UNIVERSITY OF CALIFORNIA

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OFFICE OF THE VICE PROVOST -
ACADEMIC PERSONNEL AND PROGRAMS

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

February 6, 2023

EXECUTIVE VICE CHANCELLORS/PROVOSTS
VICE PROVOSTS/VICE CHANCELLORS FOR ACADEMIC PERSONNEL
ASSISTANT VICE PROVOSTS/ASSISTANT VICE CHANCELLORS/ACADEMIC PERSONNEL DIRECTORS

Dear Colleagues:

Following up on a conversation with the Assistant Vice Provosts, Assistant Vice Chancellors, and Academic Personnel Directors and UC Legal in November 2022, I am writing to confirm that the locations should stop following certain provisions of APM - 500 and 501, effective immediately. A policy revision process is underway to remove APM - 500-16c and APM - 501-80a, and locations should no longer follow those particular provisions in recruiting tenured faculty.

The current policy language that will be removed provides as follows:

APM - 500-16 **Restrictions**

c. No administrative officer of the University shall offer appointment after April 30 for employment during the immediately ensuing academic year to a faculty member holding a tenure or tenure-track appointment at any institution which is a member of the Association of American Universities (see APM - 500, Appendix A, for listing of member institutions of the AAU, or online at http://www.aau.edu/about/default.aspx?id=58).
   (1) This restriction applies to offers for employment at the University of California in a visiting or acting capacity or as a Lecturer as well as to offers for appointments of indefinite duration.
   (2) This restriction does not apply to offers for appointments which would not require any reduction in the individual's service at the home institution (e.g., an appointment during the summer quarter).
   (3) This restriction does not apply to faculty members holding non-tenure track appointments at Association of American Universities member institutions even if they are being offered tenure appointments at the University of California.

APM - 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.

These provisions are being proposed for removal because AAU member institutions are no longer expected to adhere to the AAU Agreement referenced in APM - 500-16c. Based on UC Legal's advice and for reasons of consistency, APM - 501-80a also will be proposed for removal.

Please note that the other provisions of APM - 500 and 501 currently remain unchanged.

Also, provisions of APM - 510 – Intercampus Transfers, relating to permanent intercampus transfers of Senate faculty members, are not affected by these changes.

Locations should take steps to update their local policies and procedures to remove references to APM - 500-16c and APM - 501-80a. Management consultation on these changes to APM - 500 and 501 will commence soon. If you have any questions, please contact Kelly Anders, Director of Academic Personnel, at kelly.anders@ucop.edu.

Sincerely,

Douglas Haynes
Vice Provost
Academic Personnel and Programs

cc: President Drake
Executive Vice President and Provost Newman
Associate Vice Provost Lee
Director Anders
Director Roller
Associate Director DiCaprio
Associate Director Weston-Dawkes
Associate Director Woolston
Analyst Durrin
Analyst Wilson