Specialist titles may subsequently be appointed in a non-Visiting title once the one year period has concluded.

The Visiting Appointments policy as it applies to titles in the Professor, Astronomer, Agronomist in the Agricultural Experiment Station, Specialist in Cooperative Extension, and Librarian series remains unchanged by the revisions.

I wish to thank all members of the University community who participated in the consultation of the revisions to this important APM policy. Your contributions are deeply appreciated.

Sincerely,



Michael T. Brown, Ph.D.

Provost and

Executive Vice President for Academic Affairs

Enclosure

cc: President Napolitano
Executive Vice Chancellors/Provosts
Executive Vice President, Chief Operating Officer, and Chief of Staff Nava
Senior Vice President and Chief Compliance Officer Bustamante
Vice Provost Carlson
Acting Vice President Lloyd

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Executive Director Chester
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Director Lee
Associate Director Fishel
Manager Donnelly
Manager Smith
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Analyst Ha
Analyst Wilson