



COMMITTEE ON ACADEMIC PERSONNEL

September 22, 2022

To: Sang-Hee Lee, Chair
Riverside Division Academic Senate

From: Jang-Ting Guo, Chair 
Committee on Academic Personnel

Re: [Systemwide Review] Proposed Revisions to APM 025 and APM 671

CAP discussed the draft revised APM 025 and APM 671; and was in general support of their revisions, particularly on the policy expansion to cover faculty holding appointments at less than 50% effort and Designated Other Academic Appointees. In addition, the committee would like to provide further comments as follows:

- The definition of **Compensation** in section 025-4-f (p. 8 of 85) needs to be clarified, specifically regarding "... in-kind contributions such as office/laboratory space, equipment, supplies, or employees or students supported by an outside source that have immediate or potential financial value". If these in-kind items are under direct control of non-UC research/professional collaborators through academic collaboration, should they still be counted as compensation towards the UC faculty member's outside professional activities? The same comment applies to **Compensation** in section 671-4-f (p. 49 of 85).
- The abbreviation "OPA" in section 025-8-c **Summer Months** (p. 11 of 85) appears only once in the entire document, thus it should be replaced with "outside professional activities".
- The description for **Types of Outside Professional Activity, Category I** in section 025-10-a-(1) (p. 13 of 85) appears to be too board to yield unwarranted confusion and/or misunderstanding. In accordance with section 025-4-a **Outside Professional Activities, Definitions** (p. 8 of 85), CAP proposes the following revisions: "... 1) they are *certain* activities performed for a third party, *and* 2) they require significant professional commitment" (italics indicating the proposed changes). The same comment applies to **Types of Outside Professional Activity, Category I** in section 671-10-a-(1) (p. 54 of 85). In addition, since "related to the training and expertise that is the individual's qualification for University appointment" is now removed from sections 025-10-a-(1) and 671-10-a-(1) of the revised draft, it seems that a clarification on the definition of "professional" for "outside professional activities" would be helpful.