

501-0 **Policy**

- a. It is the obligation of all department chairpersons and other administrative officers to recruit faculty on a national and international basis in order to assure a faculty of highest distinction.
- b. The strength of the total scholarly community in the State is also a leading concern of the University, which must in its recruitment activities avoid depleting neighboring institutions of their faculty or causing undue inconvenience to the academic programs of such institutions at a given moment in time.

501-80 **Procedures**

- a. No administrative officer of the University shall offer appointment to a Professor, Associate Professor, or Assistant Professor at another California institution after April 30 for employment during the immediately ensuing academic year. This restriction applies also to offers for Visiting, Acting, and Lecturer appointments. It does not apply to offers for part-time appointment that will not require any reduction in the individual's service at the home institution, nor does it apply to offers of summer employment outside the individual's regular terms of duty at the home institution.
- b. In order to assure fulfillment of the policies set forth in Section 501-0, discussion with the Chancellor by the appropriate administrative officer must precede the initiation of formal negotiations for the recruitment of a Professor, Associate Professor, or Assistant Professor from other California institutions.