November 22, 2021

ACADEMIC SENATE
DEANS
DEPARTMENT AND PROGRAM CHAIRS

POLICY-COVERED APPOINTEES IN THE FOLLOWING GROUPS:
ACADEMIC COORDINATORS
ADJUNCT PROFESSORS
POSTDOCTORAL SCHOLARS
PROFESSIONAL RESEARCHERS
PROJECT SCIENTISTS
SENATE FACULTY
SPECIALISTS

Re: Systemwide Review of Proposed Revised APM 025 Conflict of Commitment and Outside Activities of Faculty Members

Dear Colleagues:

The University invites comments on proposed revisions to the above-referenced systemwide academic personnel policy. The proposed revisions are responsive to a systemwide internal audit of foreign influence. Please facilitate this formal review and comment process by reviewing and submitting any comments to Jennifer Brown in the Academic Personnel Office at jenbrown@ucsc.edu, no later than Thursday, January 20, 2022.

Summary of proposed key policy revisions:

- **Establish subcategories in APM 025 for domestic and foreign activities within Category I and Category II Outside Activities.** Faculty would become responsible for securing approval prior to engaging in a Category II foreign activity.

- **Expand APM 025 to cover ten additional academic titles, including academic coordinators, academic researchers, and postdoctoral scholars.** These non-faculty academic appointees would become subject to prior approval and annual reporting requirements when engaging in Category I or II foreign activities, with no annual time limits.

  New requirements that impact represented appointees will be subject to collective bargaining with the appropriate union(s).

- **Expand APM 025 to cover appointments above 0%, including paid recall appointments.** Currently, faculty holding appointments of less than 50 percent time are not subject to the policy.

- **Remove Appendices B, C, and D (Prior Approval and Reporting Forms).** All campuses are now using OATS.
The complete text of the proposed revisions have been posted to the UC Office of the President’s website at https://www.ucop.edu/academic-personnel-programs/academic-personnel-policy/policies-under-review/apm-025-and-671.html. You can also find a link to this message and the UCOP policy page on the APO website at https://apo.ucsc.edu/policy/policy-under-review.html.

Sincerely,

Grace McClintock
Assistant Vice Provost
Academic Personnel

cc: CP/EVC Kletzer
Chancellor Larive
VPAA Lee
Academic Senate Office
Administrative Records
Department and Program Managers
Divisional Academic Personnel Coordinators