September 26, 2022

SENATE FACULTY
ADJUNCT PROFESSORS
ASTRONOMERS
DEANS
DEPARTMENT AND PROGRAM CHAIRS

POLICY-COVERED APPOINTEES IN THE FOLLOWING GROUPS:
PROFESSIONAL RESEARCHERS
PROJECT SCIENTISTS
SPECIALISTS

Re: Second 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 and feedback from the UC community following the first systemwide review in 2021-22. 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 Friday, October 28, 2022.

As a result of feedback from the first systemwide review, several significant components were removed prior to the second set of proposed revisions, in particular the creation of new categories related to foreign activity requiring prior approval and the inclusion of postdoctoral scholars and academic coordinators under the policy.

Summary of Proposed Key Policy Revisions - Second Systemwide Review

1. Expands APM 025 to cover seven additional non-faculty academic titles, including astronomers, professional researchers, project scientists, and specialists.
   ○ Policy-covered non-faculty academic appointees in these titles would become subject to the general principles of the policy and the grant disclosure requirement described in #2 below but they would not be subject to prior approval, annual reporting, or time limits under the policy.
   ○ Represented appointees are subject to APM 025 only to the extent provided in the applicable Collective Bargaining Agreement.

   ○ Codifies requirements and procedures in APM 025 that incorporate federal funding agency laws and policies governing research grant disclosures. The revised policy requires all faculty and non-faculty appointees covered by the policy, including those with appointments below 50%, to submit their funding-
agency disclosures to the appropriate University research or other designated office.

2. Clarifies that in-kind contributions such as office/laboratory space, equipment supplies, or employees or students supported by an outside source constitute compensation for outside professional activities.

3. Faculty (e.g., professors, teaching professors, adjunct professors) holding appointments at or above 50% are subject to prior approval, annual reporting, and time limits under the current and proposed policy. For this population, the revised policy:
   ○ Expands prior-approval and annual reporting requirements to all outside professional activities, regardless of whether they are related to the training and expertise that are the qualification for a faculty member’s University appointment.
   ○ Clarifies that honorary, visiting, adjunct, or other institutional appointments (either compensated or uncompensated) constitute outside employment and are therefore a Category I activity.
   ○ Adds that participation in or application to talent recruitment programs designed to recruit science and technology professionals or students which are sponsored by a government agency of a nation other than the United States is a Category I activity.

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](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](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