

September 27, 2016

To: All Faculty (via SBFACU-L, SBCHR-L, and SBADM-L)

From: Cindy Doherty, Director  
Academic Personnel

Re: Systemwide Review of Proposed Academic Personnel Manual (APM) and  
Presidential Policy revisions

Office of the President invites comments on proposed revisions to the AMP sections listed below. These proposals are available for Systemwide Review. Systemwide Review is a public review by the general University community, affected employees and unions. Systemwide Review also includes a mandatory, three-month full Senate review.

**APM-190, Appendix G, Program Description: Retirement Contributions on Academic Appointee Summer Salary.** Proposed technical revisions modify summer salary retirement contributions language to include the Defined Contribution Plan (DC Plan) Supplemental or Savings Choice contributions to the DC Plan under the 2016 retirement Choice Program. In addition, policy is modified to reflect that the summer salary retirement benefit will be transferred, prospectively, from the DC Plan to the Tax Deferred 403(b) Plan. The changes are applicable to future contributions only (effective November 1, 2016); existing summer salary benefit amounts will remain in the DC Plan.

**APM – 015, Faculty Code of Conduct and APM-016, University Policy on Faculty Conduct and the Administration of Discipline.** Proposed revisions add sexual violence and sexual harassment, as defined by University policy, as a form of Unacceptable Conduct to The Faculty Code of Conduct (APM - 015). Proposed amended language clarifies when the Chancellor is deemed to know about an alleged violation of The Faculty Code of Conduct (APM - 015). Proposed new language institutes a new timeline and deadline after the imposition of involuntary leave for the Chancellor to inform an accused faculty member of the reasons for the leave, the allegations being investigated, the anticipated date when charges will be brought, a statement concerning when the leave will end, and the faculty member's right to grieve the involuntary leave, to be handled by the Privilege and Tenure Committee on an expedited basis (APM - 016).

**Presidential Policy on International Activities.** The Policy is new and supersedes the 2005 Guidelines for the Establishment of Foreign Affiliate Organizations and Foreign Operations. The Policy sets forth the underlying principles that should govern activities conducted by UC faculty, students, and staff at foreign sites and in furtherance of UC's global engagement. It also outlines the issues to consider when engaging in such activities and the approval authority levels for international activity proposals.

The proposals, as well as additional supporting documentation, are all located on the UCOP Academic Personnel and Programs website, "Policies under review", under the "Systemwide Review" tab at <http://ucop.edu/academic-personnel-programs/academic-personnel-policy/policies-under-review/index.html>.

Questions or comments may be directed to my attention at the e-mail below. Comments on APM 019 are due by **October 21, 2016**. Comments on APM-015, APM-016, and the Presidential Policy are due by **December 2, 2016**.

cc: Department Chairs  
Academic Business Officers