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*Assembly of the Academic Senate, Academic Council*  
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March 17, 2003

**C. JUDSON KING**  
**PROVOST AND SENIOR VICE PRESIDENT**  
**ACADEMIC AFFAIRS**

**Re:       APM – 390; Postdoctoral Scholars**

Dear Jud:

In response to your November 1, 2002 letter, the Academic Senate undertook, and has now completed, a review of the proposed new academic personnel policy: APM - 390 (Postdoctoral Scholars). The Academic Council strongly supports the development of a systemwide policy for Postdoctoral Scholars that may improve their working conditions and provide appropriate levels of support for these valued members of the University community.

While the Academic Senate generally supports the proposed policy changes and additions, as summarized below, four of the proposed provisions raise concerns.

**Appointment Duration [390-17]**

Both the three and five-year appointment restrictions could present problems for postdoctoral researchers in particular research arenas where time frames for completing projects may be very long. In addition, scholars who transition from one subfield of research to another may also be negatively affected by these restrictions on appointments. Because some of the most qualified candidates are often in these pools, they would no longer be available for postdoctoral appointments within UC if this would occasion a total appointment time as a Postdoctoral Scholar in excess of the five-year rule. The Academic Senate, therefore, recommends that there be more flexibility on the maximum number of years allowed for appointments. This might, for example, be accomplished through broadly interpreted rules governing “exceptions.”

**Salaries and Stipends [390-18]**

The Academic Senate questions whether a \$65K salary cap makes sense, especially in a competitive context within which UC hopes to lure “the best and the brightest.” The Senate would like to see some flexibility on the salary “cap” so that researchers who have sufficient grant funding would have the option to make more attractive offers.

**100% Time [390-21]**

The 100% appointment requirement raised some concerns within the Academic Senate particularly because of the limited funds that are available in the Humanities and Social Sciences. The concern was that without the provision of adequate funds to “top up” a part-time postdoctoral appointment with, for example, a lecturing appointment, we may unduly restrict the opportunities for these scholars at UC. In order to help these departments maintain their postdoctoral programs, the Senate recommends that either the 100% appointment requirement be modifiable or that a pool of “top up” funds be available, either centrally at UC, or within each campus.

**Grievances and Correction Action and Dismissal.**

Finally, the Senate recommends that the notification period for grievances and layoffs be extended from 30 to 60 days, except in circumstances of “demonstrable financial exigency.”

For additional comments from individual Academic Senate committees which reviewed the proposed policies, please see attached letters.

Cordially,

Gayle Binion, Chair  
Academic Council

Encl.: 7

cc: Academic Council