November 16, 2021

COUNCIL OF VICE CHANCELLORS
ACADEMIC COUNCIL CHAIR ROBERT HORWITZ
VICE PROVOSTS/VICE CHANCELLORS OF ACADEMIC AFFAIRS/PERSONNEL


Dear Colleagues:

Enclosed for management consultation are proposed technical revisions to the following 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;
• APM - 740, Leaves of Absence/Sabbatical Leaves;
• APM - 765, Death Payments.

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 As a result, certain Regents’ Bylaws and Regents’ Policies were amended and several Regents’ Standing Orders were rescinded. Because the APM must conform with Regental governing documents, sections of the APM that referenced the rescinded Regents’ Standing Orders are being updated to remove references to the rescinded Regents’ Standing Orders and reflect the new references to the applicable Regents’ Bylaws and/or Regents’ Policies, such as the newly adopted Regents’ Policy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 are also proposed for 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 enclosed revisions are purely technical in nature in order to update the references in the APM to current Regental governing documents.

Please note that this request is for management consultation only. Management consultation is a voluntary internal review and consultation process with academic administrators and other interested constituents, intended to solicit general comments about the proposal. Academic Senate leadership is included in this stage of consultation, but we do not expect that the draft policy will be disseminated broadly to divisional Senates or committees. The draft policies are available online on the Academic Personnel and Programs website.

We would appreciate receiving your comments by December 16, 2021. Please submit your comments to ADV-VPCARLSON-SA@ucop.edu. If you have any questions, please contact Policy Analyst Tiffany Wilson at Tiffany.Wilson@ucop.edu.

Sincerely,

Susan Carlson
Vice Provost
Academic Personnel and Programs
Enclosures:

1. The following draft policies and clean copies can be found on the [Academic Personnel and Programs website](#):
   - APM - 016, University Policy on Faculty Conduct and the Administration of Discipline (clean and redline copies)
   - APM - 075, Termination for Incompetent Performance (clean and redline copies)
   - APM - 080, Medical Separation (clean and redline copies)
   - APM - 100, Academic Personnel Policies and Procedures/General (clean and redline copies)
   - APM - 110, Academic Personnel Definitions (clean and redline copies)
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   - APM - 765, Death Payments (clean and redline copies)
cc: President Drake
    Chancellors
    Provost and Executive Vice President Brown
    Executive Vice President and Chief Operating Officer Nava
    Secretary and Chief of Staff Shaw
    Senior Vice President and Chief Compliance Officer Bustamante
    Laboratory Director Witherell
    Vice President Humiston
    Vice President Lloyd
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    Policy Analyst Wilson
    Project Policy Analyst Durrin