

Summary of Proposed Changes to Non-Senate Recruitment Exemption and Waiver Categories (NEW CAPM 103.500)

APO 9/2023

New CAPM 103.500 Reference	Category	Old CAPM 100.500 reference	Notes
Exemption A	PI/Co-PI/equivalent	Ex. A (PI) Ex. B (Co-PI)	Added “equivalent status” for clarification when extramural funds do not use PI/Co-I terminology. Combined into a single category.
Exemption B	WOS Appointments	Ex. J (EWOS) Ex. I (Vis Scholar)	Category is expanded to include all WOS-only titles currently in use. Adjunct WOS will no longer require a waiver.
Exemption C	Recall Appointments	n/a	As noted in APM 205 (could be senate or non-senate)
Exemption D	Visiting Appointments	Ex. D	No change
Exemption E	Faculty Administrators	n/a	For part-time, temporary, and acting/interim. Is currently in Faculty Administrator policy 304.241.D.1.
Exemption F	Lecturer in Summer Session	100.500.G.4	No change
Exemption G	Outreach Programs	Ex. K	Currently limited to EPC; expanded to include new programs in UE and GE
Exemption H	Students, Fellows, Postdocs	Ex. E Ex. G Ex. H	Consolidated three existing similar categories into one. Removed “registered UCSC student” from Ex. E to align with UAW CBAs which allow for appointment of students from other UC campuses and recent UCSC BA/BS graduates in certain circumstances. Narrowed Ex. G which is currently open to all titles supported by a competitive award or fellowship; this is not needed because non-student fellows are covered by the postdoc or visitor exemption.
Exemption I	Short Term Position	Ex. I	No change
Exemption J	Early Career Lecturer in Summer Session	*NEW*	Facilitates appointments for recently graduated PhD students in Summer Session
Waiver A	Emergency Hire	CAPM 100.500.H.3.b	Updated duration to allow for longer periods if required by a CBA
Waiver B	Spousal/Partner Hire	*NEW*	Facilitates non-senate appointments for spouses/partners of senate and SMG for recruitment and retention.
Waiver C	Continuation of Training	Ex. F	Expanded duration from 15 to 18 months, or longer if required by CBA. Changed from an automatic exemption to a waiver due to the need for oversight, as this is frequently misunderstood.
Waiver D	Concurrent Academic Appointment	*NEW*	Facilitates certain specific situations where existing UCSC employees take on new duties necessitating a different title.
Waiver E	Incoming Research Team	*NEW*	New to policy, although it has been an unstated waiver option in the past.
Waiver F	Multiple Affiliated Employers	*NEW*	New to policy, although it has been an unstated waiver option in the past.
Waiver G	Change in Research Series	*NEW*	New for UCSC, and has not been allowed in the past. Facilitates movement between the three academic research series

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			(Specialist, Project Scientist, Professional Researcher), to recognize growth and development of independence and specialization.
Waiver H	Requested by Funding Agency	Ex. C	Current Exemption C “specifically named in a contract or grant” will be accepted as waiver requests rather than exemptions due to frequent misuse/misunderstanding.
Waiver I	Other	CAPM 100.500.H.3.a.	<p>Current policy states “Valid reasons for waiving the recruitment process could include” which leaves open the possibility of waivers for reasons other than those enumerated. New policy creates an “other” category and gives some general guidance.</p> <p>Current policy lists as the first example of a valid reason “the candidate is highly qualified for a unique position based on research expertise or specific knowledge, skills, abilities, or experience [...]”. This is not consistent with current best practices and has been discontinued.</p>