	Ladder Rank (APM 220)	Adjunct Professor (APM 280)	Acting Assistant Professor (APM 235)	Visiting Professor (APM 230)	Associate In (APM 410)	Lecturer (APM 283), (Unit 18 MOU)
Academic Series APM: www.ucop.edu/acadadv/acadpers/apm/	**Professor Series -** Assistant Professor Associate Professor Professor •**Retired Emeritus Professors (Academic Senate/Tenured)** Professor Emeritus – Title code 1132 (9/12) DOS code WOS •**Retired Professors recalled for active service** for up to 43% per month. **Teaching Only -** Recall Teaching – Title code 1700 (9/9) •**Research Only –** Recall Faculty – Title Code 1702 (11/12)	**Adjunct Professor Series -** Assistant Adjunct Professor Associate Adjunct Professor Adjunct Professor	Acting Assistant Professor	**V. Professor Series -** V. Assistant Professor V. Associate Professor V. Professor	Associate In	Non-Senate Faculty (NSF) – Lecturer **Note:** Lecturer SOE and Lecturer PSOE (non-union titles not commonly used in BCOE. Contact the dean's office for questions regarding the use of these titles) Refer to APM 285 and Lecturer SOE and PSOE Guidelines
Appointment Criteria & Duties	Ph.D. required •Teaching, Research , University and Public Service, Professional Competence and Activity (Must be in balance unless visiting title) VPAP approval if Reviewing bodies are all unanimous in support of appointment (Appt. letters however will be signed by the EVCP and Chancellor)	Ph.D. required •Teaching, Research , University and Public Service, Professional Competence and Activity (Can be out of balance) •Percent Paid Adjunct appointments require prior approval from the Dean before submitting a formal appointment request. •Appointments require a minimum of 1 course per year or justification for equivalent teaching. •Refer to the Guidelines for Appt./Reappt/Advance-ment Adjunct Professor Series (APM 280)	Must be in the process of defending Ph.D. thesis. •Teaching, Research , University and Public Service, Professional Competence and Activity (Must be in balance unless visiting title)	Ph.D. required •Teaching, Research , University and Public Service, Professional Competence and Activity (Flexibility may be applied to visiting titles)	MS Degree (or Equiv. education & training), Enrolled in Grad. Prog. at UCR, min 3.25 GPA, limited to 12 quarters in any combination of TA, Teaching Fellow or Associate In titles (summer session not counted). Exception for up to 18 Quarters may be approved by the Graduate Division. •Conducts entire instruction of Lower Division Course under the general supervision a of a regular faculty member (upper division course requires advance permission from the Committee on Courses of Instruction). Refer to: GD's website: http://graduate.ucr.edu/	Ability to communicate effectively with students, Competence in chosen field/professional experience, Teaching, University Service BCOE Dean's Office Requirement: Minimum master's degree preferred. Equivalent experience or combination of B.S. degree and work experience may be approved by exception (attach justification). B.S. degree without work/teaching experience can only be assigned lab or discussion sections Refer to APM 285 and Lecturers SOE and PSOE guidelines for LSOE and PSOE titles.

	Ladder Rank	Adjunct	Acting Assistant Professor	Visiting Professor	Associate In	
Academic Reviews	Yes (Refer to the CALL) "The Call"	Yes. Refer to the Guidelines for Appt./Reappt/Advance-ment Adjunct Professor Series. Adjuncts/Procedures and Guidelines Adjunct Appts. Merits not applicable to WOS appointments.	Yes (Refer to the CALL) "The Call"	N/A	N/A	Refer to MOU Mandatory minimum 6% increase in the 10th quarter applies • Excellence and Merit Review applies • Merit Review every 3rd year thereafter applies LSOE and PSOE require academic/CAP review for advancement. (Refer to APM 285 and Lecturers SOE and PSOE guidelines for LSOE and PSOE titles.)
Academic Senate	Yes	No	No	No	No	No (Full-Time LSOE and PSOE – Yes)
Funding	State-Allocated FTE; 100% on 19900 Funds Non-State Allocated FTE: can be contract and grant funds (requires VPAP prior approval before initiating any appt. on non-19900 funds)	Primarily Contract and Grant funds. No more than 50% of appointment can be paid from 19900 funds. Per VPAP, exceptions will not be approved.	State-Allocated FTE; 100% on 19900 Funds Non-State Allocated FTE: can be contract and grant funds (requires VPAP prior approval before initiating any appt. on non-19900 funds)	100% 19900 funds (Requires VPAP exception to pay from non-19900 funds)	100% 19900 funds	100% 19900 funds LSOE and PSOE require an approved FTE (Refer to APM 285 and Lecturers SOE and PSOE guidelines.)
Continuation of Appt. Status	Tenure or Tenure-Track 8-year rule applies	Renewable contract contingent upon available funding (if applicable) and satisfactory performance (Asst.-Assoc. – 2 yrs; Prof. – 3yrs.) 8-year rule applies	Appointed in an acting title for one year term (VPAP may approve a maximum of 2 years). Service counts toward 8-year rule	Appointed less than a year, up to one year. Limited to a maximum of two years consecutive service. Service counts toward 8-year rule if appointed in a ladder rank position	Appointed quarter by quarter or for an academic year	Quarter to Quarter or for an entire academic year for Pre-six year Lecturer Indefinite end date for Lecturer - Continuing Appointment Refer to APM 285 and Lecturers SOE and PSOE guidelines for term limits LSOE and PSOE titles.
PI Status	Yes (50% pay status or above)	Yes (50% pay status or above)	Yes (50% pay status or above)	Requires an exception to PI Status	No	No
Percent	Primarily between 50%	Primarily without salary	Primarily between 50% -	Any percent up to	50%	Percent of appointment is

	- 100% but can be less in special circumstances	on UCR campus	100% but can be less in special circumstances	100% Visiting Professor - Teaching only: 3 courses per quarter = 100% Teaching & Research: 2 courses per quarter = 100%		based on IWC assignment Refer to APM 285 and Lecturers SOE and PSOE guidelines for percent of appointment LSOE and PSOE titles.
Salary Agreement	B/E Faculty Ladder Ranks Salary Scale - Table 3 (academic year)	Can be paid a by agreement amount determined by Chair per COE standard as follows: Asst. - $5,000 Assoc. - $5,000 - $5,500 Prof. - $5,500 - $6,500	B/E Faculty Ladder Ranks Salary Scale - Table 3 (academic year)	Visiting Professor salaries are negotiable	Table 19	Academic Standard Table of Pay Rates - Table 17-A. Use IWC Rate approved by COE for initial lecturer appointments Use Table 10-A for Lecturers SOE and PSOE (Refer to APM 285 and Lecturers SOE and PSOE guidelines.)
Vote Required	Yes	Yes	Yes	Yes	No	Required for Pre-six year Lecturer proposed at 100% for the a/y & Pre-six year Lecturer proposed for Continuing Appointment status and subsequent 3 yr merit reviews. A vote is required for Lecturers SOE and PSOE (Refer to APM 285 and Lecturers SOE and PSOE guidelines.)

	Ladder Rank	Adjunct	Acting Assistant Professor	Visiting Professor	Associate In	Lecturers
Title Codes	**9/12 B&E** Assistant – 1343 Associate – 1243 Professor – 1143 **9/9 B&E** Assistant – 1345 Associate – 1245 Professor – 1145 **1/9th B&E summer salary (9/9 DOS code: Refer to Summer Salary Guidelines** **http://academicpersonnel.ucr.edu/compensation/UCR_summer_salary_compensation_guidelines.pdf** Assistant Researcher – 1986 Associate Researcher– 1984 Researcher- 1982 **1/9th B&E Dept. or Prog. Chair summer salary (9/9)** All ranks use: Title code 1098 and DOS code: Diff **Dept. or Prog. Chair Stipend (9/9)** All ranks use: Title code 1096 and DOS Code: STP **Director Academic Program Stipend (9/12)** All ranks use: 1099 and DOS Code: STP **Director Center Stipend (12/12)** All ranks use: 1099 and DOS Code: STP	**9/12** Assistant – 3371 Associate – 3374 Professor – 3377 **9/9** Assistant – 3373 Associate – 3376 Professor – 3379 **1/9th B&E ladder rank summer salary only (DOS code OLN)** Assistant Researcher – 1986 Associate Researcher– 1984 Researcher- 1982	**9/12 B&E** Acting Asst Prof – 1977 **9/9 B&E** Acting Asst. Prof. – 1979	**9/12 B&E** Visiting Assistant Professor – 1427 Visiting Associate Professor – 1424 Visiting Professor – 1421 **9/9 B&E** Visiting Assistant Professor - 1429 Visiting Associate Professor - 1426 Visiting Professor - 1423	**9/9** 1506 (GSHIP) 1507 (Non-GSHIP)	Pre-six year Lecturer (9/12) - 1630 Pre-six year Lecturer (9/9) - 1632 Continuing Appointment (9/12) – 1631 (99 end date; I Duration Code) Continuing Appointment – Temporary Augmentation (9/12) - 1652 Continuing Appointment (9/9) – 1633 (99 end date; I Duration Code) Continuing Appointment - Temporary Augmentation (9/9) - 1653 Appointment lines may reflect average appointment for the a/y. Distribution lines/dates should reflect actual quarterly percents. LSOE/PSOE: 1603 Senior Lecturer with SOE - Academic Year 1607 Lecturer with SOE - Academic Year 1680 Lecturer Potential SOE - Academic Year - 100% 1683 Senior Lecturer Potential SOE - Academic Year - 100% (Refer to APM 285 and Lecturers SOE and PSOE guidelines.)
DOS Codes A/Y salary	Assistant – ASP Associate – REG Professor – REG	WOS for without salary appts. (Use Appt. 90 and dist. 91). Use Title code 3379, 9/9 basis, DOS code STP if paid for a quarter of teaching.	ASP	REG	REG	REG

[Original rpeterson; Revised 8.9.16 ajb/rp: Eng. Server/Faculty Info/9. Temporary Academic Personnel appointments/Reference Matrices)]

	Ladder Rank	Adjunct	Acting Assistant Professor	Visiting Professor	Associate In	Lecturers
Account (for FAU purposes)	Assistant – 300130 Associate – 300120 Professor – 300110 **Summer salary differential** – 306130 **Chair Stipend -** 305130	300150	300130	300140	303140	302120 302110 - LSOE/PSOE:
Basis Paid Over	If hired by Fall Q (9/12) otherwise 9/9 until 7/1 of following academic year.	WOS – no basis paid over STP – 9/9	If hired by Fall Q (9/12) otherwise 9/9 until 7/1 of following academic year.	If hired by Fall Q (9/12) otherwise 9/9 until 7/1 of following academic year.	Quarter – 9/9 Academic Year – 9/12	Quarter – 9/9 Academic year – 9/12 LSOE/PSOE: 9/12 (can be 11/12 Refer to APM 285 and Lecturers SOE and PSOE guidelines)
Vacation/Sick Leave	Use leave code N for a academic year appointments. Use leave code E for fiscal year appointments.	Use leave code N	Use leave code N for a academic year appointments. Use leave code E for fiscal year appointments.	Use leave code N for a academic year appointments. Use leave code E for fiscal year appointments.	Use leave code N	Use leave code N LSOE/PSOE: Use leave code N unless hired 11/12 basis then use leave code E.