



OFFICE OF THE PROVOST AND
EXECUTIVE VICE PRESIDENT FOR ACADEMIC AFFAIRS

OFFICE OF THE PRESIDENT
1111 Franklin Street, 12th Floor
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April 18, 2025

CHANCELLORS
LABORATORY DIRECTOR MICHAEL WITHERELL
ACADEMIC COUNCIL CHAIR STEVEN CHEUNG
ANR VICE PRESIDENT GLENDA HUMISTON

Re: Issuance of Technical Revisions to Academic Personnel Manual (APM) Section 035, Affirmative Action and Nondiscrimination in Employment (APM - 035); Section 140, Non-Senate Academic Appointees/Grievances (APM - 140); Section 240, Deans (APM - 240); Section 245, Department Chairs (APM - 245); Section 270, Professor of (e.g., *Psychology*) in Residence Series (APM - 270); Section 275, Professor of Clinical (e.g., *Medicine*) Series (APM - 275); Section 280, Adjunct Professor Series (APM - 280); and Section 340, Continuing Educator (APM - 340)

Dear Colleagues:

I am formally issuing revised Academic Personnel Manual (APM) sections:

- APM - 035, Affirmative Action and Nondiscrimination in Employment
- APM - 140, Non-Senate Academic Appointees/Grievances
- APM - 240, Deans
- APM - 245, Department Chairs
- APM - 270, Professor of (e.g., *Psychology*) in Residence Series
- APM - 275, Professor of Clinical (e.g., *Medicine*) Series
- APM - 280, Adjunct Professor Series
- APM - 340, Continuing Educator

The revised policies, effective immediately, may be found online on the [policy issuance webpage](#).

Background

Technical revisions to these policies are being made to comply with state and federal law and regulations, update names of relevant offices, and correct errors. Most of the changes are required because of the recent issuance of Executive Order 14173, which revoked Executive Order 11246. The revoked Executive Order required federal contractors to take affirmative action to ensure that applicants for employment and employees were treated without regard to their race, color, religion, sex, sexual orientation, gender identity, or national origin. Although those requirements are ending, affirmative action obligations

related to protected veterans and individuals with disabilities remain in place, and the University also has obligations under California law to develop and implement an anti-discrimination program to ensure equal employment opportunity for all employees or applicants for employment. In addition, state and federal laws barring discrimination in employment, as well as University anti-discrimination policies, remain in place.

From March 26, 2025, through April 15, 2025, Systemwide Academic Personnel (SWAP) distributed the draft policies for management consultation. Comments submitted to SWAP were supportive and a minor revision was made as a result of the comment period.

Key Policy Revisions

The revised policies reflect the following technical revisions:

APM - 035:

- Technical revisions to include State contractor obligations and anti-discrimination efforts and remove references associated with specific Federal and State compliance obligations.

APM - 140:

- Technical revisions to remove redundant policy language and add Equal Employment Opportunity Office to the list of campus compliance offices.

APM - 240:

- Technical revisions to include State contractor obligations and anti-discrimination efforts.

APM - 245:

- Technical revisions to correct the reference to Regents Standing Order.
- Technical revisions to Appendix A to include State contractor obligations and anti-discrimination efforts.

APM - 270:

- Technical revisions to correct the type of search referenced.

APM - 275:

- Technical revisions to correct the type of search referenced.

APM - 280:

- Technical revisions to correct the type of search referenced.

APM - 340:

- Technical revisions to correct Appendix A to encompass all compliance obligations.

I wish to thank all members of the University community who participated in the consultation of the revisions to these important APM policies. Your contributions are deeply appreciated.

Best wishes,



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 Drake
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
Interim Vice Provost Haynes
Vice President Gullatt
Vice President Lloyd
Vice President Maldonado
Academic Council Vice Chair Palazoglu
Vice Provosts/Vice Chancellors for Academic Affairs/Personnel
Deputy Provost Lee
Deputy General Counsel Woodall
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Deputy Chief HR Officer and Chief of Staff Henderson
Chief of Staff Levintov
LBL Chief Human Resources Officer Crosson
Principle Counsel Mastro
Director Chin
Director Garcia
Director Weston-Dawkes
Associate Director Menezes
Associate Director Woolston
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Policy Analyst Wilson