

## Courtesy and Without Salary (WOS) Academic Titles

Title/series and policy	Use case	Requirements/criteria	Terms and review	UCPath status
<p><b>Research Associate or Research Fellow</b></p> <p>See <a href="#">APM 355</a></p>	<p>Courtesy title for individuals (1) with main affiliation at another institution and an ongoing association with UCM; or (2) to establish a relationship with UCM.</p>	<p>Ph.D. or equivalent.                      Research Associate: independent research.                      Research Fellow: fellow from another institution or with fellowship; does not need independent research.</p>	<p>2- or 3-year terms, renewable.                       No review.</p>	<p>Contingent worker</p>
<p><b>Visiting Scholar, Visiting Graduate Student, or Visiting Undergraduate Student</b></p> <p>See <a href="#">APM 430</a></p>	<p>Temporary visitor, usually 1 year or less</p>	<p>Main affiliation elsewhere with intent to return.</p>	<p>Reappointment beyond one year should be rare.                       No review.</p>	<p>Contingent worker</p>
<p><b>Research series WOS</b></p> <p>See <a href="#">APM 310</a> (Professional Research); <a href="#">APM 311</a> (Project Scientist); or <a href="#">APM 330</a> (Specialist Series, including Junior Specialist).</p>	<p>Typically, fully funded elsewhere and visiting is not appropriate given the intent to fund a grant through UCM. Use Research Associate if possible.</p> <p>General rule for academic researcher who is not a Principal Investigator (PI): Do not give WOS appointments to Academic Researchers who have been laid off or have not been reappointed because of lapse of funding, even if future funding is expected.</p> <p>Exception for PIs with lapse in funding: If the funding lapse is expected to be restored within four months, the represented title can be placed on a “short work break” in UC Path and the PI may be given a WOS appointment to continue applying for grant funding.</p>	<p>There should be clear intention of securing funding.</p> <p>The criteria for evaluation of a candidate for appointment or review in a WOS title shall be the same as for the corresponding regular title.</p> <p>If the candidate is hired through a WOS exemption, the appointee may not receive salary from UC. A search or an approved search waiver is required in order for the appointee to receive salary.</p>	<p>2- or 3-year terms, renewable.                       Eligible for review every 2-3 years.</p>	<p>Employee</p>

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<p><b>Visiting Professional Researcher, Project Scientist, or Specialist</b></p> <p>See <a href="#">APM 230</a>; and corresponding title series</p>	<p>Short term (up to 2 years) visitor fitting criteria with support from home institution (e.g., sabbatical) or external agency.</p> <p>See limited definition per title series in APM 230-4.</p>	<p>The criteria for evaluation of a candidate for appointment with a Visiting title shall be the same as for the corresponding regular title. Because the appointment is temporary, reasonable flexibility may be used in the application of these criteria.</p>	<p>Term not to exceed one (1) year; total period of consecutive service shall not exceed two (2) years.</p> <p>No review.</p>	<p>Employee</p>
<p><b>Adjunct Professor WOS</b></p> <p>See <a href="#">APM 280</a></p>	<p>Main affiliation is external, identifiable teaching and research affiliation with UCM. Occasionally used with other paid UCM employment in non-teaching title if the teaching responsibilities fit the Adjunct series rather than Educator WOS.</p>	<p>Must indicate why Research Associate/Fellow, or Educator WOS would not be appropriate.</p> <p>The criteria for evaluation of a candidate for appointment and review shall be the same as salaried Adjunct Professor.</p> <p>If the candidate is hired through a WOS exemption, the appointee may not receive salary from UC. A search or an approved search waiver is required for the appointee to receive salary.</p>	<p>2- or 3-year terms, renewable.</p> <p>Eligible for review every 2-3 years.</p>	<p>Employee</p>
<p><b>Educator WOS</b></p>	<p>Must consult with the School staff.</p>		<p>Normally short-term (e.g., one semester)</p>	<p>Employee</p>
<p><b>Affiliated status (IDM)</b></p>	<p>Appropriate to have campus access (UCM Net ID, etc.), but relationship with the University does not rise to the level of other WOS series</p>	<p>via identity management</p>	<p>No limit.</p> <p>No review.</p>	<p>n/a</p>
<p><b>Volunteer (not an academic title)</b></p>	<p>Individual who is volunteering assistance or services to the University and receives no compensation.</p>	<p>Cannot perform the same work as paid employees. See HR guidelines for restrictions. <a href="https://risk.ucmerced.edu/risk-procedures">https://risk.ucmerced.edu/risk-procedures</a></p>		<p>n/a</p>