



OFFICE OF THE VICE PROVOST --
ACADEMIC PERSONNEL AND PROGRAMS

OFFICE OF THE PRESIDENT
1111 Franklin Street, 11th Floor
Oakland, California 94607-5200

January 7, 2022

EXECUTIVE VICE CHANCELLORS/PROVOSTS

Re: Interpretation Guidance for APM - 500, Recruitment – General

Dear Colleagues:

As a follow-up to a discussion at the December 3, 2021 Council of Vice Chancellors (COVC) meeting, I am writing to provide guidance concerning competing salary offers for Assistant Professor positions when more than one UC campus is competing for a fellow from the President's Postdoctoral Fellowship Program (PPFP), as well as to issue general clarification on the intent of APM - 500-16-g.

APM - 500-16-g states that:

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.

In recent years, there has been uncertainty as to whether the phrase "tenure appointment" in APM - 500-16-g refers to a "tenure-track" appointment or a "tenured" faculty appointment. UCOP Academic Personnel and Programs (APP) interprets the phrase "tenure appointment" to refer to a faculty appointment with tenure, such as a full Professor or Associate Professor. We do not interpret the phrase to refer to a "tenure-track" or "tenure-eligible" appointment, such as an Assistant Professor position. This means that if two or more campuses are competing for the same candidate for an Assistant Professor position, such as a current or former PPFP fellow, APM - 500-16-g does not apply and each campus may negotiate its own competitive salary offer.

We plan to undertake revisions to APM - 500 at a future date to reflect the above interpretation. Until such a time, this letter will serve as the official clarification of intent for APM - 500-16-g.

Sincerely,

Susan Carlson
Vice Provost
Academic Personnel and Programs

January 7, 2022

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cc: Provost and Executive Vice President Brown
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Vice Provosts/Vice Chancellors of Academic Affairs/Academic Personnel
Assistant Vice Provosts/Vice Chancellors for Academic Personnel
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Director Grant
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