



SYSTEMWIDE ACADEMIC PERSONNEL
FACULTY AFFAIRS AND ACADEMIC PROGRAMS

OFFICE OF THE PRESIDENT
1111 Franklin Street, 10th Floor
Oakland, California 94607-5200

May 19, 2025

CHANCELLORS
ACADEMIC COUNCIL CHAIR CHEUNG
LABORATORY DIRECTOR WITHERELL
ANR VICE PRESIDENT HUMISTON

**Re: Systemwide Review of Proposed Revisions to Academic Personnel Manual (APM)
230, Visiting Appointments**

Dear Colleagues:

Enclosed for systemwide review are proposed revisions to the Academic Personnel Manual (APM) as follows:

- Section 230, Visiting Appointments

The proposed revisions are intended to address substantive matters discussed in more detail below.

Background

The proposed substantive revisions are intended to clarify the appropriate use of the visiting title, remove the carve out for Visiting Assistant Professor Programs in Mathematics, and to remove the prohibition against appointees in a visiting title participating in a compensation plan.

Key Policy Revisions

The following key revisions are proposed:

- Substantive revisions to clarify Visiting appointments at the assistant rank are only appropriate if the visitor is on leave from an academic or research position at another education institution.
- Technical revision to remove the three-year carve out for Visiting Assistant Professor Programs in Mathematics due to the creation of the Math Fellow title.
- Technical revision to remove language which prohibits Visiting appointees from participating in a Health Sciences or other special compensation plan because it conflicts with language in APM - 670, Health Sciences Compensation Plan (APM - 670-14-a-6).

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Systemwide Review

Systemwide review is a public review distributed to the Chancellors, the Chair of the Academic Council, the Director of the Lawrence Berkeley National Laboratory, and the Vice President of Agriculture and Natural Resources requesting that they inform the general University community, especially affected employees, about policy proposals. Systemwide review also includes a mandatory, 90-day full Senate review. Due to the urgent nature of these revisions, and following consultation with the Academic Senate, the review period for this review will be shortened to 60 days.

Employees should be afforded the opportunity to review and comment on the draft policies, available on the [Systemwide Academic Personnel website](#). Attached is a Model Communication which may be used to inform non-exclusively represented employees about these proposals. The Systemwide Labor Relations at the Office of the President is responsible for informing the bargaining units representing union membership about policy proposals.

We would appreciate receiving your comments no later than **July 18, 2025**. Please submit your comments to SystemwideAP-PolicyReviewComments@ucop.edu. If you have any questions, please contact Tiffany Wilson at Tiffany.Wilson@ucop.edu.

Sincerely,



Amy K. Lee
Deputy Provost
Systemwide Academic Personnel



Douglas M. Haynes
Interim Vice Provost
Faculty Affairs and Academic Programs

Enclosures:

- 1) APM - 230, Visiting Appointments (clean copy)
- 2) APM - 230, Visiting Appointments (tracked changes copy)
- 3) Model Communication

cc: President Drake

Provost and Executive Vice President Newman
Executive Vice Chancellors/Provosts
Executive Vice President and Chief Operating Officer Nava
Executive Vice President Rubin
Senior Vice President and Chief Compliance Officer Bustamante
Vice President Brown
Vice President and Chief of Staff Kao
Vice President Gullatt
Vice President Lloyd
Vice President Maldonado
Academic Council Vice Chair Palazoglu
Vice Provosts/Vice Chancellors for Academic Affairs/Personnel
Deputy General Counsel Woodall

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Policy Analyst Miller
Policy Analyst Wilson
Program Policy Analyst D'Agostino