



OFFICE OF THE PROVOST AND
EXECUTIVE VICE PRESIDENT FOR ACADEMIC AFFAIRS

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

April 20, 2022

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

Re: Issuance of Technical Revisions to Various Academic Personnel Manual (APM)
Policies to Update References to Regental Governing Documents

Dear Colleagues:

I am formally issuing the following revised Academic Personnel Manual (APM) policies:

- APM - 016, University Policy on Faculty Conduct and the Administration of Discipline;
- APM - 075, Termination for Incompetent Performance;
- APM - 080, Medical Separation;
- APM - 100, Academic Personnel Policies and Procedures/General;
- APM - 110, Academic Personnel Definitions;
- APM - 130, Tenure;
- 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 - 190, Appendix B, University Policy on Integrity in Research;
- APM - 205, Recall for Academic Appointees;
- APM - 210, Review and Appraisal Committees;
- APM - 220, Professor Series;
- APM - 230, Visiting Appointments;
- APM - 235, Acting Appointments;
- APM - 270, Professor of (e.g., Psychology) in Residence Series;
- APM - 275, Professor of Clinical (e.g., Medicine) Series;
- APM - 278, Health Sciences Clinical Professor Series;
- APM - 280, Adjunct Professor Series
- APM - 300, Supervisor of Physical Education Series;
- APM - 700, Leaves of Absence/General;

April 20, 2022

Page 2

- APM - 740, Leaves of Absence/Sabbatical Leaves;
- APM - 765, Death Payments.

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

Over the last several years, the University has been working on a large governance project to eliminate Regents' Standing Orders and move them into various Regents' Bylaws and Regents' Policies. As a result, certain Regents' Bylaws and Regents' Policies were amended and several Regents' Standing Orders were rescinded. Because the APM must conform with Regental governing documents, sections of the APM that referenced the rescinded Regents' Standing Orders were updated to remove references to the rescinded Regents' Standing Orders and reflect the new references to the applicable Regents' Bylaws and/or Regents' Policies, such as the newly adopted Regents' Policy on Service Obligations and Leaves of Absence (which replaces Standing Order 103.1 – Services Obligations, Regents' Policy 7301 – Extended Administrative Leaves with Pay, and Regents' Policy 7302 – Officers' Leave of Absence or Vacation Leaves). In addition, references to Regents' Standing Order 103.9 in the APM were replaced with references to Bylaw 40. Bylaw 40 was previously adopted but the corresponding Regents' Standing Orders were not rescinded, which created redundancy. The Board of Regents' rescinded Regents' Standing Order 103.9 as part of the clean-up effort to eliminate redundancies.

In addition to the technical revisions related to the above-mentioned changes, technical revisions were made to APM - 205, Recall for Academic Appointees, and APM - 220, Professor Series, to remove references to Standing Order 103.6 – Retirement and Reappointment Following Retirement, which was rescinded by the Regents' several years ago to eliminate the mandatory retirement age. The repeal of Standing Order 103.6 was not intended to eliminate restrictions related to reappointments made after retirement. Such reappointment restrictions will continue in effect pursuant to APM - 205, Recall for Academic Appointees. A technical revision was also made to APM - 100, Academic Personnel Policies and Procedures/General, to correct a reference to an outdated job title.

The enclosed revisions are technical in nature in order to update the references in the APM to current Regental governing documents.

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.

Sincerely,



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

Enclosures:

1. The following policies can be found on the [Academic Personnel and Programs website](#):

- APM - 016, University Policy on Faculty Conduct and the Administration of Discipline
- APM - 075, Termination for Incompetent Performance
- APM - 080, Medical Separation
- APM - 100, Academic Personnel Policies and Procedures/General
- APM - 110, Academic Personnel Definitions
- APM - 130, Tenure
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- APM - 140, Non-Senate Academic Appointees/Grievance
- APM - 145, Non-Senate Academic Appointees/Layoff and Involuntary Reduction in Time
- APM - 150, Non-Senate Academic Appointees/Corrective Action and Dismissal
- APM - 190, Appendix B, University Policy on Integrity in Research
- APM - 205, Recall for Academic Appointees
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- APM - 740, Leaves of Absence/Sabbatical Leaves
- APM - 765, Death Payments

cc: President Drake

Executive Vice Chancellors/Provosts

Executive Vice President and Chief Operating Officer Nava

Executive Vice President Byington

Secretary and Chief of Staff to The Regents Shaw

Senior Vice President and Chief Compliance Officer Bustamante

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