



CHAIR, ACADEMIC SENATE
RIVERSIDE DIVISION
UNIVERSITY OFFICE BUILDING, RM 225

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July 16, 2025

Steven Cheung, Chair, Academic Council
1111 Franklin Street, 12th Floor
Oakland, CA 94607-5200

RE: Proposed Revisions to Academic Personnel Manual (APM) 230, Visiting Appointments

Dear Steven,

On July 14, 2025 the Riverside Academic Senate Executive Council discussed the *Proposed Revisions to Academic Personnel Manual (APM) 230, Visiting Appointments*, along with comments received from divisional committees. These are attached.

Riverside's Executive Council wishes to emphasize its **strong opposition** to the proposed revisions of APM-230, which would eliminate the "visiting assistant professor" (VAP) title for individuals who have recently completed their terminal degrees and are not yet in a tenure-track role. VAPs have proven beneficial to both the candidate and the department/program. For the candidate, the position is an opportunity to gain experience in a role that includes research, teaching, and service. For the department, it provides another professional colleague and addresses situations such as sabbatical replacement. The proposed change unnecessarily limits the candidate pool for VAP hires.

Finally, it was noted that the proposed rationale for the core revision was not provided, thus raising questions about unstated motivations.

Best regards,

A handwritten signature in blue ink that reads "Kenneth Barish".

Kenneth Barish
Professor of Physics and Astronomy and Chair of the Riverside Division

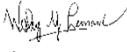
CC: Monica Lin, Executive Director of the Academic Senate
Cherysa Cortez, Executive Director of UCR Academic Senate Office

Attachments



June 26, 2025

TO: Ken Barish, Chair
Riverside Division of the Academic Senate

FROM: Wesley Leonard, Chair 
CHASS Executive Committee

RE: Proposal: Proposed Revisions to Academic Personnel Manual (APM) 230,
Visiting Appointments

The CHASS Executive Committee (EC) reviewed the Proposal: Proposed Revisions to Academic Personnel Manual (APM) 230, Visiting Appointments. While the CHASS EC does not have comments about the two technical revisions, we are strongly opposed to the core revision to eliminate a subtype of “visiting assistant professor”. The proposed change will eliminate the possibility of hiring into a professorial (i.e., not lecturer, not postdoctoral scholar) rank a person who is not already in a tenure-track position.

CHASS EC members shared their own experiences as visiting assistant professors, as well as the value of having temporary, non-tenure-track professorial colleagues in their departments or programs. Our observations were fully positive, and we noted how valuable it is both for the candidate as well as their departments to have these visiting assistant professor positions. For the candidate, often a person who has recently completed their terminal degree, these positions provide an opportunity to gain experience in a role that includes research, teaching, and service. They are thus much more positioned – and expected – to participate in the culture(s) of the unit(s) in which they are appointed. And for the department or program, these positions provide another professorial colleague. There are situations, such as a sabbatical replacement, where a new tenure-track position wouldn’t be warranted, and the visiting assistant professor series as currently defined addresses this need. Other temporary positions, such as adjunct lecturers hired to teach specific classes, also fill crucial roles but are different from those of visiting assistant professors.

We have just one caveat to our strong support of “visiting assistant professor” remaining as an option for faculty candidates who are not already appointed in tenure-track positions. We are aware that some institutions leverage “temporary” faculty positions for many years – i.e., when

they are not actually temporary in relation to program needs – as a means to minimize the more expensive tenure-track positions that should be created. We have not seen this occur in CHASS, however, and note that APM-230 already specifies that “a visiting assistant professor position shall not exceed 2 years unless approved by the Chancellor”. We believe this two-year limitation is fine as is.

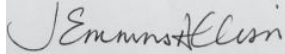
Finally, we call attention to how the rationale for the core revision is not provided, thus raising questions about unstated motivations “to clarify Visiting appointments at the assistant rank are only appropriate if the visitor is on leave from an academic or research position at another education institution.” While we understand that the lay usage of “visiting” implies *from somewhere else*, we also recognize that “visiting” in the context of faculty titles is widely used across the United States, and currently used in the University of California, to refer to temporary, non-tenure-track appointments where the appointee does not have a position elsewhere. As such, we assert that the proposed revision is not a clarification at all because the current policy is not ambiguous; rather, the revision is a substantive and negative change that eliminates an important type of faculty line.

PLANNING AND BUDGET

June 26, 2025

To: Kenneth Barish, Chair
Riverside Division

From: Juliann Allison, Chair
Committee on Planning and Budget

A handwritten signature in cursive script, appearing to read "Juliann Allison", written in black ink on a light gray rectangular background.

Re: [Systemwide Review] Proposal: Proposed Revisions to *Academic Personnel Manual (APM) 230, Visiting Appointments*

At our meeting on June 10, 2025, the Committee on Planning and Budget (CPB) reviewed the proposed revisions to *Academic Personnel Manual (APM) 230, Visiting Appointments*. CPB recommends against the first proposed revision that is aimed to clarify that “Visiting appointments at the assistant rank are only appropriate if the visitor is on leave from an academic or research position at another education institution.” This change would remove a tool that is helpful for programs and departments. VAPs at the Assistant rank are fruitful for evaluating and expanding undergraduate opportunities, and determining directions for future Senate faculty hires. This unnecessarily limits the candidate pool for VAP hires.



School of Business
Anderson Hall
900 University Avenue
Riverside, CA 92521

June 4, 2025

To: Ken Barish, Chair
Riverside Division of the Academic Senate

From: Elodie Goodman
Chair, School of Business Executive Committee

Re: Proposal: *Proposed Revisions to Academic Personnel Manual (APM) 230, Visiting Appointments*

Please let this memo serve as an official notification that the School of Business Executive Committee supports the proposal and has no comments or concerns.

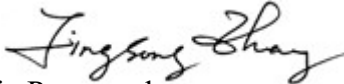


Academic Senate

COMMITTEE ON ACADEMIC PERSONNEL

June 16, 2025

To: Kenneth Barish, Chair
Riverside Division Academic Senate

From: Jingsong Zhang, Chair 
Committee on Academic Personnel

Re: **[Systemwide Review] Proposal: Proposed Revisions to *Academic Personnel Manual (APM) 230, Visiting Appointments***

The Committee on Academic Personnel (CAP) reviewed the proposed revisions to *Academic Personnel Manual (APM) 230, Visiting Appointments*. CAP is generally supportive of the proposed revisions and has no comments.



Academic Senate

COMMITTEE ON FACULTY WELFARE

June 16, 2025

To: Kenneth Barish, Chair
Riverside Division Academic Senate

From: Salman Asif, Chair
Committee on Faculty Welfare

A handwritten signature in black ink, appearing to read "Salman", with a checkmark and the number "1" next to it.

Re: **[Systemwide Review] Proposal: Proposed Revisions to *Academic Personnel Manual (APM) 230, Visiting Appointments***

At our meeting on June 4, 2025, the Committee on Faculty Welfare (CFW) reviewed the proposed revisions to *Academic Personnel Manual (APM) 230, Visiting Appointments*. CFW is generally supportive of the proposed revisions and has no comments.

June 23, 2025

TO: Ken Barish, PhD, Chair, Academic Senate, UCR Division

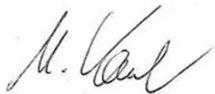
FROM: Marcus Kaul, Ph.D., Chair, Faculty Executive Committee, UCR School of Medicine

SUBJECT: **[Systemwide Review] Proposal: *Proposed Revisions to Academic Personnel Manual (APM) 230, Visiting Appointments***

Dear Ken,

The Committee reviewed the Proposed Revisions to Academic Personnel Manual (APM) 230, Visiting Appointments, and appreciated the clarifications while it did not have any reservations on the updated version.

Yours sincerely,



Marcus Kaul, Ph.D.
Chair, Faculty Executive Committee School of Medicine