February 3, 2011

SENATE DIVISIONAL CHAIRS
SENATE COMMITTEE CHAIRS
UNIVERSITY OF CALIFORNIA

Re: Systemwide Review of Technical Revisions to APM

Dear Colleagues:

Enclosed for systemwide review are proposed technical revisions to the Academic Personnel policies as described below, all of which are suggested to correct improper references or typographical errors, or to ensure uniformity between existing policies.

- **APM-075, Part III, C. 1, Termination for Incompetent Performance**
  Corrects the reference from Senate Bylaw 335 to Bylaw 337 for Privilege and Tenure Committee early termination cases.

- **APM-110-4, Academic Personnel Definitions**
  
  **110-4 (3), Academic Administrative Officers**

  Adds Deans, Vice Provosts and Provosts to the definition of Academic Administrative Officers not in the Senior Management Group to conform to recent revisions in APM-240 and the new APM-246; and

  **110-4 (21), House Staff; 110-4 (23), Medical Resident; 110-4 (37) Residents**

  Moves the definition of House Staff in APM-110-4(21) and Medical Resident in APM-110-4(23), to a combined definition under the term, Residents, listed in APM-110-4 (37), since Resident is the appropriate term to be used for such appointees.

- **APM-140-33(b.)(2.)(a), Non-Senate Academic Appointees/Grievances**
  Adds Medical Separation to the list of those issues which may be appealed for Step III-B hearing consideration, to conform with APM-80-3-b. and c., Medical Separation policy.
• APM-230, Visiting Appointments

230-4(b), Definition and Policy

Adds Project Scientist to the list of titles to which the visiting prefix may be attached.

230-17, Terms of Service

In order to allow campuses more flexibility to make decisions regarding Visiting Appointments for their locations, adds that the Chancellor may make terms of consecutive service longer than two years for Visiting titles and longer than three years for Visiting Assistant Professor Programs in Mathematics.

• APM-240, Deans and APM-246, Faculty Administrators (100% Time)

240-18-e. and 246-18-e., Salary, Additional University Compensation

Clarifies that deans and faculty administrators (100% time) are covered by other additional compensation policies found in the APM, in addition to those sources of additional compensation noted in APM-240-18-e. and 246-18-e.

240-20-c.(2) and 246-20-c.(2), Conditions of Employment, Conflict of Commitment and Outside Professional Activities

Conforms Deans and Faculty Administrators (100% Time) policies to the APM-025 requirement that there be annual reporting of compensated outside professional activities to the Chancellor.

• APM-240-60 (c.), Deans, Benefits and Privileges

Clarifies that the policy regarding the basis for accrual of deans’ sabbatical leave credit is based upon the underlying faculty appointment rate in accordance with APM-740.

• APM-246-60 (b.), Faculty Administrators (100% Time), Benefits and Privileges

Corrects a typographical error in current policy.

• APM-500-16 (c.), Recruitment - General, Restrictions

Corrects the web reference for Association of American Universities member institutions and updates Exhibit A, the AAU Membership list.

The proposals are on the Web at: http://www.ucop.edu/acadadv/acadpers/apm/review.html.

If you wish to comment, please submit them to SenateReview@ucop.edu by Monday, April 18, 2011. As always, you may choose not to comment if you feel that it is not in your committee’s purview.
Sincerely,

Daniel L. Simmons, Chair
Academic Council

Copy: Academic Council
Martha Winnacker, Academic Senate Executive Director
ACADEMIC PERSONNEL POLICIES AND OTHER PROPOSALS CURRENTLY UNDER SYSTEMWIDE REVIEW

(If you have questions or comments about these proposals, contact your campus Academic Personnel Office.)

The University invites comments on proposed technical revisions to the following Academic Personnel Policy sections (comment period 2/1/11 – 4/29/11):

APM - 075 (pdf)

075, Part III, C. 1, Termination for Incompetent Performance - Corrects the reference from Senate Bylaw 335 to Bylaw 337 for Privilege and Tenure Committee early termination cases.

APM - 110 (pdf)

110-4 (3), Academic Administrative Officers - Adds Deans, Vice Provosts and Provosts to the definition of Academic Administrative Officers not in the Senior Management Group to conform to recent revisions in APM-240 and the new APM-246; and

110-4 (21), House Staff; 110-4 (23), Medical Resident; 110-4 (37) Residents - Moves the definition of House Staff in APM-110-4(21) and Medical Resident in APM-110-4(23), to a combined definition under the term, Residents, listed in APM-110-4 (37), since Resident is the appropriate term to be used for such appointees.

APM - 140 (pdf)

140-33(b.)(2).(a), Non-Senate Academic Appointees/Grievances - Adds Medical Separation to the list of those issues which may be appealed for Step III-B hearing consideration, to conform with APM-80-3-b. and c., Medical Separation policy.

APM - 230 (pdf)

230- 4(b), Definition and Policy - Adds Project Scientist to the list of titles to which the visiting prefix may be attached.

230-17, Terms of Service - In order to allow campuses more flexibility to make decisions regarding Visiting Appointments for their locations, adds that the Chancellor may make terms of consecutive service longer than two years for Visiting titles and longer than three years for Visiting Assistant Professor Programs in Mathematics.

APM - 240 (pdf)

240-18-e., Salary, Additional University Compensation - Clarifies that deans and faculty administrators (100% time) are covered by other additional compensation policies found in the APM, in addition to those sources of additional compensation noted in APM-240-18-e.

240- 20-c.(2), Conditions of Employment, Conflict of Commitment and Outside Professional Activities - Conforms Deans and Faculty Administrators (100% Time) policies to the APM-025 requirement that there be annual reporting of compensated outside professional activities to the Chancellor.

240-60 -c.(1), Deans, Benefits and Privileges - Clarifies that the policy regarding the basis for accrual of deans’ sabbatical leave credit is based upon the underlying faculty appointment rate in accordance with APM-740.

APM - 246 (pdf)

246-18-e., Salary, Additional University Compensation - Clarifies that deans and faculty administrators (100% time) are covered by other additional compensation policies found in the APM, in addition to those sources of additional compensation noted in APM-246-18-e.

246-20-c.(2), Conditions of Employment, Conflict of Commitment and Outside Professional Activities - Conforms Deans and Faculty Administrators (100% Time) policies to the APM-025 requirement that there be annual reporting of compensated outside professional activities to the Chancellor.

246-60 (b.), Faculty Administrators (100% Time), Benefits and Privileges - Corrects a typographical error in current policy.
500-16 (c.), Recruitment - General, Restrictions - Corrects the web reference for Association of American Universities member institutions and updates Exhibit A, the AAU Membership list.

Return to Academic Personnel Manual

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3. The Committee on Academic Personnel (CAP)

The Committee on Academic Personnel (CAP) shall nominate and the Chancellor or designee shall then appoint an Ad Hoc Committee (under the same procedures used to appoint a confidential Ad Hoc Committee to consider promotion to tenure). The Ad Hoc Committee shall evaluate the case using the same process used by Ad Hoc Committees in their review of promotions in personnel cases. After reviewing the Ad Hoc Committee report, CAP shall advise the Chancellor or designee whether the Request and the accompanying file provide a sufficient basis for termination of the Professor.

C. Determination of Incompetence

1. Privilege and Tenure Committee Determination

If both the department and CAP have recommended against termination, the Chancellor shall notify the Professor in writing that the case for termination has ended. For limitations on initiating a subsequent case for termination, see Section III.C.2.

If the department and/or CAP have recommended termination, the Chancellor or designee shall review the file. If the Chancellor or designee decides to bring formal charges of incompetent performance, he or she shall offer the Professor two choices: an immediate decision by the Chancellor on whether to recommend termination, or a full evidentiary hearing before the P & T Committee.

If the Professor chooses an immediate decision by the Chancellor, subsection 2(c) - (e), below, shall apply.

If the Professor chooses a P & T hearing, the Chancellor or designee shall present the entire file to the Committee. The file shall include the relevant documentation (teaching evaluation materials, letters, etc.), the departmental recommendation, the Dean's recommendation, the Chancellor's Request, the Professor's Response, and the CAP report (including the Ad Hoc Committee report). The P & T Committee shall judge whether the University has demonstrated by clear and convincing evidence that the case justifies termination according to the standards for determination of incompetent performance. In making this determination, the P & T Committee shall hold a hearing and use the procedures that it ordinarily uses in deciding an early termination action.
under Senate By-Law 335, brought by the University against a tenured professor (i.e., a full evidentiary hearing), and it shall follow the same rules of confidentiality that it follows in deciding such actions. The P & T Committee shall forward its recommendation together with all documents related to the case to the Chancellor or designee.

2. Chancellor's Determination

(a) In this subsection 2, the authority of the Chancellor may not be redelegated.

(b) The Chancellor shall decide whether or not to proceed with the termination process. If the Chancellor's tentative decision disagrees with that of P & T, the Chancellor shall inform the Chair in writing that he or she may disagree and ask if the Chair of P & T would like the Chancellor to meet with the Chair or with the whole committee prior to making a final recommendation.

(c) If the Chancellor decides to proceed with the recommendation for termination, he or she shall so inform the Professor, the P & T Committee (if P & T has been involved in the case), CAP, the Dean, and the Chair of the department, and shall forward the recommendation for termination to the President, together with all documents in the file. The President and The Regents will then proceed in accordance with Standing Orders 101.1(b) and 103.9. Termination for incompetence under the provisions of APM - 075 is "good cause" under Standing Order 103.9, and the hearing provided under APM - 075 Section III.C.1 is the hearing provided for under Standing Order 103.9.

(d) If at any stage in this process after the department vote specified in Section III.A.4, the Chancellor or designee decides not to seek the termination of the Professor, in the absence of substantial new evidence a department shall not vote on a recommendation for the termination of the Professor for incompetent performance within the next three years. In the absence of substantial new evidence, neither
Definitions

(1) **Above-Scale Salary**

Above-scale refers to a Full-Time salary rate for an academic appointee which exceeds the maximum salary designated for the title series in the published salary scales.

(2) **Academic Appointee**

An academic appointee is defined as one who is engaged primarily in one or more of the following: teaching, research, and public service, and whose duties are closely related to the University's instructional and research functions. Included in this group are academic administrative officers, faculty, student appointees, medical residents, research appointees, Cooperative Extension and University Extension appointees, and librarians. For a complete list of academic titles, see the computerized list of title codes, which is available in campus academic personnel offices.

(3) **Academic Administrative Officer**

Academic appointees holding administrative positions in certain academic titles are designated as academic administrative officers. Examples are Dean, Associate and Assistant Dean, Divisional Dean, Provost, Vice Provost, and Director (of an Organized Research Unit).

Faculty members holding certain administrative titles such as Chancellor, and Vice Chancellor, Academic Dean, Vice Provost, and Provost are also academic administrative officers but are part of the Senior Management Group.

(4) **Academic Senate Member**

Regents' Standing Order 105.1 defines the following as members of the Academic Senate: the President, Vice Presidents, Chancellors, Vice Chancellors, (academic) Deans and Provosts, Directors of academic programs (Organized Research Units), the chief admissions officer on each campus and in the Office of the President, registrars, the University Librarian on each campus, members of the Professorial series, Professor in Residence series, and Professor of Clinical (e.g., Medicine) series, Acting
(21) **House staff**

See the definition, *Residents*. A resident is a medical school graduate (M.D. or D.O.) who is participating in an accredited residency training program for the minimum number of years required for medical specialty (or subspecialty) accreditation by the Accreditation Council on Graduate Medical Education (ACGME). Medical residents are appointed as follows: (1) first-year medical residents are appointees who are medical school graduates who gain one year of hospital-based experience in the practice of medicine through supervised study and training as a physician in an "internship," and (2) medical residents in their second year and beyond are appointees who are medical school graduates, have completed one year of internship training, are eligible for licensure to practice medicine in California according to the rules established by the Medical Board of California, and are completing supervised study and training in an ACGME-approved specialty or subspecialty training program.

(22) **Ladder Rank Faculty**

Ladder rank faculty are faculty holding tenured titles or non-tenured titles in a series in which tenure may be conferred. These series are: Professorial series, Clinical Professor of Dentistry (50 percent or more time) series, and Supervisor of Physical Education series.

(23) **Medical Resident**

See the definition, *Residents House staff*.

(24) **Merit Increase**

A merit increase is awarded as a direct result of a favorable evaluation of past performance. For academic appointees who are on a rank/step system, a merit increase is an advancement in salary rate and step (or to an above-scale salary) without a change in title or rank. For appointees who are paid on a salary range, a merit increase is an advancement in salary rate, without a change in rank or title. See the Academic Salary Scales.
(35) **Reappointment**

The term reappointment is used for the renewal of an appointment immediately following the ending of the previous appointment in the same title.

(36) **Regular Ranks**

The term, regular ranks, is another name for the professor series. See the definition, *Professor Series/Professorial Series*.

(37) **Residents**

A resident is a medical school graduate (M.D. or D.O.) who is participating in an accredited residency training program for the minimum number of years required for medical specialty (or subspecialty) accreditation by the Accreditation Council on Graduate Medical Education (ACGME). Residents are appointed as follows: (1) first-year residents are appointees who are medical school graduates and who gain one year of hospital-based experience in the practice of medicine through supervised study and training as a physician in an "internship", and (2) residents in their second year and beyond are appointees who are medical school graduates, have completed one year of internship training, are eligible for licensure to practice medicine in California according to the rules established by the Medical Board of California, and are completing supervised study and training in an ACGME approved specialty or subspecialty training program. For appointees with an M.D. or D.O., see the definition, *House staff*. The term resident is also used for appointees in programs of hospital administration, pharmacy, veterinary medicine, and dentistry.

(38) **Salary Scale**

A salary scale is a published listing of salary rates or salary range established for a given academic title or title series. The scales may be divided into steps or into ranks and steps within the ranks. A salary range is a published listing of the minimum to maximum salary for a particular title.
(2) Step III-B Hearing Consideration

(a) Only the following issues may be appealed for Step III-B hearing consideration:

- non-reappointment (see APM - 137-30-c);
- layoff or involuntary reduction in time (see APM - 145);
- corrective action: written censure, suspension, reduction in salary, or demotion (see APM - 150);
- dismissal (see APM - 150);
- medical separation (see APM - 080);
- allegations of discrimination in violation of APM - 035 involving non-reappointment, layoff, involuntary reduction in time, corrective action, or dismissal;
- allegations that procedures in a personnel review were not in consonance with the applicable rules and requirements of the University and/or that the challenged decision was reached on the basis of impermissible criteria, including (but not limited to) race, color, national origin, religion, sex, sexual orientation, gender identity, pregnancy, physical or mental disability, medical condition (cancer-related or genetic characteristics), genetic information (including family medical history), ancestry, marital status, age, citizenship, service in the uniformed services as defined by the Uniformed Services Employment and Reemployment Rights Act of 1994 or political conviction.

(b) Within seven (7) calendar days from receipt of a written request for hearing consideration, the grievance liaison shall determine whether the grievant has identified an issue eligible to be appealed for hearing consideration. If the grievance liaison determines the appeal does not identify an issue eligible to be appealed for hearing consideration, the grievance liaison shall notify the grievant and submit the appeal for determination under Step III-A administrative consideration. When an appeal is eligible for hearing consideration, the grievance liaison shall coordinate a hearing consistent with the policies set forth in APM - 140-80.
Definition and Policy

a. The Visiting prefix is used to designate one who:

(1) is appointed temporarily to perform the duties of the title to which the prefix is attached; and

(2) either has held, is on leave from, or is retired from an academic or research position at another educational institution, or, alternatively, whose research, creative activities or professional achievement makes a Visiting appointment appropriate. In the latter cases, the Chancellor must solicit advice on the appointment from the Divisional Committee on Academic Personnel or its equivalent.

b. The Visiting prefix may be attached to titles in any of the following series: Professor, Astronomer, Agronomist in the Agricultural Experiment Station, Professional Research, Specialist in Cooperative Extension, Project Scientist, and Librarian; except that the Visiting prefix shall not be attached to the title Instructor, Junior Astronomer, or Junior Agronomist.

c. When a title with the Visiting prefix is assigned to a faculty member on leave or retired from another educational institution, the title will usually be the same as the individual's title at the home educational institution, with exceptions when connotations differ (e.g., Reader or Tutor in a British university).

d. If an academic appointee with a Visiting title is later considered for transfer to a corresponding appointment in the regular series, the proposal for such transfer shall be treated as a new appointment subject to full customary review.

Criteria

The criteria for evaluation of a candidate for appointment with a Visiting title shall be the same as for the corresponding regular title. Because the appointment is temporary, reasonable flexibility may be employed in the application of these criteria. Care should be taken to inform the appointee of the provisions of Section 230-4-d.
Terms of Service

Each appointment or reappointment with a Visiting title shall be for a specified term not to exceed one year. The total period of consecutive service with a Visiting title shall not exceed two years, unless a longer period is approved by the Chancellor.

In the case of Visiting Assistant Professor Programs in Mathematics, the total period of consecutive service shall not exceed three years, unless a longer period is approved by the Chancellor.

Salary

a. The salary of an appointee with a Visiting title shall be determined according to the special circumstances of the case, with due consideration given to the individual’s regular salary or professional income. In some cases, it will be appropriate to separate considerations of rank from those of salary.

b. Since the negotiated salary for an appointment to a Visiting title may take into account certain relocation expenses, it should not necessarily be regarded as the appropriate salary for any subsequent regular appointment. (Relocation expenses are not the same as travel expenses; for travel expense reimbursement to a Visiting appointee, see the provisions of APM - 230-20-h.)

c. An appointee with a Visiting title in one of the schools of health sciences is not eligible for any of the Strict Full-Time or other special compensation plans of these schools. The Chancellor, after consultation with the Academic Senate, may approve exceptions to this provision in cases of full-time appointments involving patient-care responsibilities.

d. Because salaries of Visiting appointees are negotiated on an individual basis, such salaries are not subject to range adjustments which, when given, automatically affect the regular salary scales.

Conditions of Employment
d. **Compensation for Appointment as Acting or Interim Dean**

(1) Administrative compensation shall be paid to an Acting Dean for assuming the responsibilities of an appointed Dean who is on an approved leave of absence or sabbatical leave for at least one academic term.

(2) Administrative compensation shall be paid to an Interim Dean when the individual is serving as Dean on an interim basis when a new permanent Dean has not yet been named.

(3) Compensation for an Acting or Interim Dean shall be set in accordance with normal campus practice.

e. **Additional University Compensation**

A Dean is compensated for full-time University service. Payment of additional University compensation is appropriate only in **Types of additional compensation include, but are not limited to, the following circumstances:**

(1) **Summer Research.** Deans may receive up to 1/12th payment for summer research based on their annual decanal salary. In such instances, accrued vacation shall be used in proportion to the research days worked.

(2) **Summer Session Teaching.** Deans may receive up to 1/12th payment for summer session teaching. In such instances, accrued vacation shall be used in proportion to the teaching days worked.

(3) **Additional Administrative Duties.** In exceptional circumstances, the Chancellor may assign a Dean to additional and temporary administrative duties within the University. In such cases, the campus may provide a stipend for the additional temporary administrative responsibilities.

(4) **Acting or Interim Dean Appointments.** Academic-year Acting or Interim Dean appointees may receive administrative compensation for duties during the summer period. In combination with other University compensation for teaching and/or research duties, the total summer compensation may not exceed 3/9ths, exclusive of any stipends.
240-20 **Conditions of Employment**

a. Individuals appointed to the titles of Dean, Acting Dean, or Interim Dean serve at the discretion of the Chancellor. The Chancellor may terminate the appointment of a Dean at will at any time, after discussion with an appropriate group of the faculty as determined by the Chancellor and after consultation with the Academic Senate. Once the Chancellor terminates the appointment of a Dean, the action is not subject to grievance unless the reasons for the termination are unlawful or in violation of University policy.

b. Termination of a Dean appointment does not affect the underlying faculty appointment.

c. **Conflict of Commitment and Outside Professional Activities**

A Dean may engage in outside activities as defined by and in accordance with APM - 025, Conflict of Commitment and Outside Activities of Faculty Members, with the following additional provisions:

(1) A Dean may serve on no more than three for-profit external boards (not entities of the University of California) for which he or she receives compensation and for which he or she has governance responsibilities.

(2) All **compensated** outside professional activities, including compensated consulting activity, shall be reported annually to the Chancellor.

(3) In accordance with APM - 025, Conflict of Commitment and Outside Activities of Faculty Members, a Dean may in each fiscal year engage in a maximum of forty-eight (48) calendar days of compensated outside professional activity, which includes the twelve days cited in (4) below.

(4) A Dean may engage in compensated outside professional activity up to twelve (12) University workdays per fiscal year without deducting from vacation leave balances. In excess of twelve (12) days, a Dean shall use accrued vacation leave for performing compensated outside professional activities.

240-24 **Authority**

a. The Chancellor has the authority to appoint and reappoint a Dean including those serving in an interim or acting capacity, and to approve the Dean's appointment salary and appropriate salary increases up to the established
maximum published in the Deans Salary Structure and in accordance with campus procedures.

b. For initial appointments and five-year reviews, the Chancellor, after consultation with the Academic Senate, shall appoint a committee to advise him or her. In all cases, the Academic Senate and the faculty of the respective Division, College, School, or other similar academic unit will be consulted.

c. The Chancellor shall report monthly and annually to the Provost any new appointees to the title of Dean or salary increases to existing appointees.

c. Deans and acting and interim appointees to this title serve at the discretion of the Chancellor. The Chancellor may end the appointment of a Dean at will and at any time, after discussion with an appropriate group of the faculty as determined by the Chancellor and after consultation with the Academic Senate.

240-60 Benefits and Privileges

a. Vacation Accrual

(1) Deans accrue and use vacation leave in accordance with APM - 730, Leaves of Absence/Vacation.

(2) The Chancellor shall develop campus procedures for reporting vacation usage.

(3) The Chancellor shall grant a Dean no more than thirty (30) days in any academic year for the purpose of attending international conferences and related scholarly activities. For additional time off beyond thirty (30) days, a Dean shall be required to use accrued vacation. The Chancellor may approve the additional time off as leave without pay once vacation leave has been exhausted.

b. Medical Leave

Deans do not accrue sick leave. However, Deans shall be granted paid medical leave for periods of personal illness, injury, or disability. See APM - 710-11, Paid Medical Leave for Academic Appointees Who Do Not Accrue Sick Leave.
c. **Sabbatical Leave Accrual**

   (1) Deans accrue sabbatical leave credit based on their underlying faculty administrative appointment in accordance with APM - 740, Leaves of Absence/Sabbatical Leaves.

   (2) Deans shall continue to accrue sabbatical leave credit beyond the established limits set forth in APM - 740-16-a for the duration of the Dean appointment.

d. **Administrative Leave**

   The Chancellor may approve an administrative leave during appointment as Dean in accordance with APM - 758, Leaves of Absence/Other Leaves With Pay.

e. **Transition Leave**

   (1) A Dean may be eligible to take a transition leave immediately following the conclusion of the appointment to provide an opportunity to redirect his or her primary efforts to scholarly activities.

   (2) Paid transition leave shall result in corresponding deduction of sabbatical leave credits and is subject to the terms and conditions described in APM - 740, Leaves of Absence/Sabbatical Leaves.

   (3) Transition leave shall be paid at either the current administrative or faculty rate contingent upon when sabbatical leave credits were accrued. The salary rate for that portion of the leave compensated at the administrative salary rate is ineligible for any increase. The faculty salary rate is subject to any change that may result from salary scale adjustments or academic personnel review during the period of the leave.

   If sabbatical leave credits are exhausted before the conclusion of a transition leave period, the Chancellor may approve a leave with pay at the faculty salary rate through the conclusion of the transition leave period. The individual is required to fulfill a return to active University service requirement (as stated in APM - 740-16-d) equal to the total period of the transition leave.
500-16  **Restrictions**

a. All recruiting is subject to the limitation that appointments must conform to established University policies.

b. Special conditions must be observed before initiating negotiations with the prospective employee:

   (1) Who is employed by another California institution (see APM - 501).

   (2) Who is employed on another University of California campus (see APM - 510).

c. No administrative officer of the University shall offer appointment after April 30 for employment during the immediately ensuing academic year to a faculty member holding a tenure or tenure-track appointment at any institution which is a member of the Association of American Universities (see APM - 500, Appendix A, for listing of member institutions of the AAU, or online at http://www.aau.edu/about/default.aspx?id=58u&lane.edu=aau).

   (1) This restriction applies to offers for employment at the University of California in a visiting or acting capacity or as a Lecturer as well as to offers for appointments of indefinite duration.

   (2) This restriction does not apply to offers for appointments which would not require any reduction in the individual’s service at the home institution (e.g., an appointment during the summer quarter).

   (3) This restriction does not apply to faculty members holding non-tenure track appointments at Association of American Universities member institutions even if they are being offered tenure appointments at the University of California.

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.
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