



OFFICE OF THE PROVOST AND
EXECUTIVE VICE PRESIDENT FOR ACADEMIC AFFAIRS

OFFICE OF THE PRESIDENT
1111 Franklin Street, 12th Floor
Oakland, California 94607-5200

January 29, 2026

CHANCELLORS
LABORATORY DIRECTOR WITHERELL
ACADEMIC COUNCIL CHAIR PALAZOGLU
ANR VICE PRESIDENT HUMISTON

Re: Issuance of Revisions to Academic Personnel Manual (APM) Section 015, The Faculty Code of Conduct and Section 016, University Policy on Faculty Conduct and the Administration of Discipline

Dear Colleagues:

I am formally issuing revised Section 015 of the Academic Personnel Manual (APM - 015), The Faculty Code of Conduct and revised Section 016 (APM - 016), University Policy on Faculty Conduct and the Administration of Discipline, effective immediately. The revised policies may be found online on the [policy issuance webpage](#).

These revisions reflect extensive and robust consultation with the Academic Senate, The UC Board of Regents ("The Regents"), and the UC community. The revisions issued herein were approved by the Assembly of the Academic Senate on January 15, 2026, and by The Regents on January 21, 2026.

The Academic Senate is expected to adopt conforming revisions to Senate Bylaw 336 (Privilege and Tenure: Divisional Committees – Disciplinary Cases) in Spring 2026.

Background

In late January 2025, The Regents requested that the University undertake a comprehensive review of the policies and procedures governing the faculty disciplinary process, including APM - 015, APM - 016, and the relevant Academic Senate bylaws. The Regents emphasized the importance of reducing the time required to resolve faculty discipline cases.

A Joint Senate-Administration Workgroup engaged in multiple meetings and consulted with the University Privilege and Tenure Committee, administration representatives from Academic Personnel, Civil Rights and Compliance offices, and met regularly with a subgroup of Regents on the Academic and Student Affairs (ASAC) committee. The Joint Workgroup's April 2025 report formed the basis for recommendations accepted by the Regents in May 2025, followed by interim systemwide guidelines issued in June 2025.

From August 18, 2025, through November 26, 2025, Systemwide Academic Personnel (SWAP) and Faculty Affairs and Academic Programs (FAAP) distributed the draft policies for 90-day systemwide review. In response to comments received during systemwide review, further revisions were made to the proposed policies, including accepting the Academic Council's recommendation to establish a Systemwide Reserve Privilege and Tenure Pool. The Academic Council reviewed and approved the amended language at its meeting on December 17, 2025. As is required by University policies and bylaws, the Assembly of the Academic Senate approved the amendments to the APM on January 15, 2026. The consultation process culminated in approval of the amendments to APM - 015 and APM - 016 by The Regents on January 21, 2026.

Key Policy Revisions

The key policy revisions include the following:

APM - 015

- **Standardized Timeframes for Faculty Discipline Matters:** Section III, Enforcement and Sanctions, incorporates timeframes for initial assessments, investigations and investigation reports, and the filing of disciplinary charges, with provisions for extensions for good cause.
- **Systemwide Reserve Privilege and Tenure Pool:** Section III, Enforcement and Sanctions, establishes a Systemwide Reserve Privilege and Tenure (P&T) Pool to supplement campus hearing committees when a full committee cannot be convened. The revised section also provides for the use of Special Committees composed of Senate members from other campus divisions, as provided for in Senate Bylaw 336. The Reserve P&T Pool will be coordinated by the University Committee on Privilege and Tenure (UCPT).
- **Alignment with Senate Bylaw 336:** Section III, Enforcement and Sanctions, incorporates provisions from Senate Bylaw 336, including requirements for the timing of P&T hearings and appointment of hearing committee chairs.

APM - 016

- **Systemwide Reserve Privilege and Tenure Pool:** Section I, Introduction and General Policy, and Section III, Procedures for Imposition of Disciplinary Sanctions, establish a Systemwide Reserve P&T Pool and incorporate the Special Committee process as provided in Senate Bylaw 336.
- **Authority for Good Cause Extensions:** Section III, Procedures for Imposition of Disciplinary Sanctions, clarifies authority for extensions for good cause, consistent with applicable policies and Senate bylaws.

- **Technical and Conforming Revisions:** Amendments update references to Senate bylaws and reflect the increase in the number of divisional P&T committees from nine to ten.

I wish to thank the members of the UC community, especially the faculty, who participated in the systemwide review and consultation on the revisions to these important APM policies. Your contributions are deeply appreciated.

Sincerely,



Katherine S. Newman
UC System Provost and
Executive Vice President for Academic Affairs

UC Berkeley Chancellor's Distinguished Professor
of Sociology & Public Policy

cc: President Milliken
Executive Vice Chancellors/Provosts
Executive Vice President and Chief Operating Officer Nava
Executive Vice President Rubin
Senior Vice President and Chief Compliance Officer Bustamante
Vice President Brown
Vice President and Chief of Staff Kao
Vice President Gullatt
Vice President Lloyd
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Associate Vice President McRae
Chief Policy Advisory McAuliffe
Executive Director Anders
Executive Director Lin
Chief of Staff Beechem
Deputy Chief HR Officer and Chief of Staff Henderson
Chief of Staff Levintov
LBL Chief Human Resources Officer Crosson
Senior Principal Counsel Mastro
Director Chin
Director Weston-Dawkes

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Associate Director Woolston

Assistant Director LaBriola

Policy Analyst Durrin

Policy Analyst Wilson