



Mary Gilly  
Telephone: (510) 987-0711  
Fax: (510) 763-0309  
Email: mary.gilly@ucop.edu

Chair of the Assembly of the Academic Senate  
Faculty Representative to the Regents  
University of California  
1111 Franklin Street, 12th Floor  
Oakland, California 94607-5200

April 21, 2015

**SUSAN CARLSON, VICE PROVOST  
ACADEMIC PERSONNEL**

**Re: Final Review of Revisions to APM 080: Medical Separation**

Dear Susan,

As you requested, I distributed for final review the set of proposed revisions to APM Section 080, Medical Separation. Four Academic Senate divisions (UCLA, UCM, UCR, and UCSB) submitted comments.

The letters are attached for your reference. The UCLA division and its College of Letters and Science Faculty Executive Committee have identified several areas of the policy that would benefit from additional clarity. We encourage you to review these recommendations and incorporate them into the final document to the extent possible.

Thank you for the opportunity to review and comment.

Sincerely,

A handwritten signature in cursive script that reads "Mary C. Gilly".

Mary Gilly, Chair  
Academic Council

Encl.

Cc: Academic Council  
Executive Director Baxter  
Policy Manager Lockwood  
Senate Executive Directors

April 17, 2015

Mary Gilly  
Chair, UC Academic Council

**Re: Proposed Revisions to Academic Personnel Manual (APM) Section 080, Medical Separation (Final Review)**

Dear Mary,

The Executive Board of the UCLA Academic Senate discussed the proposed revisions to APM Section 080, Medical Separation at its meeting on April 16, 2015. The individual responses from our various committees are available [online](#). Please pay special attention to those from the College Faculty Executive Committee.

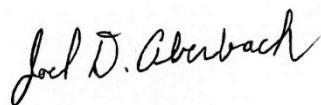
While this is under “final review” and is not expected to lead to additional substantive changes, Executive Board members ask that it be clarified that the interactive process takes into consideration the time for the healing process, and further, that the disease should be stable before a decision is made.

Moreover, under 080-10, Procedures for Medical Separation Review, the reference to “shall attempt to consult, if possible...” should be revised to “shall consult”, deleting the words “attempt to”. A good faith effort to consult should be made.

And lastly, there is no differentiation made in the document between medical illness versus medical disability.

Please feel free to contact me if you should have any questions.

Sincerely,



Joel D. Aberbach  
Chair, Academic Senate

cc: Dan Hare, Vice Chair, Academic Council  
Hilary Baxter, Executive Director, Systemwide Academic Senate  
Michael LaBriola, Principal Policy Analyst, Systemwide Academic Senate  
Linda Mohr, Chief Administrative Officer, UCLA Academic Senate

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OFFICE OF THE ACADEMIC SENATE  
JIAN-QIAO SUN, CHAIR  
[senatechair@ucmerced.edu](mailto:senatechair@ucmerced.edu)

UNIVERSITY OF CALIFORNIA, MERCED  
5200 NORTH LAKE ROAD  
MERCED, CA 95343  
(209) 228-7954; fax (209) 228-7955

March 20, 2015

To: Mary Gilly, Chair, Academic Council  
From: Jian-Qiao Sun, Chair, Division Council  
Re: Systemwide Senate Final Review: APM-080, Medical Separation

Dear Mary,

The Merced Division Academic Senate has no additional comments to offer on the final review of APM-080, Medical Separation.

Thank you for the opportunity to comment.

Sincerely,

Jian-Qiao Sun, Chair  
Division Council

cc: Division Council  
Senate Office

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ACADEMIC SENATE  
Santa Barbara Division  
1233 Girvetz Hall  
Santa Barbara, CA 93106-3050

(805) 893-2885  
<http://www.senate.ucsb.edu>

Kum-Kum Bhavnani, Chair  
Deborah Karoff, Executive Director

April 13, 2015

Mary Gilley, Chair  
Academic Senate

RE: APM 080-Medical Separation, Final Review

Dear Mary,

The Council on Faculty Issues and Awards of the Santa Barbara Division reviewed the Final Review of APM 080 regarding Medical Separation. The Council and the Division find the proposed revisions acceptable and have no further comment.

Thank you for the opportunity to comment.

Sincerely,

A handwritten signature in cursive script that reads "Kum-Kum Bhavnani".

Kum-Kum Bhavnani, Chair  
Santa Barbara Division



CHAIR, ACADEMIC SENATE  
RIVERSIDE DIVISION  
UNIVERSITY OFFICE BUILDING, RM 225

JOSE WUDKA  
PROFESSOR OF PHYSICS AND ASTRONOMY  
RIVERSIDE, CA 92521-0217  
TEL: (951) 827-5538  
E-MAIL: JOSE.WUDKA@UCR.EDU

April 22, 2015

Mary Gilly, Chair, Academic Council  
1111 Franklin Street, 12th Floor  
Oakland, CA 94607-5200

**RE: Review of Proposed Changes to APM 080 – Medical Separation**

Dear Mary,

Executive Council discussed the final version of APM080 (Medical Separation) during its April 13 meeting; Council had but two comments about the document. One reviewing committee suggests the document clarify the meaning of 'undue hardship' in order to ensure consistency and prevent inequities. The second comment is purely editorial: on page 2, 4th line, we suggest the phrase "... will constitute a good cause for separation" be replaced by "... will be sufficient reason for separation".

The UCR Division appreciates the opportunity to comment.

Sincerely yours,

A handwritten signature in black ink that reads "J Wudka".

Jose Wudka  
Professor of Physics & Astronomy and Chair of the Riverside Division

CC: Hilary Baxter, Executive Director of the Academic Senate  
Cynthia Palmer, Director of UCR Academic Senate office