



OFFICE OF THE PROVOST AND
EXECUTIVE VICE PRESIDENT FOR ACADEMIC AFFAIRS

OFFICE OF THE PRESIDENT
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October 28, 2025

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

Re: Issuance of Technical Revisions to Academic Personnel Manual (APM) Section 110, Academic Personnel Definitions (APM - 110); Section 112, Academic Titles (APM - 112); Section 115, "Equivalent" Titles and Ranks (APM - 115); Section 130, Tenure (APM - 130); Section 133, Limitation on Total Period of Service with Certain Academic Titles (APM - 133); Section 135, Security of Employment (APM - 135); Section 160, Academic Personnel Records/Maintenance of, Access to, and Opportunity to Request Amendment of (APM - 160); Section 210, Appointment and Promotion/Review and Appraisal Committees (APM - 210); Section 220, Appointment and Promotion/Professor Series (APM - 220); Section 410, Appointment and Promotion/Student Teachers (APM - 410); Section 570, Recruitment/Travel Expenses for Short Term Appointees on Extramurally Financed Projects (APM - 570); Section 672, Negotiated Salary Program (APM - 672); Section 740, Benefits and Privileges/Leaves of Absences/Sabbatical Leaves (APM - 740)

Dear Colleagues:

I am formally issuing revised Academic Personnel Manual (APM) sections:

- APM - 110, General/Academic Personnel Definitions
- APM - 112, General/Academic Titles
- APM - 115, General/"Equivalent" Titles and Ranks
- APM - 130, General/Tenure
- APM - 133, General/Limitation on Total Period of Service with Certain Academic Titles
- APM - 135, General/Security of Employment
- APM - 160, General/Academic Personnel Records/Maintenance of, Access to, and Opportunity to Request Amendment of
- APM - 210, Appointment and Promotion/Review and Appraisal Committees
- APM - 220, Appointment and Promotion/Professor Series
- APM - 410, Appointment and Promotion/Student Teachers
- APM - 570, Recruitment/Travel Expenses for Short Term Appointees on Extramurally Financed Projects

- APM - 672, Negotiated Salary Program
- APM - 740, Benefits and Privileges/Leaves of Absence/Sabbatical Leaves

The revised policies, effective immediately, may be found online on the [policy revision webpage](#).

Background

As part of a comprehensive review of the Academic Personnel Manual (APM), several technical revisions were proposed to align policy language with recent updates and ensure consistency across related sections. These changes include updating the definition of Health Sciences to reflect current UC Health Professional Schools (APM - 110); revising references following the renaming of the Lecturer with Security of Employment series to Professor of Teaching (APM - 285, effective May 1, 2024); and incorporating language on stopping the clock into APM - 133 that was originally added to APM - 760 in 2006. In addition, the repeal of APM - 300 (Supervisor of Physical Education, June 12, 2024) and APM - 358 (Faculty Fellows Program, June 13, 2024) required conforming revisions in other sections.

Corrections were also made to APM - 672 to remove a sentence that referenced an element that was encouraged only when evidence was available, and therefore not a mandatory requirement. Finally, references to discontinued academic titles were removed, the definition of Graduate Student Researcher was updated, and related corrections were made across multiple APM sections.

From June 4, 2025, through August 1, 2025, Systemwide Academic Personnel (SWAP) distributed the draft policies for management consultation. Comments submitted to SWAP were supportive and minor revisions were made as a result of the comments.

Key Policy Revisions

The revised policy reflects the following technical revisions:

APM - 110

- Technical revisions to reflect the change of title of Lecturer With Security of Employment to Professor of Teaching per APM - 285.
- Technical revisions to remove reference to the Supervisor of Physical Education Series due to the repeal of APM - 300.
- Technical revisions to remove references to the title Clinical Professor of Dentistry, which is no longer in use.
- Technical revision to update the definition of Health Sciences to reflect the current UC Health Professional Schools.
- Technical revisions to update Student Appointee titles to remove reference to Acting Instructor, Nursery School Assistant, add the title Tutor, and revise the Associate title to Associate Instructor.

APM - 112

- Technical revisions to reflect the change of title of Lecturer With Security of Employment to Professor of Teaching per APM - 285.
- Technical revisions to remove reference to the Supervisor of Physical Education Series due to the repeal of APM - 300.
- Technical revisions to remove reference to the Faculty Fellow Program due to the repeal of APM - 358.
- Technical revisions to change the name of the University Elementary School to the Lab School and remove reference to the University Nursery School.
- Technical revisions to correct the name of the Clinical Professor Volunteer Series to Volunteer Clinical Professor series, to align with APM - 279.
- Technical revisions to remove references to titles no longer in use (*i.e.*, Graduate Student Assistant Researcher, Research Assistant, Nursery School Assistant, and Nursery School Teacher) and to update the Graduate Student Researcher definition to reflect what is in the collective bargaining agreement.

APM - 115

- Technical revisions to remove reference to the Clinical Professor of Dentistry title, which is no longer in use, and the Supervisor of Physical Education Series due to the repeal of APM - 300.

APM - 130

- Technical revisions to remove reference to the Clinical Professor of Dentistry title, which is no longer in use, and the Supervisor of Physical Education Series due to the repeal of APM - 300.

APM - 133

- Technical revisions to reflect the change of title of Lecturer With Security of Employment to Professor of Teaching per APM - 285.
- Technical revisions to remove reference to the Supervisor of Physical Education Series due to the repeal of APM - 300.
- Technical revisions to add language from APM - 760-29 addressing Stop the Clock for consistency.
- Technical revisions to the Summary Chart to reinstate footnotes that were previously removed in error.

APM - 135

- Technical revisions to reflect the change of title of Lecturer With Security of Employment to Professor of Teaching per APM - 285.

APM - 160

- Technical revisions to reflect the change of title of Lecturer With Security of Employment to Professor of Teaching per APM - 285.
- Technical revisions to remove reference to the Supervisor of Physical Education Series due to the repeal of APM - 300.
- Technical revision to update the policy reference in Appendix A from APM - 140-80-c(5) to the correct reference APM - 140-80-b(6).

APM - 210

- Technical revisions to reflect the change of title of Lecturer With Security of Employment to Professor of Teaching per APM - 285.

APM - 220

- Technical revisions to remove reference to the Supervisor of Physical Education Series in footnote 1 due to the repeal of APM - 300.
- Technical revisions to update Lecturer with Security of Employment series in footnote 1 to Professor of Teaching series.
- Technical revisions to 220-4 to add Professor of Teaching series as distinct from the Professor series.

APM - 410

- Technical revisions to make corrections to policy APM - 410-10 because open recruitments are not held for these positions, and to remove outdated reference to sabbatical leave.
- Technical revision to remove outdated reference to sabbatical leave.

APM - 570

- Technical revisions to remove references to titles no longer in use (*i.e.*, Research Assistants and Postgraduate Research (e.g., Physicist).

APM - 672

- Technical revision to remove a sentence that referenced an element that was encouraged only when evidence was available and therefore was not a mandatory requirement.

APM - 740

- Technical revisions to reflect the change of title of Lecturer With Security of Employment to Professor of Teaching per APM - 285.
- Technical revisions to remove reference to the Supervisor of Physical Education Series due to the repeal of APM - 300.

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

Sincerely,



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

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

cc: President Milliken
Executive Vice Chancellors/Provosts
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Executive Vice President Rubin
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