

October 25, 2021

To: All Senate Faculty (via Ladder Faculty and Lecturer SOE Series)

From: June Betancourt, Director  
Academic Personnel

Re: Systemwide Review of Proposed Revisions to Academic Personnel Manual (APM) Section 025, Conflict of Commitment and Outside Activities of Faculty Members (APM - 025) and Section 671, Conflict of Commitment and Outside Activities of Health Sciences Compensation Plan Participants (APM - 671)

The University invites comments on proposed revisions to the following policies on conflict of commitment:

- APM - 025, Conflict of Commitment and Outside Activities of Faculty Members;
- APM - 671, Conflict of Commitment and Outside Activities of Health Sciences Compensation Plan Participants.

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

### **Key Policy Revisions**

- **Expand applicability of APM - 025 to cover designated other academic appointee titles.** Ten designated other academic appointee titles have been identified that would be newly subject to designated prior approval and annual reporting requirements of APM - 025, if engaging in foreign activities, as described below. Reporting requirements that impact represented academic titles will be subject to the meet and confer process with the appropriate union(s). Designated other academic appointee titles that would be newly subject to the proposed policy revisions are:

Academic Administrator Series  
Academic Coordinator Series  
Agronomist Series  
Astronomer Series  
Coordinator of Public Programs Series  
Professional Research Series  
Project Scientist Series  
Specialist Series  
Specialist in Cooperative Extension Series  
Postdoctoral Scholars

- **Expand applicability of APM - 025 to cover appointments above 0%.** The revised policy proposes to require faculty and designated other academic appointees,

including recall appointees, subject to APM - 025 and appointed above 0%, to secure prior approval for and submit annual reports on participation in foreign activities, as described below.

- **Establish subcategories in APM - 025 and APM - 671 for domestic and foreign activities within Category I and Category II Outside Activities.** The revised policy proposes the establishment of new subcategories I.A and II.A for domestic activities and new subcategories I.B and II.B for foreign activities. Faculty would be responsible for securing prior approval for participation in Category I.A, I.B, and II.B activities and for submitting annual reports on all Category I and Category II activities. Designated other academic appointees would be responsible for securing prior approval for participation in and submitting annual reports on Category I.B and II.B activities.
- **Remove Appendices B, C, and D.** The revised policies propose to delete Appendices B, C, and D, as all campuses use OATS for APM - 025 and APM - 671 prior approval and annual reporting processes.

The proposed revisions to the conflict-of-commitment policies of APM - 025 and APM - 671 are posted to the [Academic Personnel and Programs website](https://www.ucop.edu/academic-personnel-programs/academic-personnel-policy/policies-under-review/apm-025-and-671.html) under the “Systemwide Review” tab or directly at <https://www.ucop.edu/academic-personnel-programs/academic-personnel-policy/policies-under-review/apm-025-and-671.html>

Questions or comments may be directed to my attention at the e-mail below. Comments must be received by February 2, 2022.

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