May 26, 2020

COUNCIL OF VICE CHANCELLORS
ACADEMIC COUNCIL CHAIR BHAVNANI
VICE PROVOSTS/CHANCELLORS OF ACADEMIC AFFAIRS/PERSONNEL

Re: Management Consultation of Proposed Substantive Revisions to Academic Personnel Manual (APM) Leave-Related Policies 700 Series

Dear Colleagues:

Enclosed for management consultation are proposed substantive revisions to Academic Personnel Manual (APM) policies as follows:

- Section 700, Leaves of Absence/General;
- Section 710, Leaves of Absence/Sick Leave/Medical Leave;
- Section 715, Leaves of Absence/Family and Medical Leave;
- Section 720, Leaves of Absence/Holidays;
- Section 730, Leaves of Absence/Vacation;
- Section 740, Leaves of Absence/Sabbatical Leaves
- Section 750, Leaves of Absence/Leave for Service to Governmental Agencies;
- Section 751, Leaves of Absence/Military Leave;
- Section 752, Leaves of Absence/Leave to Attend Professional Meeting;
- Section 758, Leaves of Absence/Other Leaves with Pay;
- Section 759, Leaves of Absence/Other Leaves without Pay;
- Section 760, Family Accommodations for Childbearing and Childrearing.

The revisions are responsive to feedback received by campus administration and faculty during the 2018 management consultation of the technical revisions to APM - 710, 715, 730 and 760. APP determined during the technical revisions that some of the leaves policies had not been substantively revised in many years and that the reasoning for some of the existing policies may not be current. APP recognized this as an opportunity to review all of the leave-related policies as a suite and convened a workgroup with representatives from campus Academic Personnel offices to review the suite of policies. The goal of the workgroup was to identify areas needing revision from the suite of policies and to recommend substantive and structural changes to improve policy clarity and understanding.
In addition to seeking feedback to the proposed revisions, APP would like to gather feedback on whether APM - 710-11 provides sufficient paid medical leave for appointees who do not accrue sick leave and whether the reasons to use paid medical leave should be extended to family leave. In addition, we would also like to gather your input on whether paid family leave should be incorporated into the APM. Current paid leave for those who do not accrue is limited to personal medical issues, and issues related to childbearing.

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 policies will be disseminated broadly to divisional Senates or committees. The draft policies are available online at: [http://www.ucop.edu/academic-personnel/academic-personnel-policy/policies-under-review/index.html](http://www.ucop.edu/academic-personnel/academic-personnel-policy/policies-under-review/index.html).

We would appreciate receiving your comments by **July 10, 2020**. Please submit your comments to ADV-VPCARLSON-SA@ucop.edu. Please indicate “APM - 700 Revisions” 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

The following draft policies and clean copies can be found [here](http://www.ucop.edu/academic-personnel/academic-personnel-policy/policies-under-review/index.html):

- APM - 700, Leaves of Absence/General (clean and redline copies)
- APM - 710, Leaves of Absence/Sick Leave/Medical Leave (clean and redline copies)
- APM - 715, Leaves of Absence/Family and Medical Leave (clean and redline copies)
- APM - 720, Leaves of Absence/Holidays (clean and redline copies)
- APM - 730, Leaves of Absence/Vacation (clean and redline copies)
- APM - 740, Leaves of Absence/Sabbatical Leaves (clean and redline copies)
- APM - 750, Leaves of Absence/Leave for Service to Governmental Agencies (clean and redline copies)
- APM - 751, Leaves of Absence/Military Leave (clean and redline copies)
- APM - 752, Leaves of Absence/Leave to Attend Professional Meeting (clean and redline copies)
- APM - 758, Leaves of Absence/Other Leaves with Pay (clean and redline copies)
- APM - 759, Leaves of Absence/Other Leaves without Pay (clean and redline copies)
- APM - 760, Family Accommodations for Childbearing and Childrearing (clean and redline copies)
cc: President Napolitano
    Chancellors
    Provost and Executive Vice President Brown
    Executive Vice President Nava
    Chief of Staff and Chief Policy Advisor Kao
    Senior Vice President Bustamante
    Interim Vice President Lloyd
    Vice President Maldonado
    Assistant Vice Provosts/Vice Chancellors/Directors - Academic Personnel
    Deputy General Counsel Woodall
    Associate Vice Provost Peterson
    Executive Director Baxter
    Executive Director Chester
    Chief of Staff and Executive Director Henderson
    Chief of Staff Levintov
    Chief of Staff Peterson
    Senior Counsel Leider
    Senior Counsel Mastro
    Director Grant
    Director Lee
    Manager Donnelly
    Manager Smith
    HR Manager Crosson
    Policy Analyst Miller
    Policy Analyst Wilson