



SYSTEMWIDE ACADEMIC PERSONNEL
FACULTY AFFAIRS AND ACADEMIC PROGRAMS

OFFICE OF THE PRESIDENT
1111 Franklin Street, 10th Floor
Oakland, California 94607-5200

September 16, 2026

CHANCELLORS
ACADEMIC COUNCIL CHAIR SCOTT
LABORATORY DIRECTOR YELICK
ANR VICE PRESIDENT HUMISTON

**Re: Systemwide Review of Proposed Revisions to Academic Personnel Manual (APM)
560, Removal Expenses/General**

Dear Colleagues:

Enclosed for systemwide review are proposed revisions to the Academic Personnel Manual (APM) as follows:

- Section 560, Removal Expenses/General

The proposed revisions address one substantive policy change and two technical changes, as discussed below.

Background

The proposed revisions to APM - 560 address both a substantive policy issue and two technical changes. The substantive revision would expand the list of academic titles eligible for optional removal expenses, while the technical revision would update outdated title references to reflect current University policy.

The proposed substantive revision adds the Professor of Teaching series to the list of titles eligible for optional removal expenses. This revision responds to campus requests for flexibility to offer removal expenses to appointees in the Professor of Teaching series without the need to seek an exception to policy. The proposed change would permit campuses to provide removal expenses to appointees in Professor of Teaching titles, consistent with campus recruitment and retention needs, but would not require campuses to do so.

One of the proposed technical revisions replaces “Continuing Education Specialist” with “Continuing Educator” to align with the title change adopted in APM - 340. In 2005, the Continuing Educator title replaced the Continuing Education Specialist title as part of changes intended to provide University Extension programs with greater administrative flexibility. This revision updates APM - 560 to reflect that earlier policy change and ensure consistency across the Academic Personnel Manual.

September 16, 2026

Page 2

The second proposed technical revision removes the reference to the title "Teaching Fellow," which is no longer in use. This revision removes an obsolete title reference from APM - 560 and ensures the policy reflects the University's current academic titles.

Key Policy Revisions

The following key revisions are proposed:

- Add the Professor of Teaching series to the list of titles eligible for removal expenses.
- Replace "Continuing Education Specialist" with "Continuing Educator" to align APM - 560 with changes previously made to APM - 340.
- Remove the reference to the title "Teaching Fellow," which is no longer in use.

Systemwide Review

Systemwide review is a public review distributed to the Chancellors, the Chair of the Academic Council, the Director of the Lawrence Berkeley National Laboratory, and the Vice President of Agriculture and Natural Resources requesting that they inform the general University community, especially affected employees, about policy proposals. Systemwide review also includes a mandatory, 90-day full Senate review.

Employees should be afforded the opportunity to review and comment on the draft policy, available on the [Systemwide Academic Personnel website](#). Attached is a Model Communication which may be used to inform non-exclusively represented employees about these proposals. The Systemwide Labor Relations at the Office of the President is responsible for informing the bargaining units representing union membership about policy proposals.

We would appreciate receiving your comments no later than **December 16, 2026**. Please submit your comments to SystemwideAP-PolicyReviewComments@ucop.edu. If you have any questions, please contact Tiffany Wilson at Tiffany.Wilson@ucop.edu.

Sincerely,



Amy K. Lee
Deputy Provost
Systemwide Academic Personnel



Monica Varsanyi
Vice Provost
Faculty Affairs and Academic Programs

Enclosures:

- 1) APM - 560, Removal Expenses/General (clean copy)
- 2) APM - 560, Removal Expenses/General (tracked changes copy)
- 3) Model Communication

cc: President Milliken
Interim Provost and Executive Vice President Hexter

Executive Vice Chancellors/Provosts
Executive Vice President and Chief Operating Officer Nava
Executive Vice President Rubin
Senior Vice President and Chief Compliance Officer Bustamante
Vice President Brown
Vice President Gullatt
Vice President Henderson
Vice President and Chief of Staff Kao
Vice President Maldonado
Academic Council Vice Chair Nuru-Jeter
Vice Provosts/Vice Chancellors for Academic Affairs/Personnel
Deputy General Counsel Woodall
Assistant Vice Provosts/Assistant Vice Chancellors for Academic Personnel
Associate Vice President Matella
Associate Vice President McRae
Chief Policy Advisor McAuliffe
Executive Director Anders
Executive Director Lin
Executive Director Menezes
Executive Director Spear
Chief of Staff Beechem
Chief of Staff Levintov
LBL Chief Human Resources Officer Crosson
Senior Principal Counsel Mastro
Director Chin
Director Garcia
Director Weston-Dawkes
Associate Director DiCaprio
Associate Director Jue
Associate Director Soria
Associate Director Woolston
Assistant Director LaBriola
Labor Relations Manager Ishaya
Policy Analyst Durrin
Policy Analyst Sali
Policy Analyst Wilson
Program Policy Analyst D'Agostino