



SYSTEMWIDE ACADEMIC PERSONNEL
FACULTY AFFAIRS AND ACADEMIC PROGRAMS

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

Revised: March 11, 2025
February 13, 2025

CHANCELLORS
ACADEMIC COUNCIL CHAIR STEVEN CHEUNG
LABORATORY DIRECTOR MICHAEL WITHERELL
ANR VICE PRESIDENT GLENDA HUMISTON

**Re: Systemwide Review of Proposed Revisions to Academic Personnel Manual (APM)
Section 500, Recruitment - General**

Dear Colleagues:

Systemwide review of Academic Personnel Manual (APM) Section 500 distributed on February 13, 2025, has been rescinded. Enclosed for a new systemwide review period are updated proposed revisions to Academic Personnel Manual (APM) Section 500, Recruitment (APM - 500). The policy revisions respond to the need to address two new bills signed into state law that add and amend sections 92612.1 and 92612.2 of the California Education Code, effective January 1, 2025 (reference California Senate Bill (SB) 791, Postsecondary education: academic and administrative employees: disclosure of sexual harassment; and California Assembly Bill (AB) 810, Postsecondary education: hiring practices: academic, athletic, and administrative positions). The new revisions are indicated below using **bold** and underlined text to align with the California Education code requirements.

Background

California Education Code Sections 92612.1 and 92612.2 include the following requirements:

- Applicants who are identified as a finalist for an academic or administrative position to disclose any final administrative or judicial decisions issued within the last seven years related to misconduct, including sexual harassment, as defined in the statute.
- Permit finalists to disclose if they have filed an appeal with the previous employer, administrative agency, or court, if applicable.
- In the event the applicant reaches the final stages of the application process, the applicants for tenure-track/tenured appointments will be required to sign a release form that authorizes the release of information by the applicant's previous employers to the UC location concerning any **substantiated** allegations of misconduct. This authorization will permit the UC location to evaluate the released information with respect to the criteria for a potential appointment.

- The law requires the UC location to use the signed release form from applicants for tenure-track/tenured appointments to make a reasonable attempt to obtain information from the previous employer concerning any **substantiated** allegations of misconduct.

Systemwide Academic Personnel, in partnership with the campuses and Systemwide Human Resources, distributed guidance for implementation of these new laws on October 10, 2024.

Key Policy Provisions

The proposed policy revisions include the following key provisions:

Misconduct Disclosure Form:

- All applicants who are identified as finalists for academic appointments are required to complete a misconduct disclosure questionnaire and disclose any final administrative or judicial decisions issued within the last seven (7) years from the date of submission of an employment application determining that the applicant committed misconduct, including sexual harassment. **Applicants must be permitted to disclose if they have filed an appeal with the previous employer, administrative agency, or court, if applicable.**
- A hiring unit may also elect to require misconduct disclosure questionnaires from all applicants who meet the minimum requirements of a recruitment. The hiring unit may not obtain a misconduct disclosure questionnaire unless the hiring unit determines that an applicant meets the minimum requirements for the position.
- In the event that an applicant discloses prior misconduct, the hiring unit shall obtain a signed release form (see APM - 500-16.b.2) from the applicant before contacting the previous employer.

Release Form:

- Applicants who are identified as finalists for a tenure-track/tenured position or a position in the Professor of Teaching Series are required to sign a release form authorizing the release of information by the applicant's previous employers to the University concerning any **substantiated** allegations of misconduct in order to permit the University to evaluate the released information with respect to the criteria for potential employment. The hiring unit is required to obtain the release form for proposed appointees in these series and to engage in a reasonable attempt to obtain information from the previous employer when the applicant reaches the final stages of the application process.
- A hiring unit may request a release form from all applicants of a recruitment and may use that release form to engage in a reasonable attempt to obtain information from the previous employer when the applicant reaches the final stages of the application process.
- In the event that a previous employer discloses misconduct, the hiring unit shall follow-up with the applicant to give that individual an opportunity to respond.

Local Implementation Procedures:

- Vice Provosts/Vice Chancellors who oversee academic personnel are responsible for developing implementing procedures for the confidential management and tracking of

misconduct disclosure questionnaires and release forms, as well as confidential decision-making and communication processes involving applicants, previous employers, and University administrators. In order to protect a candidate's privacy, the misconduct disclosure form and any information pertaining to prior misconduct must be treated as confidential, retained per local procedures, and disposed in accordance with University of California records retention policy.

Systemwide Review

Systemwide review is a public review distributed to the Chancellors, the Chair of the Academic Council, the Director of the Lawrence Berkeley National Laboratory, and the Vice President of Agriculture and Natural Resources requesting that they inform the general University community, especially affected employees, about policy proposals. Systemwide review also includes a mandatory, 90-day full Senate review. Normally, technical revisions undergo management consultation only. However, given the breadth of this legislation, we are initiating systemwide review in lieu of management consultation.

Employees should be afforded the opportunity to review and comment on the draft policies, available on the [Systemwide Academic Personnel website](#). Attached is a Model Communication which may be used to inform non-exclusively represented employees about these proposals. The Systemwide Labor Relations at the Office of the President is responsible for informing the bargaining units representing union membership about policy proposals.

We would appreciate receiving your comments no later than **June 9, 2025**. Please submit your comments to SystemwideAP-PolicyReviewComments@ucop.edu. If you have any questions, please contact Kelly Anders at kelly.anders@ucop.edu.

Sincerely,



Amy K. Lee
Deputy Provost
Systemwide Academic Personnel



Douglas M. Haynes
Interim Vice Provost
Faculty Affairs and Academic Programs

Enclosures:

- 1) **Revised** Draft APM - 500, Recruitment (clean copy)
- 2) **Revised** Draft APM - 500, Recruitment (tracked-changes copy)
- 3) **Revised** Model Communication

cc: President Drake
Provost and Executive Vice President Newman
Executive Vice Chancellors/Provosts
Executive Vice President and Chief Operating Officer Nava

Executive Vice President Rubin
Senior Vice President and Chief Compliance Officer Bustamante
Vice President Brown
Vice President and Chief of Staff Kao
Vice President Gullatt
Vice President Lloyd
Vice President Maldonado
Academic Council Vice Chair Palazoglu
Vice Provosts/Vice Chancellors for Academic Affairs/Personnel
Deputy General Counsel Woodall
Assistant Vice Provosts/Assistant Vice Chancellors for Academic Personnel
Associate Vice President Matella
Associate Vice President McRae
Chief Policy Advisor McAuliffe
Executive Director Anders
Executive Director Lin
Executive Director Teaford
Acting Chief of Staff Garber
Deputy Chief HR Officer and Chief of Staff Henderson
Chief of Staff Levintov
LBL Chief Human Resources Officer Crosson
Managing Counsel Chin
Director Chin
Director Weston-Dawkes
Associate Director Menezes
Associate Director Woolston
Assistant Director LaBriola
Policy Analyst Durrin
Policy Analyst Miller
Policy Analyst Wilson
Administrative Officer Babbitt

DRAFT - Recruitment: APM - 500 - General

500-0 Policy

The University recruiting program is directed toward obtaining the best qualified person for the position authorized.

Normally vacancies should be filled at the instructor or assistant professor level in the Professorial series and at the lowest rank in the other teaching series and in the Professional Research series.

500-6 Responsibility

Academic personnel for existing budgeted positions are normally recruited by the appropriate department chair, director, dean and Chancellor.

500-7 Aids

The following policies relating to travel and removal expenses are designed to facilitate the University's recruitment policies:

- a. Travel Expenses for Recruitment ([APM - 540](#)).
- b. Removal Expenses ([APM - 560](#)).
- c. Removal Expenses — Assistants ([APM - 561](#)).
- d. Moving Expenses for Intercampus Transfers ([APM - 550](#)).
- e. Travel Expenses for Appointees to Visiting Titles ([APM - 230-20-h](#)).
- f. Travel Expenses for Short-Term Appointees on Extramurally Financed Projects ([APM - 570](#)).

500-10 Standards

Necessary qualifications for new personnel and limitations on title and salary offers that may be made to prospective personnel are determined by the policies and procedures for appointment and promotion of academic personnel as set forth in the Academic Personnel Manual Part II, Appointment and Promotion.

500-16 Restrictions

- a. All recruiting is subject to the limitation that appointments must conform to established University policies.
- b. In compliance with provisions in state law regarding the disclosure of misconduct during the course of prior employment, the University of California is implementing the following requirements in faculty and academic recruitment processes:

“Misconduct” means any violation of the policies governing employee conduct at the applicant’s previous place of employment, including, but not limited to, violations of policies prohibiting sexual harassment, sexual assault, or other forms of harassment or discrimination, as defined by the employer.

1. Misconduct Disclosure Form

- a. All applicants who are identified as finalists for academic appointments are required to complete a misconduct disclosure questionnaire and disclose any final administrative or judicial decisions issued within the last seven (7) years from the date of submission of an employment application determining that the applicant committed misconduct, including sexual harassment. Applicants must be permitted to disclose if they have filed an appeal with the previous employer, administrative agency, or court, if applicable.
- b. A hiring unit may also elect to require misconduct disclosure questionnaires from all applicants who meet the minimum requirements of a recruitment. The hiring unit may not obtain a misconduct disclosure questionnaire unless the hiring unit determines that an applicant meets the minimum requirements for the position.
- c. In the event that an applicant discloses prior misconduct, the hiring unit shall obtain a signed release form (see APM - 500-16.b.2) from the applicant before contacting the previous employer.

2. Release Form

- a. Applicants who are identified as finalists for a tenure-track/tenured position or a position in the Professor of Teaching Series are required to sign a release form authorizing the release of information by the applicant’s previous employers to the University concerning any substantiated allegations of misconduct in order to permit the University to evaluate the released information with respect to the criteria for potential employment. The hiring unit is required to obtain the release form for proposed appointees in these series and to engage in a reasonable attempt to obtain information from the previous employer when the applicant reaches the final stages of the application process.

- b. A hiring unit may request a release form from all applicants of a recruitment, and may use the release form to engage in a reasonable attempt to obtain information from the previous employer when the applicant reaches the final stages of the application process.
 - c. In the event that a previous employer discloses misconduct, the hiring unit shall follow up with the applicant to give that individual an opportunity to respond.
3. Vice Provosts/Vice Chancellors who oversee academic personnel are responsible for developing implementing procedures for the confidential management and tracking of misconduct disclosure questionnaires and release forms, as well as confidential decision-making and communication processes involving applicants, previous employers, and University administrators. In order to protect a candidate's privacy, the misconduct disclosure form and any information pertaining to prior misconduct must be treated as confidential, retained per local procedures, and disposed in accordance with University of California records retention policy.
- c. Special conditions must be observed before initiating negotiations with the prospective employee who is employed on another University of California campus (see [APM - 510](#))
 - d. Restrictions are placed upon the employment of near relatives of University employees (see [APM - 520](#)).
 - e. No commitment, formal or informal, may be made in negotiating for the recruitment of a faculty member to a budgeted position involving tenure or security of employment prior to the approval of the Chancellor.
 - f. Formal negotiations for recruitment of a faculty member may be initiated only with the prior approval of the Chancellor.
 - g. When an individual not in the employ of the University is to be offered a tenure appointment by two or more campuses of the University, the same level of salary shall be offered by each of those campuses. The following procedure is to be followed to make this procedure effective: when it becomes known to any campus administrative officer that another campus of the University is also recruiting an individual for a tenure appointment, that officer is obliged to inform the Chancellor. (Appointments subject to the foregoing procedures are also subject to provisions of the Academic Personnel Manual such as APM - 500 and [530](#) concerning recruitment of academic personnel and [APM - 220-85](#) concerning appointment of academic personnel at the tenure rank.)

Revision History

July 1, 2025:

Technical revision to comply with two bills signed into state law that add and amend sections 92612.1 and 92612.2 of the California Education Code, effective January 1, 2025 (reference California Senate Bill (SB) 791, Postsecondary education: academic and administrative employees: disclosure of sexual harassment; and California Assembly Bill (AB) 810, Postsecondary education: hiring practices: academic, athletic, and administrative positions).

May 22, 2023:

- Technical revision to remove requirement to notice Association of American University (AAU) institutions and removal of list of AAU membership.

For details on prior revisions, please visit the [policy issuance web page](#).

DRAFT - Recruitment: APM -- 500 - General

500-0 Policy

The University recruiting program is directed toward obtaining the best qualified person for the position authorized.

Normally vacancies should be filled at the instructor or assistant professor level in the Professorial series and at the lowest rank in the other teaching series and in the Professional Research series.

500-6 Responsibility

Academic personnel for existing budgeted positions are normally recruited by the appropriate department chair, director, dean and Chancellor.

500-7 Aids

The following policies relating to travel and removal expenses are designed to facilitate the University's recruitment policies:

- a. Travel Expenses for Recruitment ([APM - 540](#)).
- b. Removal Expenses ([APM - 560](#)).
- c. Removal Expenses — Assistants ([APM - 561](#)).
- d. Moving Expenses for Intercampus Transfers ([APM - 550](#)).
- e. Travel Expenses for Appointees to Visiting Titles ([APM - 230-20-h](#)).
- f. Travel Expenses for Short-Term Appointees on Extramurally Financed Projects ([APM - 570](#)).

500-10 Standards

Necessary qualifications for new personnel and limitations on title and salary offers that may be made to prospective personnel are determined by the policies and procedures for appointment and promotion of academic personnel as set forth in the Academic Personnel Manual Part II, Appointment and Promotion.

500-16 Restrictions

- a. All recruiting is subject to the limitation that appointments must conform to established University policies.
- b. In compliance with provisions in state law regarding the disclosure of misconduct during the course of prior employment, the University of California is implementing the following requirements in faculty and academic recruitment processes:

“Misconduct” means any violation of the policies governing employee conduct at the applicant’s previous place of employment, including, but not limited to, violations of policies prohibiting sexual harassment, sexual assault, or other forms of harassment or discrimination, as defined by the employer.

1. Misconduct Disclosure Form

- a. All applicants who are identified as finalists for academic appointments are required to complete a misconduct disclosure questionnaire and disclose any final administrative or judicial decisions issued within the last seven (7) years from the date of submission of an employment application determining that the applicant committed misconduct, including sexual harassment. Applicants must be permitted to disclose if they have filed an appeal with the previous employer, administrative agency, or court, if applicable.
- b. A hiring unit may also elect to require misconduct disclosure questionnaires from all applicants who meet the minimum requirements of a recruitment. The hiring unit may not obtain a misconduct disclosure questionnaire unless the hiring unit determines that an applicant meets the minimum requirements for the position.
- c. In the event that an applicant discloses prior misconduct, the hiring unit shall obtain a signed release form (see APM - 500-16.b.2) from the applicant before contacting the previous employer.

2. Release Form

- a. Applicants who are identified as finalists for a tenure-track/tenured position or a position in the Professor of Teaching Series are required to sign a release form authorizing the release of information by the applicant’s previous employers to the University concerning any substantiated allegations of misconduct in order to permit the University to evaluate the released information with respect to the criteria for potential employment. The hiring unit is required to obtain the release form for proposed appointees in these series and to engage in a reasonable attempt to obtain information from the previous employer when the applicant reaches the final stages of the application process.

- b. A hiring unit may request a release form from all applicants of a recruitment, and may use the release form to engage in a reasonable attempt to obtain information from the previous employer when the applicant reaches the final stages of the application process.
 - c. In the event that a previous employer discloses misconduct, the hiring unit shall follow up with the applicant to give that individual an opportunity to respond.
 - 3. Vice Provosts/Vice Chancellors who oversee academic personnel are responsible for developing implementing procedures for the confidential management and tracking of misconduct disclosure questionnaires and release forms, as well as confidential decision-making and communication processes involving applicants, previous employers, and University administrators. In order to protect a candidate's privacy, the misconduct disclosure form and any information pertaining to prior misconduct must be treated as confidential, retained per local procedures, and disposed in accordance with University of California records retention policy.
- b.c. Special conditions must be observed before initiating negotiations with the prospective employee who is employed on another University of California campus (see [APM - 510](#))
- e.d. Restrictions are placed upon the employment of near relatives of University employees (see [APM - 520](#)).
- d.e. No commitment, formal or informal, may be made in negotiating for the recruitment of a faculty member to a budgeted position involving tenure or security of employment prior to the approval of the Chancellor.
- e.f. Formal negotiations for recruitment of a faculty member may be initiated only with the prior approval of the Chancellor.
- f.g. When an individual not in the employ of the University is to be offered a tenure appointment by two or more campuses of the University, the same level of salary shall be offered by each of those campuses. The following procedure is to be followed to make this procedure effective: when it becomes known to any campus administrative officer that another campus of the University is also recruiting an individual for a tenure appointment, that officer is obliged to inform the Chancellor. (Appointments subject to the foregoing procedures are also subject to provisions of the Academic Personnel Manual such as [APM - 500](#) and [530](#) concerning recruitment of academic personnel and [APM - 220-85](#) concerning appointment of academic personnel at the tenure rank.)

Revision History

[July 1, 2025:](#)

Technical revision to comply with two bills signed into state law that add and amend sections 92612.1 and 92612.2 of the California Education Code, effective January 1, 2025 (reference California Senate Bill (SB) 791, Postsecondary education: academic and administrative employees: disclosure of sexual harassment; and California Assembly Bill (AB) 810, Postsecondary education: hiring practices: academic, athletic, and administrative positions).

May 22, 2023:

- Technical revision to remove requirement to notice Association of American University (AAU) institutions and removal of list of AAU membership.

For details on prior revisions, please visit the [policy issuance web page](#) ~~Academic Personnel and Programs website.~~

MODEL COMMUNICATION

Systemwide review of Academic Personnel Manual (APM) Section 500 distributed on February 13, 2025, has been rescinded. Enclosed for a new systemwide review period are updated proposed revisions to Academic Personnel Manual (APM) Section 500, Recruitment (APM - 500).

- APM - 500, Recruitment

Summarized below are the updated proposed key policy revisions that are being distributed for systemwide review.

The policy revisions respond to the need to address two new bills signed into state law that add and amend sections 92612.1 and 92612.2 of the California Education Code, effective January 1, 2025 (reference Senate Bill (SB) 791, Postsecondary education: academic and administrative employees: disclosure of sexual harassment, and California Assembly Bill (AB) 810, Postsecondary education: hiring practices: academic, athletic, and administrative positions). The new revisions are indicated below using **bold** and underlined text. The proposed technical revisions are intended to bring the University into compliance with sections 92612.1 and 92612.2 of the California Education Code by incorporating the following changes:

Misconduct Disclosure Form:

- All applicants who are identified as finalists for academic appointments are required to complete a misconduct disclosure questionnaire and disclose any final administrative or judicial decisions issued within the last seven (7) years from the date of submission of an employment application determining that the applicant committed misconduct, including sexual harassment. **Applicants must be permitted to disclose if they have filed an appeal with the previous employer, administrative agency, or court, if applicable.**
- A hiring unit may also elect to require misconduct disclosure questionnaires from all applicants who meet the minimum requirements of a recruitment. The hiring unit may not obtain a misconduct disclosure questionnaire unless the hiring unit determines that an applicant meets the minimum requirements for the position.
- In the event that an applicant discloses prior misconduct, the hiring unit shall obtain a signed release form from the applicant before contacting the previous employer.

Release Form:

- Applicants who are identified as finalists for a tenure-track/tenured position or a position in the Professor of Teaching Series are required to sign a release form authorizing the release of information by the applicant's previous employers to the University concerning any **substantiated** allegations of misconduct in order to permit the University to evaluate the released information with respect to the criteria for potential employment. The hiring unit is required to obtain the release form for proposed appointees in these series and to engage in a reasonable attempt to obtain information from the previous employer when the applicant reaches the final stages of the application process.

- A hiring unit may request a release form from all applicants of a recruitment and may use the release form to engage in a reasonable attempt to obtain information from the previous employer when the applicant reaches the final stages of the application process.
- In the event that a previous employer discloses misconduct, the hiring unit shall follow-up with the applicant to give that individual an opportunity to respond.

Local Implementation Procedures:

- Vice Provosts/Vice Chancellors who oversee academic personnel are responsible for developing implementing procedures for the confidential management and tracking of misconduct disclosure questionnaires and release forms, as well as confidential decision-making and communication processes involving applicants, previous employers, and University administrators. In order to protect a candidate’s privacy, the misconduct disclosure form and any information pertaining to prior misconduct must be treated as confidential, retained per local procedures, and disposed in accordance with University of California records retention policy.

The proposed revisions to the APM - 500 are posted to the [Systemwide Academic Personnel](#) website under the “Systemwide Review” tab. It may also be viewed at _____ [e.g., *the campus Academic Personnel Office or Human Resources Office*].

If you have any questions or if you wish to comment, please contact _____ at _____, no later than _____, 2025.