



OFFICE OF THE PROVOST AND
EXECUTIVE VICE PRESIDENT FOR ACADEMIC AFFAIRS

OFFICE OF THE PRESIDENT
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October 16, 2025

CHANCELLORS
ACADEMIC COUNCIL CHAIR PALAZOGLU
LABORATORY DIRECTOR MICHAEL WITHERELL
ANR VICE PRESIDENT GLENDA HUMISTON

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

Dear Colleagues:

I am formally issuing revised Academic Personnel Manual Section 230, Visiting Appointments. The revised policy, which is effective immediately, may be found online on the [policy issuance website](#).

Background

Policy review identified several issues with provisions governing Visiting appointments in APM - 230-4 b. (1). Most notably, existing policy allowed Visiting appointments to be made without the appointee holding a concurrent academic or research position elsewhere. This practice created confusion about the intent of the Visiting title, which is not designed to serve as a training appointment.

To address this concern, a substantive revision to APM - 230-4 b. (1) was proposed clarifying that Visiting appointments at the assistant rank are appropriate only when the appointee is on leave from an academic or research position at another institution. The revision also limits the ability to appointment Visiting appointments where the appointees' records of research, creative activities, or professional achievement may warrant the Visiting title to the associate and full ranks. As is already required, such appointments must be reviewed by the Divisional Committee on Academic Personnel (or its equivalent) to confirm qualifications for a professorial title. Together, these changes preserve flexibility at the senior ranks while ensuring that Visiting appointments at the assistant rank reflects temporary affiliations of individuals whose primary employment is elsewhere.

Two technical issues were also identified. First, the provision creating a three-year carve-out for Visiting Assistant Professor Programs in Mathematics was no longer needed, as these appointments are now in the new Math Fellow title. Second, language prohibiting Visiting appointees in the health sciences from participating in compensation plans

conflicted with APM - 670, Health Sciences Compensation Plan, and has therefore been removed.

From May 19, 2025, through July 31, 2025, Systemwide Academic Personnel and Faculty Affairs and Academic Programs distributed the draft policy revisions for systemwide review. Comments submitted were supportive of the policy revisions.

Key Policy Revisions

Systemwide review feedback was supportive of the technical revisions and raised questions about the substantive change at the assistant rank.

- **Technical revision:** Removed the three-year carve-out for Visiting Assistant Professor Programs in Mathematics, reflecting the creation of the Math Fellow title.
- **Technical revision:** Removed language prohibiting Visiting appointees from participating in a Health Sciences or other special compensation plan, aligning policy with APM - 670, Health Sciences Compensation Plan (APM - 670-14-a-6).

The three-year carve-out for Programs in Mathematics was originally adopted to align with a national practice supporting temporary teaching and research training opportunities as a pathway to the professoriate. With the establishment of the Math Fellow title, this provision is no longer needed. On October 9, 2025, the Assembly of the Academic Senate approved a conforming revision to Senate Regulation 750, formally recognizing the Math Fellow title as an instructional title authorized to give courses of any grade. This action aligns Senate regulations with APM - 230 and the recent Public Employment Relations Board (PERB) ruling.

The Visiting Assistant Professor title is intended for temporary appointments and is not designed to function as a training title. The prefix “Visiting” denotes a temporary appointment to the duties of the underlying title. Because Assistant Professor is not a trainee title, it should not be used in that capacity.

Comments raised during systemwide review focused on the substantive revision limiting Visiting Assistant Professor appointments to individuals on leave from an academic or research position at another educational institution. Reviewers expressed concern that restricting this provision to educational institutions could unnecessarily exclude qualified candidates from industry, government, and nonprofit organizations such as think tanks and research laboratories, which have historically enriched the UC academic community.

In response to that feedback, the revised policy now clarifies that Visiting Assistant Professor appointments are appropriate only when the appointee is on leave from an academic or research position at another institution, and that it is not limited to educational institutions. The policy maintains the Chancellor’s existing obligation to solicit advice from the Divisional Committee on Academic Personnel or its equivalent—already required under prior policy—when the proposed appointee is on leave from a non-educational institution.

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I wish to thank all those involved in the consultation regarding the revisions of this important APM policy. Your contributions are deeply appreciated.

Best wishes,



Katherine S. Newman
UC System Provost and
Executive Vice President for Academic Affairs

UC Berkeley Chancellor's Distinguished Professor
of Sociology & Public Policy

Attachment

1. APM - 230, Visiting Appointments

cc: President Milliken

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