



Robert C. May
Telephone: (510) 987-0711
Email: robert.may@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*

March 5, 2019

**SUSAN CARLSON, VICE PROVOST
ACADEMIC PERSONNEL**

Re: Death of a Faculty Member with a Pending Promotion

Dear Susan,

At its February 27, 2019 meeting, the Academic Council unanimously endorsed the attached recommendation from the University Committee on Academic Personnel (UCAP) for a systemwide University policy clarifying that upon a faculty member's death, the campus should complete any pending promotion or advancement action.

Although we anticipate that such a policy would be used only rarely, it would be an important symbolic expression that the University values the contributions of the deceased faculty member, and a comfort to the family of the deceased. We also understand that if a faculty member dies while of retirement age, for the purposes of the UCRP survivor benefit they are declared retired as of the day after their passing. So any promotion (or other merit action) that would be enacted posthumously would have no effect on UCRP benefits.

We request your support and look forward to working with you on the development of such a policy. Please do not hesitate to contact me if you have additional questions.

Sincerely,

A handwritten signature in brown ink that reads "R. C. May".

Robert C. May, Chair
Academic Council

Encl.

Cc: UCAP Chair Farber
Academic Council
Senate Directors



UNIVERSITY COMMITTEE ON ACADEMIC PERSONNEL (UCAP)
Dan Farber, Chair
dfarber@berkeley.edu

Assembly of the Academic Senate
1111 Franklin Street, 12th Floor
Oakland, CA 94607-5200
Phone: (510) 987-9466
Fax: (510) 763-0309

January 28, 2019

ROBERT MAY, CHAIR
ACADEMIC COUNCIL

RE: DEATH OF FACULTY MEMBER WHILE A PROMOTION IS PENDING

Dear Robert,

UCAP has considered the question of what happens when a faculty member dies while a promotion is pending. Members agree that when the review file is complete at the time of a faculty member's death, the campus should complete any outstanding promotion or advancement if requested by the family.

Thank you for the opportunity to comment on this matter. Please don't hesitate to contact me if you have any questions.

Sincerely,

A handwritten signature in cursive script that reads "Dan Farber".

Dan Farber, Chair
UCAP