April 11, 2011

Daniel Simmons
Chair, Academic Council

In Re: Proposed Technical Revisions to the APM

Dear Dan,

Thank you for the opportunity to review and opine upon the proposed technical revisions to the Academic Personnel Manual (APM). Upon receipt of the proposed revisions, I asked the UCLA Council on Academic Personnel (CAP) and the Executive Board, which speaks for the division, to opine. I am attaching the response from CAP, for your information.

The Executive Board has no objections to the proposed changes to APM 075, Part III, C.1; 110-4 (3), (21), (23), and (37); 140-33-b-2(a); 240-18-e; 246-18-e; 240-20-c(2); 246-20-c(2); 240-60-c(1); 246-60-b; and 500-16-c. Concerns raised by CAP on APM changes with respect to Medical Residents were not seen as problematic by the Executive Board, given that interns are classified as first year residents. Concerns raised by CAP regarding compensation for Deans and Faculty Administrators in APM 240-18-e and 246-18-c were not of concern to the Executive Board, given that such administrators are no longer part of the Senior Management Group and thus are entitled to additional compensation from research grants, etc.

With regard to APM 230-17, about which CAP raised concerns, the Executive Board raised no objections, but members did feel the proposed revisions would be strengthened by specifying some sort of expanded time limit for Visiting Appointments to be imposed on chancellors, despite the recognition of the value of this greater flexibility to approve longer terms for such appointments.

Thank you again for the opportunity to review and opine upon these revisions. Please do not hesitate to contact me if I can be of further assistance.

Sincerely,

Ann Karagozian
Chair, UCLA Academic Senate

Cc: Martha Kendall Winnacker, Executive Director, Systemwide Academic Senate
Jaime R. Balboa, Chief Administrative Officer, UCLA Academic Senate
March 15, 2011

To: Ann Karagozian, Chair
   Academic Senate

From: Council on Academic Personnel

RE: Proposed Revisions to APM Policies

UC Systemwide Senate chair Dan Simmons has asked the UCLA Academic Senate comment on proposed changes to the APM. Below is CAP’s response to your request for comment. In CAP’s view, most of these proposed changes are innocuous, implicating no new policy issues. A few, however, raise substantive concerns. We go through them one by one, offering our views in bold:

APM 075, Part III, C. 1 corrects the reference from Senate Bylaw 335 to Bylaw 337 for Privilege and Tenure Committee early termination cases. **This change corrects an improper cross-reference. No objection.**

APM 110-4(3) adds Deans, Vice Provosts and Provosts to the definition of Academic Administrative Officers not in the Senior Management Group to conform to recent revisions in APM 240 and the new APM 246. **Not too long ago, for a variety of reasons, certain administrative titles were switched from the Senior Management Group category to the Academic Administrative Officers category. This change ensures that this switch in categories is reflected in APM 110-4(3), which supplies the definition of an Academic Administrative Officer. No objection.**

APM 110-4(21), (23), and (37) moves the definition of House Staff in APM 110-4(21) and Medical Resident in APM 110-4(23), to a combined definition under the term, Residents, listed in APM 110-4(37), since Resident is the appropriate term to be used for such appointees. **Although this change seems to consolidate overlapping terms, CAP members from the School of Medicine were concerned that there was no remaining definition that would fit interns who, like Residents, are usually considered "house staff." They did not want to see interns excluded from the APM altogether.**

APM 140-33-b-2(a) adds Medical Separation to the list of those issues which may be appealed for Step III-B hearing consideration, to conform with APM 80-3-b and -c, Medical Separation policy. **This change is required for consistency. APM 80-3-b and -c allow non-Senate academic appointees to file a grievance under APM 140 in cases of medical separation. APM 140 needs to be amended to reflect that fact. No objection.**
APM 230-4-b adds Project Scientist to the list of titles to which the Visiting prefix may be attached. **No objection.**

In order to allow campuses more flexibility to make decisions regarding Visiting Appointments for their locations, APM 230-17 adds that the Chancellor may make terms of consecutive service longer than two years for Visiting titles and longer than three years for Visiting Assistant Professor Programs in Mathematics. **The proposed change appears to allow the Chancellor to approve longer terms of any duration for visiting professors.** That would be too open-ended, enabling appointments of visiting professors for decades, and displacing ladder faculty. Some members of CAP thought a longer time limit would be preferable to such an open-ended provision, if flexibility is desired. Other members of CAP thought there should be no extension of the existing time limits at all.

APM 240-18-e and 246-18-e clarifies that Deans and Faculty Administrators (100% time) are covered by other additional compensation policies found in the APM, in addition to those sources of additional compensation noted in APM 240-18-e and 246-18-e. **These proposed changes appears to be more than mere technical corrections or clarifications.** They liberalize opportunities for additional compensation for Deans and Faculty Administrators, by replacing a list of acceptable sources of compensation with a statement that additional compensation "may include, but [is] not limited to" the listed sources. We could find no justification for this expansion in the materials we were given, and think that such an expansion requires some explanation.

APM 240-20-c(2) and 246-20-c(2) conforms Deans and Faculty Administrators (100% Time) policies to the APM 025 requirement that there be annual reporting of Compensated Outside Professional Activities to the Chancellor. **This change is to achieve consistency among various provisions of the APM dealing with reporting of outside activities.** APM 240 and 246 appear to require Deans and Faculty Administrators to report all activities, when in fact APM 025 requires reporting only of compensated outside activities. **No objection.**

APM 240-60-c(1) clarifies that the policy regarding the basis for accrual of Deans’ Sabbatical Leave Credit is based upon the underlying faculty appointment rate in accordance with APM 740. **This proposed change achieves consistency.** **No objection.**

APM 246-60-b corrects a typographical error in the current policy. **Just a typo. No objection.**

APM 500-16-c corrects the web reference for Association of American Universities member institutions and updates Exhibit A, the AAU Membership list. **Just a technical correction. No objection.**