

PROFESSIONAL RESEARCH SERIES, WITHOUT SALARY (WOS)

As noted in the 2012 Annual Call, “Professional Research (including Visiting) and Specialist series candidates may not be WOS unless they are on a UCSF sponsored visa (*current policy under review*)”. In response to requests from Departments, and upon further review by the Schools and VPAA, this longstanding UCSF policy will be changed as follows:

Effective March 1, 2013, Departments can propose without salary (WOS) appointments in the Professional Research Series (including Visiting) regardless of the individual’s visa status.

Please consider the following points related to this change in UCSF policy:

- Retroactive appointments with an effective date prior to March 1, 2013 will not be considered.
- The criteria for appointment and advancement in the Professional Research Series has not changed and [APM 310](#) should be referenced. In particular, as noted in the 2008 UCSF Annual Call, “the Professional Research series is used for appointees who engage in independent or collaborative research equivalent to that required for the Professor series. Professional Researchers may or may not be Principal Investigators. Candidates in the Professional Research series do not have teaching responsibilities. Appointments in this series can be made to individuals who contribute unique and essential expertise to a research program.”
- Professional Research WOS appointments should not be used in conjunction with any other appointment at UCSF (e.g., a joint appointment for someone holding a primary paid staff or other academic title). However, it can be used to reflect a joint appointment with another Department if the candidate holds a paid Professional Research Series appointment in their primary department.
- Please note that as with all appointments, Professional Research Series WOS appointees will appear in the headcount used for calculating the annual recharge to Departments for HR services.
- While Professional Research Series appointees are eligible to be Principal Investigators, PI status is not required for this series and should the appointee wish to pursue PI status, it would require Departmental approval via the [PI Status form](#) since the appointee is WOS.
- There is a [new checklist](#) for appointments in the Professional Research Series (WOS) on the Academic Affairs website.
- The UCSF Policy for Specialist series has not changed at this time. Specialist series candidates may not be WOS unless they are on a UCSF sponsored visa.