



OFFICE OF THE PROVOST AND
EXECUTIVE VICE PRESIDENT FOR ACADEMIC AFFAIRS

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

August 20, 2015

**CHANCELLORS
LABORATORY DIRECTOR ALIVISATOS
ACADEMIC COUNCIL CHAIR GILLY
ANR VICE PRESIDENT HUMISTON**

RE: Revision of Academic Personnel Policy Sections of the Academic Personnel Manual: 133-17-g-i (APM - 133), Limitation on Total Period of Service with Certain Academic Titles; 210-1-c-4 (APM - 210), Review and Appraisal Committees; 220-18-b (APM - 220), Professor Series; and 760-30-a (APM - 760), Family Accommodations for Childbearing and Childrearing

Dear Colleagues:

I am formally transmitting the revised Academic Personnel Manual Sections 133-17-g-i (APM - 133), Limitation on Total Period of Service with Certain Academic Titles; 210-1-c (APM - 210), Review and Appraisal Committees; 220-18-b (APM - 220), Professor Series; and 760-30-a (APM - 760), Family Accommodations for Childbearing and Childrearing. The policies, which are effective September 1, 2015, can be found online at: <http://ucop.edu/academic-personnel-programs/academic-personnel-policy/policy-issuances-and-guidelines/index.html>. The revisions to four separate APM sections strengthen these important and longstanding University policies and clarify a range of reasons for which faculty may request and receive approval to stop the tenure clock.

There has been consultation on these sections of the APM for more than three years, with the Academic Senate and campus administration. During the 2012-13 academic year, the University Committee on Faculty Welfare (UCFW) recommended that APM - 133-17-h, Stopping the Clock for the Care of a Child or Children, be amended to expand the permissible reasons to stop the eight-year service limitation clock due to exceptional personal circumstances beyond the faculty member's control which may impede timely progress. In spring 2014, proposed language was circulated for Management Consultation (January – March 2014) followed by Systemwide Review (May – July 2014) and Final Review (May – June 2015). Language was refined at each stage of the review process.

While current policy provides for an automatic exclusion from service limitations when leave is related to childbearing and childcare, a faculty member may now request to stop the clock for a serious personal health condition, for illness of or for bereavement of a family member, or other significant circumstance or event.

August 20, 2015

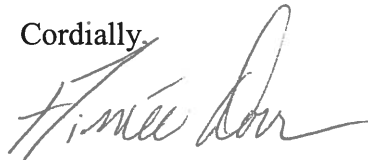
Page 2

There are two different kinds of approval procedures described in policy: 1) an automatic approval when the request is related to childbearing and childrearing, and 2) an application process accompanied by appropriate documentation when the request is related to a serious health condition (including disability) or bereavement or other significant circumstance or event.

Other changes to policy include new language confirming that all evidence produced during the probationary period, including the period of extension, counts in the evaluation of a candidate's review file. Language removes from APM - 760-30-a the child's five-year age limit for an academic appointee to qualify for an extension of the eight-year rule. New language permits stopping the clock when any child becomes part of the faculty member's family and when an assistant professor who is newly hired arrives on campus with a child.

I wish to thank all members of the University for their efforts to revise these important sections of the APM. Your contributions are deeply appreciated.

Cordially,

A handwritten signature in dark ink, appearing to read 'Aimée Dorr', written over the word 'Cordially,'.

Aimée Dorr, Provost

Executive Vice President for Academic Affairs

Enclosures: Revised APM - 133-17-g-i (pages 10-13)
 Revised APM - 210-1-c-4 (page 3)
 Revised APM - 220-18-b (page 7)
 Revised APM - 760-30-a (page 7)

cc: President Napolitano
President's Advisory Group
Executive Vice Chancellors/Provosts
Vice President Duckett
Vice Provost Carlson
Vice Provosts for Academic Affairs/Academic Personnel
Academic Personnel Directors
Deputy General Counsel Friedlander
Deputy General Counsel Woodall
Executive Director Baxter
Executive Director Fox
Executive Director Tanaka
Director Chester
Director Henderson
Director Lockwood
Chief of Staff Grossman

August 20, 2015

Page 3

Deputy Compliance Officer Lane
Human Resources Policy Analyst Bello
Policy and Compensation Analyst Fauroat
Analyst Jordan
Senior Administrative Analyst Rupert