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Personnel Policies for Staff Members

II-21 Appointment

A. CRITERIA FOR APPOINTMENT

Senior Management positions shall be filled through appointment of applicants who, in the judgment of the hiring authority, possess the qualifications required to perform the duties of the positions most effectively.

Procedures for appointment of academic Deans and Provosts are specified in Academic Personnel Policy 240, Deans and Provosts. Authority to appoint academic Deans and Provosts to Senior Management positions is delegated to the Chancellor.

Procedures for appointment of Chancellors are specified in the Policy on Appointment of Chancellors, as issued by The Regents on May 15, 1981.

Procedures for appointment of Laboratory Directors are specified in the Procedures for Appointment of Laboratory Directors, approved by The Regents on November 17, 1972. Officers of The Regents are appointed in accordance with the By-Laws of The Regents.

B. AUTHORITY

Authority to appoint an individual to a Senior Management position is vested in the Chancellor, Laboratory Director, the President, and the Board of Regents, as follows:

Position	Approval Authority
President, Provost, Senior Vice Presidents, Vice Presidents, University Auditor, Chancellors, Laboratory Directors, Officers of The Regents	Board of Regents

Other Officers of the University President

Non-Officers of the University Chancellor

All appointment salaries in excess of the Regental compensation threshold, as stated in Bylaw 12.3 and Standing Order 101.2, require approval by the Board of Regents, upon recommendation by the President through the appropriate Regents' Standing Committees.

C. NATURE OF APPOINTMENT

A Senior Management appointee serves at will and may be terminated at any time with or without cause. A Senior Manager's at will status cannot be altered except by amendment of this Policy.

An appointment as a Senior Manager is on a twelve-month basis and is normally at 100 percent time. Upon approval of the Chancellor or Laboratory Director and the President, or Principal Officer of The Regents, or The Regents upon recommendation of the President or appropriate Principal Officer of The Regents through the appropriate Regents' Standing Committees, an appointment may be at less than 100 percent time but not less than 50 percent time in any combination of Senior Management positions.

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