



Kum-Kum Bhavnani
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*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*

July 23, 2020

**SUSAN CARLSON, VICE PROVOST
ACADEMIC PERSONNEL**

Re: Recommendation to Modify APM 140-23(a)

Dear Susan,

At its July 23, 2020 meeting, the Academic Council unanimously endorsed the attached recommendation from the University Committee on Privilege and Tenure (UCPT) to extend the grievance filing deadline for non-Senate academic appointees in APM section 140-23(a).

The change would address a concern about the short grievance filing deadline for non-Senate academic appointees relative to Senate appointees. Non-Senate appointees who are subject to APM 140-23(a) have 30 days to file a grievance from the time they knew, or could reasonably be expected to know, about the event or action giving rise to the grievance, while Senate members have three years to do so. Council agrees with UCPT that extending the deadline to six months for non-Senate appointees will reduce the differential and increase fairness.

We ask the Office of Academic Personnel to initiate a systemwide review of the proposed extension. Please do not hesitate to contact me if you have additional questions.

Sincerely,

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

Kum-Kum Bhavnani, Chair
Academic Council

cc: Provost Brown
UCPT Chair Webster
Academic Council
Senate Directors

UNIVERSITY OF CALIFORNIA, ACADEMIC SENATE



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Nicholas Webster
Chair, University Committee on Privilege and Tenure
Email: nwebster@ucsd.edu

Academic Senate
University of California
1111 Franklin Street, 12th Floor
Oakland, California 94607-5200

June 25, 2020

KUM-KUM BHAVNANI, ACADEMIC COUNCIL CHAIR

Re: APM 140-23(a)

Dear Chair Bhavnani,

At its May 29 meeting, UCPT endorsed a policy recommendation from UCSD's CPT in regards to APM 140-23(a). The committee now forwards this recommendation to Council for its review.

Please let me know if you have any questions.

Sincerely,

Nicholas Webster
Chair, UCPT

cc: Mary Gauvain, Academic Council Vice Chair
UCPT Members
Hilary Baxter, Academic Senate Executive Director
Michael LaBriola, Academic Senate Assistant Director

February 5, 2020

NICHOLAS WEBSTER, Chair
University Committee on Privilege & Tenure

SUBJECT: APM 140-23(a), Non-Senate Academic Appointees/Grievances, Filing Deadlines

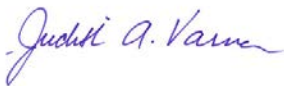
Dear Chair Webster,

During a Divisional Committee on Privilege and Tenure (CPT) briefing on the grievance process for non-Senate members, CPT learned that non-Senate academic appointees subject to APM 140-23(a) only have only 30 days to file a grievance from the time they knew or could reasonably be expected to know about the event or action giving rise to the grievance. That deadline is significantly shorter than the deadline for Senate members, which is three years.

A Step II formal grievance must be filed in writing with the grievance liaison within thirty (30) calendar days from the date on which the appointee knew, or could reasonably be expected to know, of the event or act which gave rise to the grievance, or within thirty (30) calendar days after the date of separation, whichever is earlier.

CPT recommends that “30 days” be replaced with “6 months.” Since the APM is a systemwide policy manual, I am forwarding this recommendation to UCPT for consideration, and for UCPT to forward the recommendation to UCOP Administration, if UCPT is in agreement.

Sincerely,



Judith Varner
Chair, San Diego Divisional Committee on Privilege and Tenure

cc: Hilary Baxter, UC Senate Executive Director
Maripat Corr, San Diego Divisional Senate Chair
Fredye Harms, UCPT Senate Analyst
Jorge Hankamer, UCPT Vice Chair
Jim Posakony, San Diego Divisional CPT Vice Chair
Ray Rodriguez, San Diego Divisional Senate Director