



OFFICE OF THE PROVOST AND
EXECUTIVE VICE PRESIDENT FOR ACADEMIC AFFAIRS

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

September 23, 2020

CHANCELLORS
LABORATORY DIRECTOR MICHAEL WITHERELL
ACADEMIC COUNCIL CHAIR MARY GAUVAIN
ANR VICE PRESIDENT GLENDA HUMISTON

Re: Issuance of Revisions to Multiple Academic Personnel Manual (APM) Policies to Remove Gendered Language

Dear Colleagues:

I am formally issuing multiple revised policies of the Academic Personnel Manual (APM) as listed in Attachment 1. The revisions to the APM policies listed on Attachment 1 are purely technical revisions to remove gendered language and to correct minor grammatical errors. In addition, these policies have been reformatted to improve online accessibility.

Please note that in order to maintain policy clarity and minimize the possibility of misinterpretation of policy, we intentionally avoided using the historically plural pronouns “they,” “them,” and “their” in these revisions. Some APM policies that contain gendered language, including policies in the APM -700 series and APM - 240, and APM - 246, are being revised separately, and APM - 025 has already been revised to remove gendered language. In addition, some older appendices to certain policies of the APM have not been revised to remove gendered language because they are historical documents that were incorporated into the APM and changing the language would not be appropriate.

The revised policies are effective immediately and may be found online on the [Academic Personnel and Programs website](#).

Sincerely,

A handwritten signature in blue ink that reads "Michael T. Brown".

Michael T. Brown, Ph.D.
Provost and
Executive Vice President for Academic Affairs

Enclosure

cc: President Drake

September 23, 2020

Page 2

Executive Vice Chancellors/Provosts
Executive Vice President and Chief Operating Officer Nava
Executive Vice President Byington
Senior Vice President and Chief Compliance Officer Bustamante
Interim Vice President Lloyd
Vice President Maldonado
Vice Provost Carlson
Vice Provosts/Vice Chancellors of Academic Affairs/Personnel
Assistant Vice Provosts/Vice Chancellors/Directors - Academic Personnel
Deputy General Counsel Woodall
Executive Director Baxter
Executive Director Chester
Chief of Staff and Executive Director Henderson
Chief of Staff Levintov
Director Grant
Director Lee
Director Sykes
Manager Donnelly
Manager Smith
HR Manager Crosson
Analyst Wilson

ATTACHMENT 1

List of Academic Personnel Manual (APM) Policies Revised to Remove Gendered Language and Correct Minor Grammatical Errors

- APM - 005, Privileges and Duties of Members of the Faculty
- APM - 015, The Faculty Code of Conduct
- APM - 016, University Policy on Faculty Conduct and the Administration of Discipline
- APM - 020, Special Services to Individuals and Organizations
- APM - 028, Guidelines for Disclosure and Review of Financial Interest in Private Sponsors of Research
- APM - 075, Termination for Incompetent Performance
- APM - 133, Limitation on Total Period of Service with Certain Academic Titles
- APM - 140, Non-Senate Academic Appointees/Grievances
- APM - 145, Non-Senate Academic Appointees/Layoff and Involuntary Reduction in Time
- APM - 150, Non-Senate Academic Appointees/Corrective Action and Dismissal
- APM - 160, Academic Personnel Records/Maintenance of, Access to, and Opportunity to Request Amendment of
- APM - 190, Selected Presidential Policies, Appendix E, The Faculty Recruitment Allowance Program
- APM - 210, Review and Appraisal Committees
- APM - 241, Faculty Administrators (Positions Less Than 100%)
- APM - 245, Department Chairs
- APM - 270, Professor of (e.g., *Psychology*) in Residence Series
- APM - 275, Professor of Clinical (e.g., *Medicine*) Series
- APM - 279, Volunteer Clinical Professor Series
- APM - 280, Adjunct Professor Series
- APM - 330, Specialist Series
- APM - 360, Librarian Series
- APM - 370, Academic Administrator Series
- APM - 390, Postdoctoral Scholars
- APM - 662, Additional Compensation: Additional Teaching
- APM - 663, Additional Compensation: University Extension
- APM - 670, Health Sciences Compensation Plan
- APM - 671, Conflict of Commitment and Outside Activities of Health Sciences Compensation Plan Participants
- APM - 680, Salary Calculations for Faculty with Appointments at Lawrence Berkeley National Laboratory