

650-0 **Policy**

This policy provides guidance for academic appointees recruited for service on technical assistance projects, which include publicly or privately financed cooperative projects (such as contracts or grants with the Agency for International Development or the Ford Foundation).

650-8 **Types**

A project appointment is classified based on where service is provided:

a. Foreign Service

A foreign-service appointee provides service outside the United States.

b. In Residence Service

An in residence service appointee provides service in the United States.

650-18 **Salary Rate**

The salary rate shall be determined as follows:

a. Foreign Service or In Residence appointment

(1) University employee

The salary rate for a University academic appointee who transfers to a project shall be based on the academic appointee's base salary rate at the time of transfer.

(2) Non-University recruitment

The salary rate for an academic appointee recruited for a project from an institution other than the University and appointed under [APM - 230](#), Visiting Appointments, shall be based on the University's salary rate for a comparable appointment.

(3) **Administrative stipend**

In recognition of additional substantial administrative responsibilities for a project, e.g., appointment as director of a foreign service project, an administrative stipend may be paid to an eligible academic appointee with the prior approval of the Chancellor. Such stipend shall not exceed that normally paid to regular University directors or other academic administrators with similar duties and responsibilities. In determining the amount of the administrative stipend, duties performed during the summer period for an academic-year appointee may be considered.

b. **Payments applicable only to a foreign service appointee**

(1) **Incentive payment**

An incentive payment for accepting a foreign service appointment or similar augmentation of income may be paid to an eligible academic appointee according to the terms and conditions of the project. An incentive payment does not increase the basis for computing sabbatical or retirement income and should be coded as overseas premium for payroll purposes.

(2) **Differential payment and other allowance payments**

A differential payment is paid to eligible academic appointees for service at certain hardship posts; quarters, post, educational, travel and other allowances in accordance with the Department of State Standardized Regulations (DSSR) may be paid when and as permissible under Individual Contractor Agreements (ICAs) or other contracts, or under the provisions of foundation grants. Differential and other allowance payments are in addition to incentive payments and do not increase the basis for computing sabbatical and retirement income, and should be coded as overseas premium for payroll purposes.

650-19 **Salary Increases**

- a. A University appointee assigned to a foreign service appointment under [APM - 650-18-a](#) is eligible for general and merit salary increases on the same basis as if the foreign service appointee had remained in residence at the University (see [APM - 610](#)).

- b. A University appointee previously employed by another institution who has been recruited by the University for a foreign service project is eligible for general salary increases if provided for in the contract and if the term of employment exceeds one year.

650-20 Term of Appointment

A technical assistance project-based academic appointment may be made for an unspecified or specified term and is exempt from University policies restricting an academic appointment to a one-year term (e.g., [APM - 230-17](#), Visiting Appointments and [APM - 235-17](#), Acting Appointments).

650-22 Funds

Project account funds may be used to offset the reduction in the academic appointee's departmental salary necessitated by the academic appointee assuming a reduced normal teaching load due to project responsibilities.

650-24 Authority

Authority to determine salaries for appointees assigned to technical assistance projects is the same as for other academic appointees (see [APM - 600-24](#)), except that the Chancellor has authority to approve payment of an administrative stipend.

Revision History

August 7, 2018:

- Technical revisions to comply with AB 168.

For details on prior revisions, please visit the Academic Personnel and Programs website: <https://www.ucop.edu/academic-personnel-programs/academic-personnel-policy/policy-issuances-and-guidelines/index.html>.