



ACADEMIC SENATE EXECUTIVE OFFICE
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November 26, 2008

Mary Croughan
Chair of the Academic Council
University of California Academic Senate

In Re: [Proposed Revisions to Academic Personnel Policies 110-4\(10\); 230-17; 230-18; 279-20; 360-80-a; 520-4; and 710-14-b, 710-14-1, 710-38, and 710-46; and Proposed New Academic Personnel Policy 765](#)

Dear Mary,

Thank you for the opportunity to review the above referenced revisions and addition to the Academic Personnel Manual. Upon receipt, I notified all Senate Committees and invited them to opine. I specifically requested responses from the following committees: Executive Board, which speaks for the Division: All Proposals; Faculty Welfare Committee: APM 110-4(10), APM 520-4, APM 710-14-1, APM 710-38, APM 765; Committee On Diversity and Equal Opportunity: APM 110-4(10), APM 520-4, APM 710-14-1, APM 710-38, APM 765; Committee on Library and Scholarly Communications: APM 360-80-a; Graduate Council: APM 710-14-b.

APM 110-4(10) UCLA supports the proposal with the following conditions: The Executive Board strongly recommends removing the phrase “other than marriage” from the definition of domestic partnership in section (ii). Since California does not presently recognize same sex marriages, why wouldn’t the University of California allow someone’s marriage from another jurisdiction stand as sufficient evidence of domestic partnership? The Board also forwards the response from the Faculty Welfare Committee which raises serious questions and concerns that should be addressed (please see attached).

APM 230-17, 230-18 and 279-20 UCLA raises no objections to the proposals.

APM 360-80-a UCLA endorses the proposal.

APM 710-14-b UCLA cannot support this revision. A postdoctoral scholar who is appointed as a Postgraduate Researcher (PGR) in December 2004 would reach the five-year limit of this appointment in December of 2009. However, the appointment could be extended for an

additional period of time, beyond January 2010; such PGRs would be adversely impacted by the revision. Accordingly, UCLA believes a clause should be added to extend to PGRs the privileges of 710.14.b until such as time as no PGRs remain in the system. I refer you to the response by the Graduate Council for further explication.

APM 710-14-1, 710-38, 710-46, and 765 UCLA raises no objections to the proposals.

I am attaching all of the responses from the various Senate Committees for your reference. Many of them offer further rationale for the position of UCLA than I am able to outline here.

Again, thank you for the opportunity to review and opine upon these APM revisions and proposal. Please do not hesitate to contact me if I can be of further assistance.

Sincerely,

A handwritten signature in black ink, appearing to read "Michael L. Goldstein". The signature is fluid and cursive, with a large, sweeping flourish at the end.

Michael Goldstein
UCLA Academic Senate Chair

Cc: Martha Kendall Winnacker, Systemwide Senate Executive Director
Jaime Balboa, UCLA Academic Senate Chief Administrative Officer

To: Michael Goldstein, Chair, Academic Senate

From: Jan Reiff, Chair, Graduate Council

Date: November 18, 2008

RE: Proposed Revisions to APM 710.14.b

As requested, the Graduate Council considered the proposed revision to the APM 710.14.b, which adds a footnote to this section of the Academic Personnel Manual to indicate that the Postgraduate Researcher (PGR) title will be removed from the list of eligible titles for sick leave as of January 1, 2010. Council members questioned whether or not this revision was reasonable given the fact that PGRs may exist on campus after January 2010 due to an extension being granted on an exceptional basis beyond a fifth year.

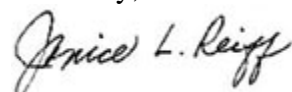
According to the transition guidelines for APM 390
(<http://www.ucop.edu/acadadv/acadpers/apm/apm-390.pdf>):

Phase-Out of Postgraduate Research and Visiting Postdoctoral Scholar Titles: Starting January 1, 2004, the University will begin phasing out the use of title codes 3240 and 3370 (see section 9). Only those Postdoctoral Scholars who were appointed in these title codes prior to January 1, 2005, may continue, and be reappointed, in these title codes.

A postdoctoral scholar who was appointed as a PGR in December 2004 would reach the five-year term limit of this appointment in December 2009. If the appointment were to be extended for an additional period of time, beyond January 2010, to afford continued advanced training on a limited basis, there would be no provision for sick leave. Additionally, when asked to opine on the rescission of APM 350 in Spring 2008, the Council was assured that that action would not impact those postdoctoral scholars that remain under the title PGR, largely because the title was covered under APM 390 with the exception of a few components of their benefits, which are covered by other sections of the APM, including sick leave. Since this is an important benefit to all, the Council feels that a clause should be added to afford PGRs the privileges of 710.14.b until that time when no PGR appointment remains in the system.

Thank you for the opportunity to opine on this matter. If you have any questions, please feel free to contact me or the Graduate Council's analyst, Kyle Cunningham, at extension 51162.

Sincerely,



Janice L. Reiff
Chair, Graduate Council

cc: Jaime Balboa, CAO, Academic Senate
Kyle Cunningham, Graduate Council Analyst, Academic Senate



MEMORANDUM

Academic Senate Executive Office
Los Angeles Division
3125 Murphy Hall
140801

November 6, 2008

To: Michael S. Goldstein
Academic Senate, Chair

From: Ruth Bloch
Committee on Diversity & Equal Opportunity, Chair

Re: Senate Item for Review: Proposed Revisions to Academic Personnel Policies 110-4(10); 230-17; 230-18; 279-20; 360-80-a; 520-4; and 710-14-b; and 710-14-b, 710-14-1, 710-38, and 710-46; and Proposed New Academic Personnel Policy 765

The Committee on Diversity and Equal Opportunity reviewed and discussed the proposed revisions to Academic Personnel Policies 110-4(10); 230-17; 230-18; 279-20; 360-80-a; 520-4; and 710-14-b; and 710-14-b, 710-14-1, 710-38, and 710-46; and the Proposed New Academic Personnel Policy 765 at their meeting on October 6, 2008.

The committee unanimously agreed that the suggested revisions be made to the Academic Personnel Policies listed above and that the New Academic Personnel Policy 765 be approved.

We thank you for the opportunity to participate in this process.



MEMORANDUM

Academic Senate Executive Office
Los Angeles Division
3125 Murphy Hall
140801

November 18, 2008

To: Michael Goldstein
Academic Senate, Chair

From: Mitchell Wong
Faculty Welfare Committee, Chair

Re: Senate Item for Review: Proposed Revisions to APM 520-4; APM 710-14-1; APM 710-38;
APM 765

The Faculty Welfare Committee reviewed and discussed the proposed revisions to APM 520-4; APM 710-14-1; APM 710-38; APM 765 at their meeting on November 13, 2008. The Committee has the following questions and concerns about the proposed revisions in APM 110-4(10):

1. How does this policy apply to same sex couples who were legally married in California or another state? The current definition seems to exclude these individuals. We believe they should be included.
2. Does this policy apply to opposite sex couples who are not married, but fit the criteria outlined in the second sentence? The current definition appears to include them; it is our understanding that UC benefits for opposite sex couples are limited to those with one member over age 62 and eligible for Social Security benefits based on age. Has the policy been changed to cover all opposite sex couples who meet the stated criteria?
3. What is the purpose of the second sentence? Is there a reason to include same sex couples who are not married, are not registered domestic partners under some state's laws, and who do not file a Declaration with the University? We believe this definition is at odds with UC policy which appears to require filing a Declaration for unmarried couples who are not registered domestic partners.
4. If the second sentence (II) is retained, it should be clarified to state whether all or only some of the stated criteria must be met. If all of the criteria must be met, the committee suggests the following language, though it does not recommend adopting different standards for staff members and academic personnel. The committee believes that, if the following language is adopted, the definition should apply to both staff members and academic personnel:
 - A "domestic partner" refers to (I) the individual designated as an employee's domestic partner under one of the following methods: (A) registration of the partnership with the State of California; (B) establishment of a same-sex legal

union, other than marriage, formed in another jurisdiction that is substantially equivalent to a State of California-registered domestic partnership; or (C) filing of a Declaration of Domestic Partnership form with the University, or (II) an individual in a long-term committed relationship with an employee, provided that each party is the sole partner of the other and intends to remain in the relationship indefinitely; neither party is legally married, a partner in another domestic partnership, or related by blood to a degree of closeness that would prohibit legal marriage in the State of California; each party is 18 years of age or older and capable of consenting to the relationship; the parties share a common residence; and the parties are financially interdependent.”

We thank you for the opportunity to participate in this process.

MEMORANDUM

Academic Senate Office
Los Angeles Division
3125 Murphy Hall
140801

DATE: November 14, 2008

TO: Michael Goldstein, Chair, Academic Senate

FROM: Committee on Library and Scholarly Communications Meeting,
November 6, 2008

RE: Action Item: Revision to Academic Personnel Policy APM 360-80-a

UCLA's Committee on Library and Scholarly Communication (COLASC) discussed the above-entitled action item during their November 6, 2008 meeting. This proposal would revise the normal periods of service at each rank and step for titles in the non-exclusively represented Librarian series.

The Committee on Library and Scholarly Communication unanimously supports the revisions to APM 360-80-a and agrees that the periods of service for titles in the non-exclusively represented Librarian series should be consistent with the periods of service non-exclusively represented Librarian members as provided in Article 4.C. of the Memorandum of Understanding between the University of California and University Council – American Federation of Teachers for the Professional Librarian Unit.

Sincerely,

Shane Butler, PhD
Chair, Committee on Library and Scholarly Communication