



Steven W. Cheung
Chair, Assembly of the
Academic Senate
Faculty Representative,
UC Board of Regents
Academic Senate

Office of the President
1111 Franklin Street
Oakland, CA 94607

senate.universityofcalifornia.edu

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Lawrence Berkeley
Lawrence Livermore
Los Alamos

July 28, 2025

Amy K. Lee
Deputy Provost, Systemwide Academic Personnel

Monica Varsanyi
Vice Provost, Faculty Affairs and Academic Programs

Re: Systemwide Senate Review of Proposed Revisions to APM - 230, Visiting
Appointments

Dear Deputy Provost Lee and Vice Provost Varsanyi,

As requested, I distributed for systemwide Academic Senate review the [proposed revisions to Academic Personnel Manual \(APM\) - 230](#). Nine Academic Senate divisions and one systemwide Senate committee ([UCPB](#)) submitted comments. These were discussed at the Academic Council's July 23, 2025 meeting, and the compiled feedback is attached for your reference.

Most divisions expressed support for the two technical revisions:

1. The removal of the carve-out for the Visiting Assistant Professor (VAP) program in Mathematics, now that the "Math Fellow" title has been created.
2. The removal of the prohibition on visiting appointees participating in Health Sciences or other special compensation plans, bringing APM - 230 into alignment with APM - 670.

However, several Senate divisions raised significant concerns about the proposed substantive revision limiting VAP appointments to individuals on leave from an academic or research position at another educational institution. Reviewers questioned the need for this change, noting that it would exclude qualified candidates from industry, government, and nonprofit sectors such as think tanks and research labs that have historically contributed to the UC academic community.

Divisions emphasized that VAP appointments serve a range of important teaching and research functions. They offer valuable experience for recent PhD graduates, enable departments to address temporary instructional

needs (such as sabbatical coverage), support trial appointments that may lead to tenure-track positions, and broaden the faculty recruitment pipeline. Several reviewers noted that the proposed restriction could undermine diversity efforts by limiting access to the professoriate and narrowing the pool of candidates for hire.

In light of these concerns, Senate reviewers proposed alternative approaches to achieving the policy's goals. These include evaluating candidates individually instead of through categorical exclusions based on employer type. If the intent is to ensure that VAP appointees have relevant teaching experience, this could be assessed during the appointment process. If the concern is compatibility with leave policies for non-academic employers, that issue could also be evaluated individually. If the goal is simply to ensure that visiting faculty hold primary employment elsewhere, this could be stated directly, without limiting eligibility to only those from educational institutions.

In addition, some committees requested that ambiguous language in the policy be clarified, particularly regarding appointment criteria for associate and full-rank visiting titles and when consultation with the local Committee on Academic Personnel is required.

Thank you for the opportunity to opine. Please do not hesitate to contact me if you have any questions.

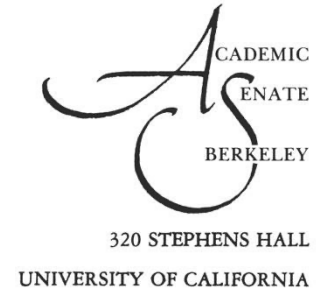
Sincerely,



Steven W. Cheung
Chair, Academic Council

Encl.

cc: Academic Council
Policy Analyst Wilson
Senate Division Executive Directors
Senate Executive Director Lin



July 7, 2025

STEVEN CHEUNG
Chair, Academic Senate

Subject: Systemwide Review of Proposed Revisions to APM-230 (Visiting Appointments)

Dear Chair Cheung,

The proposed revisions to the *Academic Personnel Manual (APM) 230 – Visiting Appointments* were sent to the Berkeley Division Committees on Budget and Interdepartmental Relations (BIR) and Faculty Welfare (FWEL). There were no comments from FWEL. We found the comments from BIR to be compelling; we summarize them in this letter and append them in full for your reference.

Two of the proposed revisions are seen as reasonable: the removal of outdated language concerning Mathematics appointments following the creation of the Math Fellow title, and the clarification of participation conditions in the Health Sciences Compensation Plan. These changes are viewed as technical and noncontroversial.

However, the third proposed revision—restricting eligibility for Visiting Assistant Professor (VAP) appointments to those on leave from an “educational institution”—raises concerns. This change is described as a clarification but appears to be a substantive policy shift with unclear justification. It would exclude qualified candidates from respected non-academic institutions such as think tanks, industry labs, and government agencies, which are frequently hosted as VAPs and are positive contributors to our campus. Additionally, such a restriction could hinder efforts to diversify academic hiring by unintentionally sending a message that we are exclusionary, or at least preferential, in our hiring decisions with regards to the institution from which a candidate is applying. The committee urges a more nuanced, case-by-case approach to the evaluation of VAP candidates and requests further discussion before such a change is implemented.

Thank you for the opportunity to review and comment.

Sincerely,

A handwritten signature in black ink, appearing to read 'Mark Stacey', with a stylized, cursive script.

Mark Stacey
Vice Chair, Berkeley Division of the Academic Senate
Professor of Civil and Environmental Engineering (CEE)

Enclosure

cc: Amani Nuru-Jeter, Chair, Berkeley Division of the Academic Senate
Jocelyn Surla Banaria, Executive Director, Berkeley Division of the Academic Senate
Samuel Otter, Chair, Committee on Budget and Interdepartmental Relations
Nancy Wallace, Co-Chair, Committee on Faculty Welfare
J. Keith Gilless, Co-Chair, Committee on Faculty Welfare
Will Lynch, Manager, Committee on Budget and Interdepartmental Relations
Patrick Allen, Senate Analyst, Committee on Faculty Welfare

June 26, 2025

CHAIR AMANI NURU-JETER
BERKELEY DIVISION OF THE ACADEMIC SENATE

RE: Proposed Revisions to APM-230 (Visiting Appointments)

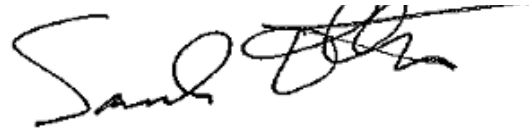
Thank you for inviting us to comment on the proposed revisions to APM Section-230 regarding Visiting appointments. Two of the proposed revisions strike us as appropriate: one removes a sentence specifically about appointments in Mathematics that is no longer necessary after the creation of the Math Fellow title; and one clarifies the conditions for participation in the Health Sciences Compensation Plan. The third proposed revision, which appears to restrict eligibility for Visiting Assistant Professor (VAP) appointments, is identified as substantive in the covering letter but also described as a clarification; it strikes us as more than a clarification, and the reasons for the change are unclear to us.

The main textual change is this addition to section 230-4.b.1: “Visiting appointments at the assistant rank are only appropriate if the visitor is on leave from an academic or research position at another educational institution.”

If there is a precise definition of “educational institution” elsewhere in the APM, perhaps that could be cited here, but any reasonable definition is likely to exclude places from which Berkeley has historically hired faculty. For example, the Federal Reserve, the Institute for Advanced Study, and various think tanks and government agencies are not educational institutions, but they employ capable junior people who might be appropriate for VAP appointments at Berkeley. There are also fields, such as Computer Science, in which many current faculty members came to faculty positions from industrial employers such as Bell Laboratories or Microsoft. If the intent of the proposed revision is to ensure that candidates have teaching experience, given the teaching required in most VAP appointments, then that should be achieved by evaluating individual candidates rather than by a blanket prohibition on non-educational employers. Similarly, if the problem motivating the change is that non-educational employers may not have compatible leave policies, that again seems best evaluated on an individual basis. If the intent of the revision is only to ensure that VAP appointments are held by people with primary employment elsewhere, then that could be achieved without the restriction to educational institutions. We would still be concerned, however, as the first employment opportunity for some graduates of our PhD programs is (solely) a VAP appointment, and we would not like to see that career path eliminated without more substantive discussion.

A broader concern we have is that the proposed revision seems to invite a view of academic hiring as a “closed shop” in labor terms. It seems inconsistent with Berkeley’s intense effort to broaden the pool of applicants for faculty positions, and it strengthens the separation between educational institutions and the rest of society. One could ask, particularly at this moment in time, whether previous actions that built up that separation have ultimately been good for American universities.

Hence, we can envision negative consequences of this proposed revision, and in the absence of information about its potential benefits to the University, we regret that we are unable to support it. We have no objection to the more technical revisions regarding appointments specifically in Health Sciences and Mathematics.

A handwritten signature in black ink, appearing to read "Samuel Otter", with a stylized flourish extending to the right.

Samuel Otter
Chair

SO/cm



DAVIS DIVISION OF THE ACADEMIC SENATE
ONE SHIELDS AVENUE
DAVIS, CALIFORNIA 95616-8502
(530) 752-2220
academicsenate.ucdavis.edu

July 21, 2025

Steven Cheung
Chair, Academic Council

RE: Proposed Revisions to APM 230, Visiting Appointments

The proposed revisions to APM 230, Visiting Appointments were forwarded to all standing committees of the Davis Division of the Academic Senate. Seven committees responded: Academic Personnel – Oversight (CAP), Faculty Welfare (FWC), Planning and Budget (CPB), and the Faculty Executive Committees of the College of Agricultural and Environmental Sciences (CAES), the College of Biological Sciences (CBS), the College of Engineering (COE), and the School of Medicine (SOM).

A majority of committees have no objection to the proposed revisions, but COE and SOM request clarification regarding the changes affecting Visiting appointments at the assistant rank. COE notes that it is unclear why the Visiting assistant title was singled out for exclusion in appointments based on achievements. SOM adds that their School has used the Visiting assistant title when a faculty appointment at the assistant rank is pending, however, the proposed revisions seem to prohibit this option. COE highlights that for appointments based on experience, APM 230 states that the Chancellor solicits advice from CAP or its equivalent which provides a check on appointments at any rank, further calling into question why Visiting appointments at the assistant rank are to be prohibited. COE and SOM encourage reconsideration of the revisions affecting these appointments.

The Davis Division appreciates the opportunity to comment.

Sincerely,

A handwritten signature in black ink, appearing to read "Katheryn Niles Russ".

Katheryn Niles Russ, Ph.D.
Chair, Davis Division of the Academic Senate
Professor of Economics
University of California, Davis

Enclosed: Davis Division Committee Responses

c: Monica Lin, Executive Director, Systemwide Academic Senate

Michael LaBriola, Assistant Director, Systemwide Academic Senate
Edwin M. Arevalo, Executive Director, Davis Division of the Academic Senate

June 27, 2025

Katheryn Russ

Chair, Davis Division of the Academic Senate

RE: Request for Consultation – Proposed Revisions to APM 230, Visiting Appointments

Dear Chair Russ:

The Committee on Faculty Welfare has reviewed the RFC – Proposed Revisions to APM 230, Visiting Appointments. The committee has no concerns with the proposed revisions.

Sincerely,

A handwritten signature in black ink, appearing to read 'J. Foley', with a stylized flourish at the end.

Janet Foley

Chair, Committee on Faculty Welfare

June 11, 2025

Katheryn Russ

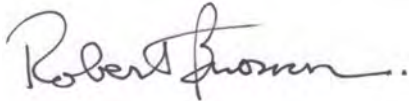
Chair, Davis Division of the Academic Senate

RE: RFC – Proposed Revisions to APM 230, Visiting Appointments

The Committee on Planning and Budget (CPB) has reviewed the **RFC – Proposed Revisions to APM 230, Visiting Appointments**. The CPB does not anticipate any significant budgetary impacts and overall supports these proposed revisions.

CPB appreciates the opportunity to comment.

Sincerely,

A handwritten signature in dark ink, appearing to read "Robert Brosnan", followed by a period.

Robert Brosnan

Chair, Committee on Planning and Budget

Proposed Revisions to APM 230, Visiting Appointments

FEC: College of Agricultural and Environmental Sciences Committee Response

June 30, 2025

The CA&ES Faculty Executive Committee finds this proposal to be appropriately targeted, with a limited scope and a sensible approach. Committee members did not identify any concerns and considered the recent changes to the document to be reasonable and well-aligned with the intended objectives.

June 13, 2025

To: Katheryn Russ
Chair, Davis Division of the Academic Senate

From: Michael Kleeman
Chair, College of Engineering FEC

RE: Comment on proposed revisions to APM 230 "Visiting Appointments"

Dear Chair Russ:

The College of Engineering FEC has reviewed the proposed revisions to APM 230 "Visiting Appointments". We support the review of the criteria for visiting appointments but would appreciate additional information as to the motivation for some of the changes. It was difficult to understand why the assistant visiting title was singled out for exclusion in appointments based on achievement. In our fields, we could envision industry professionals, or scientists from national laboratories and private research institutes, who are making important contributions to the field who we would consider eligible candidates for visiting assistant professor appointments. These candidates would be prohibited from such appointments if the proposed changes were enacted.

For the appointments based on experience vs appointment at education institutions, APM 230 states the Chancellor solicits advice from Divisional Committee on Academic Personnel (or equivalent). This mechanism provides a check appointment at any rank, further calling into question why assistant appointments by the experience route are to be prohibited.

We encourage reconsidering the exclusion for the assistant visiting title.

Thank you for the opportunity to comment on this proposed policy update.

Sincerely,

A handwritten signature in black ink, appearing to read "Mike Kleeman", with a horizontal line extending to the right.

Michael Kleeman

Chair, COE FEC

Proposed Revisions to APM 230, Visiting Appointments

FEC: School of Medicine Committee Response

June 30, 2025

The School of Medicine's Committee on Faculty Affairs reviewed this RFC along with the Faculty Executive Committee and shares this comment:

The SOM has occasionally used the visiting asst title when a faculty appt at the asst rank is pending. This clause: "Visiting appointments at the assistant rank are only appropriate if the visitor is on leave from an academic or research position at another educational institution."

This clause seems to needlessly prohibit this option. Please provide context on why this clause is important, or consider removing it from the revisions.

June 18, 2025

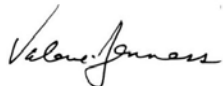
**Steven Cheung, Chair
Academic Council**

Re: Proposed Revisions to Academic Personnel Manual Section 230 (APM-230), Visiting Appointments

The Irvine Division Cabinet discussed the proposed revisions to Academic Personnel Manual Section 230 (APM-230), Visiting Appointments, at its meeting on June 17, 2025. The Council on Academic Personnel (CAP) also reviewed the revisions. CAP's feedback is attached for your review.

The Irvine Division appreciates the opportunity to comment.

Sincerely,



Valerie Jenness, Chair
Academic Senate, Irvine Division

Cc: Jane Stoevers, Chair Elect-Secretary
Jisoo Kim, Executive Director
Gina Anzivino, Associate Director

June 6, 2025

**VALERIE JENNESS,
CHAIR, ACADEMIC SENATE, IRVINE DIVISION**

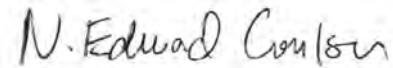
RE: Proposed Revisions to APM-230

At its meetings on May 29, 2025, the Council on Academic Personnel (CAP) discussed the Proposed Revisions to APM-230.

Members appreciated the need for visiting assistant professors to have scholarly appointments, but raised questions of how much this may reduce the flexibility for chairs to identify teaching options in challenging fields.

The Council on Academic Personnel appreciates the opportunity to opine on this important topic.

Sincerely,



N. Edward Coulson, Chair

Cc: Jane Stoever, Chair Elect-Secretary
Jisoo Kim, Executive Director
Gina Anzivino, Associate Director



July 14, 2025

Steven Cheung
Chair, UC Academic Senate

Re: (Systemwide Senate Review) Proposed Revisions to APM 230 – Visiting Appointments

Dear Chair Cheung,

The divisional Executive Board (EB) reviewed the proposed revisions to APM 230 – Visiting Appointments and divisional council feedback via independent review on July 11, 2025. EB members had no comments for consideration. Please find attached the feedback from the Undergraduate Council.

Thank you for the opportunity to advise on this matter.

Sincerely,



Kathleen Bawn
Chair
UCLA Academic Senate

Encl.

Cc: April de Stefano, Executive Director, UCLA Academic Senate
Andrea Kasko, Immediate Past Chair, UCLA Academic Senate
Megan McEvoy, Vice Chair/Chair Elect, UCLA Academic Senate

3125 Murphy Hall
410 Charles E. Young Drive East
Los Angeles, California 90095

June 2, 2025

To: Kathy Bawn, Chair, UCLA Academic Senate

From: Jeff Maloy, Chair, Undergraduate Council

Re: (Systemwide Senate Review) Proposed Revisions to APM - 230, Visiting Appointments

At its meeting on May 30, 2025, the Undergraduate Council discussed the proposed revisions to the Academic Personnel Manual regarding Visiting appointments.

Members had no substantive concerns, but hope that the proposed new policies will not impact the ability of departments such as Mathematics to host visiting faculty who do not hold permanent tenure-track appointments at another institution.

If you have any questions, please contact Undergraduate Council analyst, Julia Nelsen, at jnelsen@senate.ucla.edu.

cc: April de Stefano, Executive Director, UCLA Academic Senate
Andrea Kasko, Immediate Past Chair, UCLA Academic Senate
Megan McEvoy, Vice Chair/Chair-Elect, UCLA Academic Senate
Julia Nelsen, Principal Policy Analyst, Undergraduate Council

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SANTA BARBARA • SANTA CRUZ

OFFICE OF THE ACADEMIC SENATE

Kevin Mitchell, Chair of the Academic Senate
senatechair@ucmerced.edu

UNIVERSITY OF CALIFORNIA, MERCED
5200 North Lake Road
Merced, California 95343

July 3, 2025

To: Steven Cheung, Chair, Academic Council

From: Kevin Mitchell, Chair, UCM Divisional Council (DivCo)

Re: [Proposed Revisions to APM 230-Visiting Appointments](#)

The proposed revisions to APM-230, Visiting Appointments, were distributed to the Merced Division Senate Committees and School Executive Committees. The Committee on Rules and Elections (CRE) offered the following comments.

CRE focused its review on the proposed changes to the Visiting Assistant Professor (VAP) Program in Mathematics and consulted several UCM faculty members in Applied Mathematics who are familiar with similar programs across the UC system. Those consulted found the proposed changes acceptable. Additionally, CRE noted potential ambiguities in section 230-4.b of the policy, which may suggest that CAP consultation is only required for Associate and Full Professors, that such appointments do not require current academic or research positions, and that they need not be from outside institutions. Clarification or revision is recommended if these interpretations are not intended.

We thank you for the opportunity to review these proposed revisions to the APM.

Cc: DivCo Members
UCOP Senate Office
UCM Senate Office

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ACADEMIC SENATE, MERCED DIVISION
COMMITTEE ON RULES AND ELECTIONS (CRE)

UNIVERSITY OF CALIFORNIA, MERCED

June 11, 2025

To: Kevin Mitchell, Chair, Divisional Council

From: Committee on Rules and Elections (CRE)

Re: Proposed Revisions to APM-230 (Visiting Appointments)

The Committee on Rules and Elections (CRE) has reviewed the proposed revisions to APM-230 (Visiting Appointments) and offer the following comments.

CRE reviewed the proposed revisions, paying special attention to the changes to the Visiting Assistant Professor Program (VAP) in Mathematics. On that matter, CRE consulted several UCM faculty members in the Applied Mathematics Department who are familiar with Visiting Assistant Professor Programs in the UC system. Those we consulted expressed that the changes were acceptable.

CRE would also like to note that read on its own, 230-4.b (page 1 of the policy) suggests the following points. If they are not intended, then appropriate changes should be made.

- Appointments of Assistant Professors do not require CAP consultation, only Associate and Full Professors do.
- Associate and Full Professors do not need any academic or research position at all, so long as they make it past CAP consultation.
- Associate and Full Professors do not need to be from another institution. Therefore, one can be visiting their home institution, so long as they are at the Associate level or above.

We thank you for the opportunity to review and comment.

CC: CRE Members
Senate Office



CHAIR, ACADEMIC SENATE
RIVERSIDE DIVISION
UNIVERSITY OFFICE BUILDING, RM 225

Kenneth Barish
PROFESSOR OF PHYSICS AND ASTRONOMY
RIVERSIDE, CA 92521-0217
TEL: (951) 827-5023
EMAIL: kenneth.barish@ucr.edu

July 16, 2025

Steven Cheung, Chair, Academic Council
1111 Franklin Street, 12th Floor
Oakland, CA 94607-5200

RE: Proposed Revisions to Academic Personnel Manual (APM) 230, Visiting Appointments

Dear Steven,

On July 14, 2025 the Riverside Academic Senate Executive Council discussed the *Proposed Revisions to Academic Personnel Manual (APM) 230, Visiting Appointments*, along with comments received from divisional committees. These are attached.

Riverside's Executive Council wishes to emphasize its **strong opposition** to the proposed revisions of APM-230, which would eliminate the "visiting assistant professor" (VAP) title for individuals who have recently completed their terminal degrees and are not yet in a tenure-track role. VAPs have proven beneficial to both the candidate and the department/program. For the candidate, the position is an opportunity to gain experience in a role that includes research, teaching, and service. For the department, it provides another professional colleague and addresses situations such as sabbatical replacement. The proposed change unnecessarily limits the candidate pool for VAP hires.

Finally, it was noted that the proposed rationale for the core revision was not provided, thus raising questions about unstated motivations.

Best regards,

A handwritten signature in blue ink that reads "Kenneth Barish".

Kenneth Barish
Professor of Physics and Astronomy and Chair of the Riverside Division

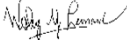
CC: Monica Lin, Executive Director of the Academic Senate
Cherysa Cortez, Executive Director of UCR Academic Senate Office

Attachments



June 26, 2025

TO: Ken Barish, Chair
Riverside Division of the Academic Senate

FROM: Wesley Leonard, Chair 
CHASS Executive Committee

RE: Proposal: Proposed Revisions to Academic Personnel Manual (APM) 230,
Visiting Appointments

The CHASS Executive Committee (EC) reviewed the Proposal: Proposed Revisions to Academic Personnel Manual (APM) 230, Visiting Appointments. While the CHASS EC does not have comments about the two technical revisions, we are strongly opposed to the core revision to eliminate a subtype of “visiting assistant professor”. The proposed change will eliminate the possibility of hiring into a professorial (i.e., not lecturer, not postdoctoral scholar) rank a person who is not already in a tenure-track position.

CHASS EC members shared their own experiences as visiting assistant professors, as well as the value of having temporary, non-tenure-track professorial colleagues in their departments or programs. Our observations were fully positive, and we noted how valuable it is both for the candidate as well as their departments to have these visiting assistant professor positions. For the candidate, often a person who has recently completed their terminal degree, these positions provide an opportunity to gain experience in a role that includes research, teaching, and service. They are thus much more positioned – and expected – to participate in the culture(s) of the unit(s) in which they are appointed. And for the department or program, these positions provide another professorial colleague. There are situations, such as a sabbatical replacement, where a new tenure-track position wouldn’t be warranted, and the visiting assistant professor series as currently defined addresses this need. Other temporary positions, such as adjunct lecturers hired to teach specific classes, also fill crucial roles but are different from those of visiting assistant professors.

We have just one caveat to our strong support of “visiting assistant professor” remaining as an option for faculty candidates who are not already appointed in tenure-track positions. We are aware that some institutions leverage “temporary” faculty positions for many years – i.e., when

they are not actually temporary in relation to program needs – as a means to minimize the more expensive tenure-track positions that should be created. We have not seen this occur in CHASS, however, and note that APM-230 already specifies that “a visiting assistant professor position shall not exceed 2 years unless approved by the Chancellor”. We believe this two-year limitation is fine as is.

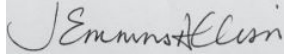
Finally, we call attention to how the rationale for the core revision is not provided, thus raising questions about unstated motivations “to clarify Visiting appointments at the assistant rank are only appropriate if the visitor is on leave from an academic or research position at another education institution.” While we understand that the lay usage of “visiting” implies *from somewhere else*, we also recognize that “visiting” in the context of faculty titles is widely used across the United States, and currently used in the University of California, to refer to temporary, non-tenure-track appointments where the appointee does not have a position elsewhere. As such, we assert that the proposed revision is not a clarification at all because the current policy is not ambiguous; rather, the revision is a substantive and negative change that eliminates an important type of faculty line.

PLANNING AND BUDGET

June 26, 2025

To: Kenneth Barish, Chair
Riverside Division

From: Juliann Allison, Chair
Committee on Planning and Budget

A handwritten signature in cursive script, appearing to read "Juliann Allison", is placed over the printed name in the "From:" line.

Re: [Systemwide Review] Proposal: Proposed Revisions to *Academic Personnel Manual (APM) 230, Visiting Appointments*

At our meeting on June 10, 2025, the Committee on Planning and Budget (CPB) reviewed the proposed revisions to *Academic Personnel Manual (APM) 230, Visiting Appointments*. CPB recommends against the first proposed revision that is aimed to clarify that “Visiting appointments at the assistant rank are only appropriate if the visitor is on leave from an academic or research position at another education institution.” This change would remove a tool that is helpful for programs and departments. VAPs at the Assistant rank are fruitful for evaluating and expanding undergraduate opportunities, and determining directions for future Senate faculty hires. This unnecessarily limits the candidate pool for VAP hires.



School of Business
Anderson Hall
900 University Avenue
Riverside, CA 92521

June 4, 2025

To: Ken Barish, Chair
Riverside Division of the Academic Senate

From: Elodie Goodman
Chair, School of Business Executive Committee

Re: Proposal: *Proposed Revisions to Academic Personnel Manual (APM) 230, Visiting Appointments*

Please let this memo serve as an official notification that the School of Business Executive Committee supports the proposal and has no comments or concerns.



Academic Senate

COMMITTEE ON ACADEMIC PERSONNEL

June 16, 2025

To: Kenneth Barish, Chair
Riverside Division Academic Senate

From: Jingsong Zhang, Chair 
Committee on Academic Personnel

Re: **[Systemwide Review] Proposal: Proposed Revisions to *Academic Personnel Manual (APM) 230, Visiting Appointments***

The Committee on Academic Personnel (CAP) reviewed the proposed revisions to *Academic Personnel Manual (APM) 230, Visiting Appointments*. CAP is generally supportive of the proposed revisions and has no comments.



Academic Senate

COMMITTEE ON FACULTY WELFARE

June 16, 2025

To: Kenneth Barish, Chair
Riverside Division Academic Senate

From: Salman Asif, Chair
Committee on Faculty Welfare

A handwritten signature in blue ink, appearing to read "Salman", with a checkmark and the number "1" next to it.

Re: **[Systemwide Review] Proposal: Proposed Revisions to *Academic Personnel Manual (APM) 230, Visiting Appointments***

At our meeting on June 4, 2025, the Committee on Faculty Welfare (CFW) reviewed the proposed revisions to *Academic Personnel Manual (APM) 230, Visiting Appointments*. CFW is generally supportive of the proposed revisions and has no comments.

June 23, 2025

TO: Ken Barish, PhD, Chair, Academic Senate, UCR Division

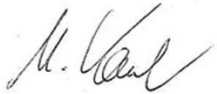
FROM: Marcus Kaul, Ph.D., Chair, Faculty Executive Committee, UCR School of Medicine

SUBJECT: **[Systemwide Review] Proposal: *Proposed Revisions to Academic Personnel Manual (APM) 230, Visiting Appointments***

Dear Ken,

The Committee reviewed the Proposed Revisions to Academic Personnel Manual (APM) 230, Visiting Appointments, and appreciated the clarifications while it did not have any reservations on the updated version.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'M. Kaul', written in a cursive style.

Marcus Kaul, Ph.D.
Chair, Faculty Executive Committee School of Medicine

Office of the Academic Senate

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490 Illinois Street, 5th Floor
San Francisco, CA 94158
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academic.senate@ucsf.edu
<https://senate.ucsf.edu>

Steve Hetts, MD, Chair
Errol Lobo, MD, PhD, Vice Chair
Elizabeth Rogers, MD, Secretary
Kathy Yang, PharmD, MPH, Parliamentarian

July 16, 2025

Steven Cheung
Chair, Academic Council
Systemwide Academic Senate
University of California Office of the President
1111 Franklin St., 12th Floor
Oakland, CA 94607-5200

Re: Systemwide Review of Proposed Revisions to Academic Personnel Manual (APM) 230, Visiting Appointments

Dear Chair Cheung:

The San Francisco Division of the Academic Senate is pleased to comment on the [Systemwide Review of Proposed Revisions to Academic Personnel Manual \(APM\) 230, Visiting Appointments](#) that is out for review. The UCSF Division Academic Senate appreciates the policy's articulation of delineating the use of "Visiting" prefix for various academic titles, including Professor, Astronomer, and Agronomist, among others. One committee commented: The Committee on Rules and Jurisdiction (R&J).

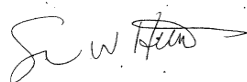
R&J sought clarification on which problem the revised policy is resolving, related to section B under Definition and Policy. This section reads:

For visitors at any rank in the Professor, Astronomer, Agronomist in the Agricultural Experiment Station, Specialist in Cooperative Extension, and Librarian series, those who have held, are on leave from, or are retired from an academic or research position at another educational institution;; or, alternatively, those who have research, creative activities or professional achievement that make Visiting appointments appropriate at the associate or full rank. In the latter cases, the Chancellor must solicit advice on the appointment from the Divisional Committee on Academic Personnel or its equivalent. Visiting appointments at the assistant rank are only appropriate if the visitor is on leave from an academic or research position at another educational institution.

This change appears to segregate the visiting professor eligibility according to rank. R&J would like to understand the reasoning behind this change to be more informed if the policy language would implement the desired policy change.

Thank you for the opportunity to opine on this review. If you have any questions, please let me know.

Sincerely,



Steven Hetts, MD, 2023-25 Chair
UCSF Academic Senate

Enclosures (1)

Cc: Irfan Kathiriya, Chair, Committee on Rules & Jurisdiction (R&J)

Committee on Rules and Jurisdiction (R&J)

Irfan Kathiriya, MD, PhD, Chair

July 16, 2025
Steven Hetts, MD
Division Chair
UCSF Academic Senate

Re: Systemwide Review of Proposed Revisions to Academic Personnel Manual (APM) 230, Visiting Appointments

Dear Chair Hetts:

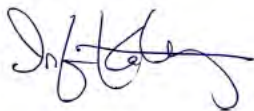
The Committee on Rules and Jurisdiction (R&J) is writing to provide our comments on the [Systemwide Review of Proposed Revisions to Academic Personnel Manual \(APM\) 230, Visiting Appointments](#), which is currently under review. APM 230 delineates the use of the “Visiting” prefix for various academic titles, including Professor, Astronomer, and Agronomist, among others. However, it does not apply to titles such as Instructor or Junior Astronomer. The policy is intended for individuals temporarily performing the duties of the attached title, typically those on leave or retired from another academic institution.

R&J acknowledges the revisions aimed at clarifying the proper use of the Visiting title, eliminating the exception for Visiting Assistant Professor Programs in Mathematics, and lifting the restriction on appointees with a Visiting title from participating in a compensation plan.

However, after thorough consideration, R&J members remain unclear which problem the revised policy is trying to solve as it relates to section B under Definition and Policy. Therefore, we are interested in better understanding the reason for the change, so that we may be more informed if the policy language would implement the desired policy change.

We would appreciate any clarification on this matter, and thank you for considering R&J's comments. Should you have any questions, please feel free to contact me or our committee's analyst, Sophia Root, at sophia.root@ucsf.edu.

Sincerely,



Irfan Kathiriya, MD, PhD
Committee on Rules and Jurisdiction Chair



OFFICE OF THE ACADEMIC SENATE

9500 GILMAN DRIVE
LA JOLLA, CALIFORNIA 92093-0002
TELEPHONE: (858) 534-3640
FAX: (858) 534-4528

June 12, 2025

Professor Steven Cheung
Chair, Academic Senate
University of California
VIA EMAIL

Re: Divisional Review of Proposed Revisions to Academic Personnel Manual (APM) 230, Visiting Appointments

Dear Chair Cheung,

The proposed revisions to Academic Personnel Manual (APM) 230, Visiting Appointments were distributed to San Diego Divisional Senate standing committees and discussed at the June 9, 2025 Divisional Senate Council meeting. Senate Council had no objections to the revisions and offered the following comments for consideration.

Council raised concerns about removing the carve out prior to having an approved replacement title in place. Members emphasized the significance of the Visiting Assistant Professor program to the mathematics discipline and noted it was difficult to evaluate the policy revisions without access to more information about the proposed Math Fellow title. The math program offers recent PhD graduates crucial experience and can be a tool to recruit and develop future mathematics ladder-rank faculty. An equivalent program is needed for the UC system to remain competitive, as other universities continue to offer such positions.

The response from the Divisional Committee on Academic Personnel is attached.

Sincerely,

A handwritten signature in cursive script, reading "Olivia Graeve".

Olivia A. Graeve
Chair
San Diego Divisional Academic Senate

Attachment

cc: Rebecca Jo Plant, Vice Chair, San Diego Divisional Academic Senate
Lori Hullings, Executive Director, San Diego Divisional Academic Senate
Monica Lin, Executive Director, UC Systemwide Academic Senate

June 04, 2025

Olivia Graeve, Senate Chair
Academic Senate, San Diego Division

SUBJECT: Proposed revisions to APM 230- Visiting Appointments

The Committee on Academic Personnel (CAP) met on May 28, 2025, to review the proposed revisions to the Academic Personnel Manual (APM) 230- Visiting Appointments. CAP unanimously supports the proposed revisions to APM 230 with the following comments:

Several CAP members expressed concerns about the proposed removal of the existing three-year carve-out for the Visiting Assistant Professor Program in Mathematics, which is tied to the anticipated creation of a new Math Fellow title. Members noted that it was difficult to evaluate this policy revision without access to detailed information about the proposed Math Fellow title and before the implementation of any regental policy changes that would authorize Math Fellows to serve as instructors of record for courses. Some members emphasized that the Stefan E. Warschawski Visiting Assistant Professorships are vital to the Department of Mathematics at UC San Diego and cautioned against eliminating these appointments from policy without an approved replacement title in place.

Nevertheless, given the shortened review and response period provided to the Senate for comment, CAP supports the revisions to APM 230 and appreciates the opportunity to review the proposed policy revisions.



Christina Schneider, Vice Chair
Committee on Academic Personnel

Cc: Senate Analyst Coomer
Senate Director Hullings
Senate Vice Chair Plant
CAP Chair Russell



UC SANTA BARBARA

Academic Senate
Rita Raley, Chair
Shasta Delp, Executive Director

1233 Girvetz Hall
Santa Barbara, CA 93106-3050
<http://www.senate.ucsb.edu>

July 15, 2025

To: Steven Cheung, Chair
Academic Senate

From: Rita Raley, Divisional Chair
Academic Senate

A handwritten signature in grey ink, appearing to read "R. Raley", is placed next to the "From:" line.

Re: Systemwide Review of Proposed Revisions to Academic Personnel Manual (APM)
Section 230, Visiting Appointments

The Santa Barbara Division distributed the Proposed Revisions to Academic Personnel Manual (APM) Section 230, Visiting Appointments to the Committee on Academic Personnel (CAP) and the Faculty Executive Committees (FECs) of the College of Letters and Science (L&S), College of Engineering (COE), College of Creative Studies (CCS), Gevirtz Graduate School of Education (EDUC) and the Bren School of Environmental Science and Management (BREN). CAP as well as the L&S, CCS, EDUC, and BREN FECs elected not to opine.

The Santa Barbara Division refrains from providing substantive feedback on the proposed revisions at this time, given the minimal response from its councils and committees. The COE FEC offers no particular comment on the proposed changes, but requests a clarification regarding the appropriate timing for consideration as to whether the Professor of Teaching Series (APM 285) should be added to the list of eligible titles for Visiting Appointments.

We thank you for the opportunity to comment.



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SANTA CRUZ, CALIFORNIA 95064

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SANTA CRUZ DIVISION
125 CLARK KERR HALL
(831) 459 - 2086

July 17, 2025

STEVEN CHEUNG
Chair, Academic Council

**RE: Systemwide Senate Review of Proposed Revisions to Academic Personnel Manual (APM)
Section 230, Visiting Appointments**

Dear Steven,

The Santa Cruz Academic Senate has reviewed the request for feedback on the proposed revisions to Academic Personnel Manual (APM) Section 230. Our committees on Academic Personnel (CAP) and Planning and Budget (CPB) have reviewed the proposal. The proposed revisions are intended to clarify the appropriate use of the visiting title, remove the carve out for Visiting Assistant Professor (VAP) Programs in Mathematics, and remove the prohibition against appointees in the visiting title participating in a compensation plan.

Although CAP did not find any specific issues of concern with regard to its purview of personnel review, CPB raised concerns about possible unintended effects of the proposed revisions. While we understand the need for clarification, as well as the importance of labor contract negotiations, the proposed changes to APM 230 appear to be a tool designed to fix one specific labor issue, but with the unintended consequence of fundamentally changing the way that VAP appointments are used in the UC, in particular compared to the standard practice at many other institutions.

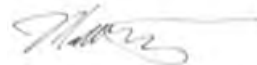
Specifically, it is common practice at other institutions to use VAP appointments as a trial run for prospective faculty recruitments, or as a temporary replacement that could evolve into a permanent position. The proposed requirement that VAPs have an equivalent faculty position at another university could greatly curtail or even effectively eliminate the use of VAPs, since it would be very rare for a normal Assistant Professor at another university to be encouraged (or allowed) to transfer to another school for 1-2 years. Further, for our campus, the proposed changes in APM 230 will likely have additional impacts due to the recent implementation of a Divisional Resource Model funding allocation model. This model eliminated the Divisional open provisions previously used for hiring visiting faculty, and so would effectively terminate the use of VAP positions unless a dean were willing to allocate very significant Instructional Support funds for that purpose. Given the relative

cost of a visiting assistant professor having an “equivalent” faculty position elsewhere, coupled with the pressures of on instructional budgets, this choice seems exceedingly unlikely.

We would stress that in its current form, the use of Visiting Appointments is quite valuable for both academic development and a university's scholarly and research and teaching mission. It provides opportunities for pre-faculty PhDs as well as for UC campuses looking to attract promising new faculty, encouraging them to apply to an open search, as well as opportunities to broaden departments, initiate new collaborations, and enhance curricula, as well as to make space for partner hires, avoiding failed searches, when FTE are otherwise not immediately available. We believe these benefits would be severely curtailed within the UC system if these revisions are adopted. As such, the Santa Cruz Division is unable to support the proposed revisions to APM 230.

Thank you for the opportunity to provide feedback on these proposed revisions.

Sincerely,



Matthew McCarthy, Chair
Academic Senate, Santa Cruz Division

cc: Susan Gillman, Co-Chair, Committee on Academic Personnel
Gregory Gilbert, Co-Chair, Committee on Academic Personnel
Kimberley Helmer, Chair, Committee on Career Advising
Gabriela Arredondo, Chair, Committee on Diversity, Equity, and Inclusion
Raphael Kudela, Chair, Committee on Planning and Budget
Galina Hale, Chair, Committee on Privilege and Tenure
Matthew Mednick, Executive Director, Academic Senate



Academic Senate

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senate.universityofcalifornia.edu

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Lawrence Livermore
Los Alamos

UNIVERSITY COMMITTEE ON PLANNING AND BUDGET (UCPB)

Tim Groeling
groeling@comm.ucla.edu

June 18, 2025

Steven Cheung
Chair, Academic Council

RE: PROPOSED REVISIONS TO APM-230, VISITING APPOINTMENTS

Dear Chair Cheung,

Thank you for the opportunity for UCPB to review the proposed revisions to Academic Personnel Manual (APM) 230, Visiting Appointments. The committee discussed the changes and agreed that requiring visiting appointment faculty titles are reserved for faculty with academic appointments at other institutions who are “appointed temporarily to perform the duties of the title” preserved the intent of the policy.

Because the Math Fellow title supersedes the Visiting Assistant Professor Programs in Mathematics titles, the three-year carve out for the title is appropriately removed.

In addition, the committee agreed that allowing Visiting appointees to participate in a Health Sciences or other special compensation plans removes the existing conflict with the APM – 670 language.

The committee supports the proposed revisions.

Sincerely,

Tim Groeling
Chair, UCPB

cc: UCPB