



OFFICE OF THE VICE PROVOST --
ACADEMIC PERSONNEL

OFFICE OF THE PRESIDENT
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October 30, 2019

CHANCELLORS
ACADEMIC COUNCIL CHAIR KUM-KUM BHAVNANI
LABORATORY DIRECTOR MICHAEL WITHERELL
ANR VICE PRESIDENT GLENDA HUMISTON

**Re: Systemwide Review of Proposed Revisions to Academic Personnel Manual (APM),
Section 120, Emerita/Emeritus Titles (APM - 120)**

Dear Colleagues:

Enclosed for systemwide review are proposed revisions to Academic Personnel Manual Section 120 (APM - 120), Emerita/Emeritus Titles. The proposed changes are intended to address substantive matters discussed in more detail below.

Background

In May of 2018, the Board of Regents rescinded Standing Order 103.5 relating to the conferral of emeritus status and incorporated the provisions into [Regents Policy 1203: Policy on Emerita/Emeritus Title Suffix](#). The revised Regents Policy changed eligibility requirements regarding automatic emeritus status for non-tenured Senate faculty, such as Professors of Clinical (e.g., *Medicine*), Professors in Residence, and Lecturers with Security of Employment. Recommended changes to the Regents Policy were developed with the input of the Academic Senate and UCOP Academic Affairs.

Because APM policy cannot conflict with Regents Policy, technical revisions to APM - 120 were issued on July 1, 2019 to conform with revised Regents Policy 1203. As noted in the July 1, 2019 issuance letter, we anticipated that a systemwide review of APM - 120 would be forthcoming to consider whether systemwide criteria for the recommendation of non-tenured Senate faculty was necessary, among other things. Summarized below are the proposed key revisions that are now being distributed for systemwide review.

Key Policy Revisions

- **Gender inclusive title suffix.** For the purposes of APM - 120, the abbreviation of “Emer.” is proposed to be recognized as the gender inclusive form of the title suffix. Academic appointees may choose to use the title suffix Emerita, Emeritus, or the abbreviation of “Emer.”

- **Criteria for the recommendation of non-tenured Senate faculty.** Some campuses expressed a desire for systemwide criteria regarding the emeriti status of non-tenured Senate faculty, while other campuses expressed a desire to be permitted to develop local criteria through local campus policies and procedures. The revised policy proposes that these individuals be judged by “evidence of noteworthy and meritorious contributions to the educational mission and programs of the University, as determined by local procedures.”
- **Disqualification criteria.** Criteria for the disqualification of non-tenured Senate faculty or non-Senate appointees is proposed in APM - 120-10-c and -d. This language mirrors the language contained in Regents Policy 1203 concerning Senior Management Group appointees.
- **Deans and Faculty Administrators.** A new subsection, APM - 120-10-e, is proposed to address the conferral of the Emerita/Emeritus/Emer. title suffix for Dean or Faculty Administrator titles. In addition, new language has been added to APM - 120-10-a to clarify that individuals must hold a title at the time of retirement in order to be eligible to be conferred the title suffix with that particular title.
- **Definition of “retirement” for Savings Choice participants.** Under the Savings Choice program, there is no longer a formal “retirement” for participants due to the nature of the program. For the purposes of APM - 120, it is proposed that “retirement” for Savings Choice participants be defined as separation from the University after reaching normal retirement age (as defined in the UCRP) with five or more years of service.
- **Clarification of curtailment authority.** Language is proposed in APM - 120-24 to clarify authority for the curtailment of emeritus status.
- **Rescission and incorporation of Appendix A.** The previous Appendix A documents relating to space resource allocation are proposed for rescission, as the key principles of the documents have been incorporated into the policy text in APM - 120-80-d.

Systemwide Review

Systemwide review is a public review distributed to the Chancellors, the Director of the Lawrence Berkeley National Laboratory, the Chair of the Academic Council, and the Vice President of Agriculture and Natural Resources requesting that they inform the general University community, especially affected employees, about policy proposals. Systemwide review also includes a mandatory, 90-day full Senate review.

Employees should be afforded the opportunity to review and comment on the draft policy, available online at <https://www.ucop.edu/academic-personnel-programs/academic-personnel-policy/policies-under-review/index.html>. Attached is a Model Communication which may be used to inform non-exclusively represented employees about these proposals. The Labor

Relations Office at the Office of the President is responsible for informing the bargaining units representing union membership about policy proposals.

We would appreciate receiving your comments no later than **February 28, 2020**. Please submit your comments to ADV-VPCARLSON-SA@ucop.edu. Please indicate "APM - 120" in the subject line. If you have any questions, please contact Kimberly Grant at Kimberly.Grant@ucop.edu or (510) 987-9499.

Sincerely,



Susan Carlson
Vice Provost
Academic Personnel and Programs

Enclosures:

- 1) Proposed Revised APM - 120, Emerita/Emeritus/Emer. Titles (redline copy)
- 2) Proposed Revised APM - 120, Emerita/Emeritus/Emer. Titles (clean copy)
- 3) Model Communication

cc: President Napolitano
Provost and Executive Vice President Brown
Executive Vice Chancellors/Provosts
Executive Vice President and Chief of Staff Nava
Senior Vice President Bustamante
Acting Vice President Lloyd
Vice Provosts/Vice Chancellors for Academic Affairs/Personnel
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Executive Director Chester
Executive Director and Chief of Staff Henderson
Executive Director Peterson
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