



*Susan Cochran*  
*Telephone: (510) 987-0887*  
*Email: susan.cochran@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*

August 1, 2023

**DOUGLAS HAYNES, VICE PROVOST**  
**ACADEMIC PERSONNEL & PROGRAMS**

**Re: Systemwide Review of Proposed Revisions to APM 710, Leaves of Absence/Sick  
Leave/Medical Leave**

Dear Vice Provost Haynes:

As requested, I distributed for systemwide Senate review the proposed revisions to Academic Personnel Manual (APM) section 710. Nine Academic Senate divisions and two systemwide committees (UCAADE and UCAP) submitted comments. These were discussed at the Academic Council's July 26 meeting and are attached for your reference.

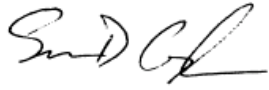
The revisions aim to align APM 710 with California Assembly Bill (AB) 1041, which allows eligible employees of covered employers to take paid leave under the California Family Rights Act to care for a "designated person" with a serious health condition, with whom they are related by blood or share a family-like relationship. Under AB 1041, an employee may use paid sick days to care for one designated person within a 12-month period. Under the revised APM 710, UC academic appointees will be able to use their accrued sick leave for medical appointments, illness, or bereavement related to a designated person.

The Senate strongly supports the amendments, as they enable faculty to care for all family members, including those "fictive kin" who do not fit the conventional definition of family. In making APM 710 more flexible, inclusive, and supportive of UC employees, the amendments will boost employee morale and promote diversity and equity.

Senate reviewers also made suggestions for improving the policy, the most significant of which is to consider expanding the policy to allow employees to care for multiple "designated persons" over a 12-month period. Reviewers also recommended several clarifications. These include defining the term "designated person" at the beginning of the policy, incorporating language from APM 715 to inform readers about the timing of identifying a designated person, and adding a reference to the policy addressing graduate student leave.

We appreciate the opportunity to comment. Please do not hesitate to contact me if there are additional questions.

Sincerely,

A handwritten signature in black ink, appearing to read 'Susan Cochran', with a stylized flourish at the end.

Susan Cochran, Chair  
Academic Council

Cc: Academic Council  
Campus Senate Executive Directors  
Executive Director Lin

Encl.



320 STEPHENS HALL  
UNIVERSITY OF CALIFORNIA

July 19, 2023

SUSAN COCHRAN  
Chair, Academic Council

*Subject: Systemwide proposed revisions to APM 710 – Leaves of Absence/Sick Leave/Medical Leave*

Dear Chair Cochran:

The proposed revisions to the *Academic Personnel Manual (APM) 710 – Leaves of Absence/Sick Leave/Medical Leave* were sent to the Berkeley Division Committees on Budget and Interdepartmental Relations (BIR); Diversity, Equity, and Campus Climate (DECC); and Faculty Welfare (FWEL). All three committees reviewed the revisions and endorse them without further comment.

Sincerely,

A handwritten signature in black ink that reads 'Mary Ann Smart'.

Mary Ann Smart  
Professor of Music  
Chair, Berkeley Division of the Academic Senate

Enclosures

cc: Maximilian Auffhammer, Vice Chair, Berkeley Division of the Academic Senate  
Rachel Morello-Frosch, Chair, Committee on Budget and Interdepartmental Relations  
Thomas Philip, Chair, Committee on Diversity, Equity, and Campus Climate  
Thomas Leonard, Co-Chair, Committee on Faculty Welfare  
Nancy Wallace, Co-Chair, Committee on Faculty Welfare  
Jocelyn Surla Banaria, Executive Director  
Will Lynch, Manager & Senate Analyst, Committee on Budget and Interdepartmental Relations  
Linda Corley, Senate Analyst, Committee on Diversity, Equity, and Campus Climate  
Patrick Allen, Senate Analyst, Committee on Faculty Welfare

July 13, 2023

CHAIR MARY ANN SMART  
BERKELEY DIVISION OF THE ACADEMIC SENATE

RE: Systemwide Senate Review of Proposed Revisions of APM-710, Leaves of Absence/Sick Leave/Medical Leave

Thank you for inviting us to comment on the proposed revisions to APM-710, Leaves of Absence/Sick Leave/Medical Leave. We support these proposed revisions, which add a “designated person” for family and medical leave, in alignment with recent changes to the California Family Rights Act. We have no additional comments on these proposed revisions.

A handwritten signature in dark ink, appearing to read 'Rachel Morello-Frosch', is positioned above the printed name.

Rachel Morello-Frosch  
Chair

RMF/wl



June 14, 2023

PROFESSOR MARY ANN SMART  
Chair, 2022-2023 Berkeley Division of the Academic Senate

*Re: DECC's Comments on the Proposed Revisions to APM - 710*

The Committee on Diversity, Equity, and Campus Climate (DECC) has reviewed the proposed revisions to APM – 710, Leaves of Absence/Sick Leave/Medical Leave. DECC endorsed the proposal without comment.

Sincerely,

A handwritten signature in black ink, appearing to read 'TP', enclosed within a large, loopy oval flourish.

Thomas Philip  
Chair, Committee on Diversity, Equity, and Campus Climate

TP/lc



320 STEPHENS HALL  
UNIVERSITY OF CALIFORNIA

June 6, 2023

CHAIR MARY ANN SMART  
Academic Senate

*Re: Proposed revisions to Academic Personnel Manual (APM) - 710,  
Leaves of Absence/Sick Leave/Medical Leave*

Dear Chair Smart,

At its meeting on May 8, 2023, the Committee on Faculty Welfare (FWEL) reviewed the proposed revisions to APM - 710, Leaves of Absence/Sick Leave/Medical Leave. The Committee do not see any major changes and agreed with aligning the APM with state policy. Overall, FWEL endorses the revised policy and does not have any further comments.

We appreciate the opportunity to weigh in on these matters.

Sincerely,

A handwritten signature in black ink, reading 'Thomas C. Leonard'.

Thomas Leonard, Co-Chair  
Committee on Faculty Welfare

A handwritten signature in black ink, reading 'Nancy S. Wallace'.

Nancy Wallace, Co-Chair  
Committee on Faculty Welfare

TL/NW/pgs



DAVIS DIVISION OF THE ACADEMIC SENATE  
ONE SHIELDS AVENUE  
DAVIS, CALIFORNIA 95616-8502  
(530) 752-2220  
academicsenate.ucdavis.edu

July 19, 2023

**Susan Cochran**  
Chair, Academic Council

**RE:** Proposed Revisions to APM 710, Leaves of Absence/Sick Leave/Medical Leave

Dear Susan,

The proposed revisions to APM 710 were forwarded to all standing committees of the Davis Division of the Academic Senate. Eight committees responded: Academic Personnel Oversight (CAP), Faculty Welfare (FWC), and the Faculty Executive Committees of the College of Agricultural and Environmental Sciences (CAES), the College of Biological Sciences (CBS), the College of Letters and Science (L&S), the School of Education (SOE), the School of Medicine (SOM), and the School of Nursing (SON).

Committees support the proposed revisions. FWC and SOE suggest two clarifying changes: defining the term “designated person” at the beginning of the policy and adding language from APM 715 so that readers have information on the timing of appointing a designated person.

The Davis Division appreciates the opportunity to comment.

Sincerely,

A handwritten signature in black ink, appearing to read "Ahmet Palazoglu".

Ahmet Palazoglu  
Chair, Davis Division of the Academic Senate  
Distinguished Professor of Chemical Engineering  
University of California, Davis

Enclosed: Davis Division Committee Responses

c: Monica Lin, Executive Director, Systemwide Academic Senate  
Michael LaBriola, Assistant Director, Systemwide Academic Senate  
Edwin M. Arevalo, Executive Director, Davis Division of the Academic Senate

June 23, 2023

**Ahmet Palazoglu**

Chair, Davis Division of the Academic Senate

**RE:** Proposed Revisions to UC APM 710: Leaves of Absence/Sick Leave/Medical Leave

The Committee on Academic Personnel – Oversight (CAP) has reviewed and discussed the proposed revisions to UC APM 710: Leaves of Absence/Sick Leave/Medical Leave. CAP does not have any comments on the proposed revisions.



June 22, 2023

**Ahmet Palazoglu**

Chair, Davis Division of the Academic Senate

**RE:** Request for Consultation – Proposed Revisions to APM 710, Leaves of Absence/Sick Leave/Medical Leave

Dear Ahmet:

The Committee on Faculty Welfare has reviewed the RFC – Proposed Revisions to APM 710, Leaves of Absence/Sick Leave/Medical Leave and voiced overall support for the revisions made to the policy as it brings the university into compliance with state policy and explains how it works. However, the committee would suggest introducing and defining the term “designated person” at the beginning of the policy to provide clarity for anyone uninitiated with the term. The committee also suggests adding language from APM 715 so that readers have information on the timing of appointing a designated person.

Sincerely,

A handwritten signature in black ink, appearing to read 'J. Foley', with a stylized, cursive script.

Janet Foley

Chair, Committee on Faculty Welfare

c: Edwin M. Arevalo, Executive Director, Davis Division of the Academic Senate

## **Proposed Revisions to APM 710, Leaves of Absence/Sick Leave/Medical Leave**

### **FEC: College of Agricultural and Environmental Sciences Committee Response**

**June 23, 2023**

The FEC of CA&ES has reviewed the Proposed Revision to APM 710, Leaves of Absence/Sick Leave/Medical Leave and supports the proposed revision.

## **Proposed Revisions to APM 710, Leaves of Absence/Sick Leave/Medical Leave**

### **FEC: College of Biological Sciences Committee Response**

**June 23, 2023**

The College of Biological Sciences Faculty Executive Committee reviewed the proposed revisions to APM 710. The committee has no objection to the proposed changes.

The College of Biological Sciences faculty appreciate the opportunity to comment.

## **Proposed Revisions to APM 710, Leaves of Absence/Sick Leave/Medical Leave**

### **FEC: College of Letters and Science Committee Response**

**June 23, 2023**

The FEC strongly supports this change and the flexibility that it represents.

## **Proposed Revisions to APM 710, Leaves of Absence/Sick Leave/Medical Leave**

### **FEC: School of Education Committee Response**

**June 23, 2023**

The School of Education FEC strongly supports those changes, and concurs with the minor revisions recommended by Faculty Welfare to make the policy as clear as possible.

# **Proposed Revisions to APM 710, Leaves of Absence/Sick Leave/Medical Leave**

## **FEC: School of Medicine Committee Response**

**June 23, 2023**

No objections from the SOM

## **Proposed Revisions to APM 710, Leaves of Absence/Sick Leave/Medical Leave**

### **FEC: School of Nursing Committee Response**

**June 23, 2023**

The FEC approves the proposed changes on APM 710.

June 22, 2023

Susan Cochran, Chair  
Academic Council

**Re: Proposed Revisions to APM-710, Leaves of Absence/Sick Leave/Medical Leave**

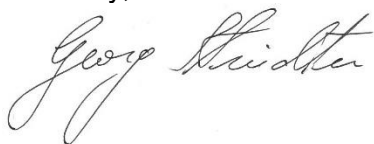
Dear Chair Cochran,

The Irvine Division discussed the proposed revisions to APM-710, Leaves of Absence/Sick Leave/Medical Leave at its Cabinet meeting on June 20, 2023. The Council on Faculty Welfare, Diversity, and Academic Freedom (CFW) also reviewed the proposed revisions. The Council's feedback is attached for your review.

Cabinet members had no concerns about the proposed revisions.

The Irvine Division appreciates the opportunity to comment.

Sincerely,



Georg Striedter, Chair  
Academic Senate, Irvine Division

Enclosure: CFW memo

Cc: Arvind Rajaraman, Chair Elect-Secretary  
Jisoo Kim, Executive Director  
Gina Anzivino, Associate Director



May 16, 2023

**GEORG STRIEDTER, CHAIR  
ACADEMIC SENATE – IRVINE DIVISION**

**Re: Systemwide Proposed Revisions to APM-710, Leaves of Absence/Sick  
Leave/Medical Leave**

Systemwide Senate Chair Susan Cochran distributed for review proposed revisions to Section 710 of the Academic Personnel Manual: APM-710, Leaves of Absence/Sick Leave/Medical Leave. The proposed changes are largely technical revisions to add a “designated person” for family and medical leave due to changes to the California Family Rights Act (CFRA), effective January 1, 2023. The proposed substantive change allows academic appointees to use accrued sick leave under CFRA for medical appointments or illness of a designated person.

The Council on Faculty Welfare, Diversity, and Academic Freedom (CFW) discussed this issue at its meeting on May 9, 2023, and has no objections to the revisions at this time.

Sincerely,



Lisa Naugle, Chair  
Council on Faculty Welfare, Diversity, and Academic Freedom

C: Jisoo Kim, Executive Director  
Academic Senate

Gina Anzivino, Associate Director  
Academic Senate

Stephanie Makhoul, Cabinet Analyst  
Academic Senate



July 11, 2023

Susan Cochran  
Chair, UC Academic Senate

**Re: (Systemwide Senate Review) Proposed Revisions to APM- 710, Leaves of Absence/Sick Leave/Medical Leave**

Dear Chair Cochran,

The divisional Executive Board appreciated the opportunity to review the Proposed Revisions to APM - 710, Leaves of Absence/Sick Leave/Medical Leave. The Executive Board (EB) reviewed the proposal at its meeting on June 8, 2023. After discussion, members voted to approve a motion to endorse the proposed revisions as written.

Sincerely,



Jessica Cattelino  
Chair  
UCLA Academic Senate

Cc: April de Stefano, Executive Director, UCLA Academic Senate  
Andrea Kasko, Vice Chair/Chair Elect, UCLA Academic Senate  
Shane White, Immediate Past Chair, UCLA Academic Senate



OFFICE OF THE ACADEMIC SENATE  
PATTI LIWANG, CHAIR, ACADEMIC SENATE  
[senatechair@ucmerced.edu](mailto:senatechair@ucmerced.edu)

UNIVERSITY OF CALIFORNIA, MERCED  
5200 NORTH LAKE ROAD  
MERCED, CA 95343

**June 15, 2023**

**To: Susan Cochran, Chair, Academic Council**

**From: Patti LiWang, Chair, UCM Divisional Council**

**Re: [Systemwide Review of Proposed Revisions to Academic Personnel Manual \(APM\)](#)  
[Section 710, Leaves of Absence/Sick Leave/Medical Leave](#)**

The proposed revisions to APM 710 (Leaves of Absence/Sick Leave/Medical Leave) were distributed for comment to the Merced Division Senate Committees and the School Executive Committees. The following committees offered comments for consideration. The committees' comments are appended to this memo.

- Committee on Academic Personnel (CAP)
- Committee on Rules and Elections (CRE)
- Committee on Faculty Welfare and Academic Freedom (FWAF)
- Graduate Council (GC)

**CAP** endorsed the proposed revisions with no additional comments.

**CRE** found the cover letter from systemwide Vice-Provost Haynes to be a helpful summary of, and justification for, the proposed substantive changes to APM 710. CRE agrees that the changes themselves seem necessary, appropriate, and mostly clear. However, CRE wonders if the reference to "by blood" on page 4 could be clarified. For purposes of marriage, inheritance or succession, consanguinity in law is augmented by a measure of "degree of consanguinity", based on how many generations ago the parties share a common ancestor. Similar attention to definition would seem to be appropriate in the present situation.

**FWAF** endorsed the proposed revisions with no additional comments.

**GC** had one minor revision. Regarding 710 – 0. d. – Policy (page 1), GC recommends including a reference to the regulation for graduate student medical leave. The policy provides such references for faculty and postdocs but not for graduate students, and the new contracts appear to provide medical leave for graduate students.

Divisional Council reviewed the committees' comments via email and supports their various points and suggestions.

The Merced Division thanks you for the opportunity to comment on the proposed revisions.

CC: Divisional Council  
Monica Lin, Executive Director, Systemwide Academic Senate  
Michael LaBriola, Assistant Director, Systemwide Academic Senate  
Senate Office

# UNIVERSITY OF CALIFORNIA, MERCED

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SANTA BARBARA • SANTA CRUZ

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ACADEMIC SENATE, MERCED DIVISION  
COMMITTEE ON ACADEMIC PERSONNEL (CAP)  
PEGGY O'DAY, CHAIR  
poday@ucmerced.edu

UNIVERSITY OF CALIFORNIA, MERCED  
5200 NORTH LAKE ROAD  
MERCED, CA 95343

**May 19, 2023**

**To:** Patti LiWang, Senate Chair

**From:** Peggy O'Day, Chair, Committee on Academic Personnel (CAP)

A handwritten signature in blue ink that reads "Peggy O'Day".

**Re:** Proposed Revisions to APM 710

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CAP reviewed the proposed revisions to APM 710. We endorse the proposed revisions with no additional comments.

We appreciate the opportunity to opine.

**Cc:** Senate Office

# UNIVERSITY OF CALIFORNIA, MERCED

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ACADEMIC SENATE, MERCED DIVISION  
COMMITTEE ON RULES AND ELECTIONS (CRE)

UNIVERSITY OF CALIFORNIA, MERCED

**May 31, 2023**

**To: Patti LiWang, Chair, Divisional Council**

**From: Christopher Viney, Chair, Committee on Rules and Elections (CRE)**

**Re: [Systemwide Review of Proposed Revisions to Academic Personnel Manual \(APM\) Section 710, Leaves of Absence/Sick Leave/Medical Leave](#)**

CRE has reviewed the proposed revisions to APM 710, Leaves of Absence/Sick Leave/Medical Leave, and offers the following comment.

The cover letter from systemwide Vice-Provost Haynes provides a helpful summary of, and justification for, the proposed substantive changes to APM 710. The changes themselves seem necessary, appropriate, and mostly clear. However, CRE wonders if the reference to “by blood” on page 4 could be clarified. For purposes of marriage, inheritance or succession, consanguinity in law is augmented by a measure of "degree of consanguinity", based on how many generations ago the parties share a common ancestor. Similar attention to definition would seem to be appropriate in the present situation.

CRE thanks you for the opportunity to comment on these proposed revisions to the APM.

CC: CRE Members  
Senate Office

# UNIVERSITY OF CALIFORNIA, MERCED

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ACADEMIC SENATE, MERCED DIVISION  
COMMITTEE ON FACULTY WELFARE AND ACADEMIC FREEDOM  
DAVID JENNINGS, CHAIR  
djennings3@ucmerced.edu

UNIVERSITY OF CALIFORNIA, MERCED  
5200 NORTH LAKE ROAD  
MERCED, CA 95343

**June 2, 2023**

**To:** Patti LiWang, Chair, Division Council

**From:** David Jennings, Chair, Committee on Faculty Welfare and Academic Freedom (FWAF)

**Re:** Proposed Revisions to APM 710

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FWAF reviewed the proposed revisions to APM 710. We endorse the revisions and appreciate the opportunity to opine.

cc: Senate Office



ACADEMIC SENATE, MERCED DIVISION  
GRADUATE COUNCIL (GC)

UNIVERSITY OF CALIFORNIA, MERCED

**May 26, 2023**

**To: Patti LiWang, Chair, Academic Senate**

**From: Michael Scheibner, Chair, Graduate Council (GC)**

**Re: [APM 710, Leaves of Absence/Sick Leave/Medical Leave](#)**

GC reviewed the proposed revisions to APM – 710, Leaves of Absence/Sick Leave/Medical Leave and offers one minor recommendation:

**710 – 0. d. – Policy (page 1)**

GC recommends including a reference to the regulation for graduate student medical leave. The policy provides such references for faculty and postdocs but not for graduate students, and the new contracts appear to provide medical leave for graduate students.

GC thanks you for the opportunity to review the proposed revisions to APM – 710, Leaves of Absence/Sick Leave/Medical Leave.

**Cc: Graduate Council  
Senate Office**





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

SANG-HEE LEE  
PROFESSOR OF ANTHROPOLOGY  
RIVERSIDE, CA 92521-0217  
TEL: (951) 827-4390  
EMAIL: SANG-HEE.LEE@UCR.EDU

July 3, 2023

Susan Cochran, Chair, Academic Council  
1111 Franklin Street, 12th Floor  
Oakland, CA 94607-5200

**RE: APM - 710, Leaves of Absence/Sick Leave/Medical Leave**

Dear Susan,

The Riverside Executive Council included the subject item on their June 26, 2023 agenda and had no additional comments to include with the attached from responding tasked local committees.

Sincerely yours,

A handwritten signature in cursive script, reading "Sang-Hee Lee".


Sang-Hee Lee  
Professor of Anthropology and Chair of the Riverside Division

CC: Monica Lin, Executive Director of the Academic Senate  
Cherysa Cortez, Executive Director of UCR Academic Senate Office

**COMMITTEE ON ACADEMIC PERSONNEL**

May 30, 2023

To: Sang-Hee Lee, Chair  
Riverside Division Academic Senate

From: Jang-Ting Guo, Chair   
Committee on Academic Personnel

Re: [Systemwide Review] Proposed Revisions to *Academic Personnel Manual (APM)-710, Leaves of Absence/Sick Leave/Medical Leave*

In its May 24, 2023 meeting, CAP discussed the proposed revisions to APM-710 with the addition of a designated person for family and medical leaves. This proposed revision became necessary because of changes to the California Family Rights Act (CFRA), effective from January 1, 2023. The committee had no further comment on the revised APM-710.



College of Humanities, Arts, and  
Social Sciences  
EXECUTIVE COMMITTEE

June 15, 2023

TO: Sang-Hee Lee, Chair  
Riverside Division of the Academic Senate

FROM: John Kim, Chair   
CHASS Executive Committee

RE: APM - 710, Leaves of Absence/Sick Leave/Medical Leave

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The CHASS Executive Committee discussed and reviewed the proposed changes to APM 710 on Leaves of Absence, Sick Leave and Medical Leave. We note that the sole substantive change to this policy is the addition of “designated persons” as a category of dependents covered under APM 710. The CHASS Executive Committee endorses this change without additional comment.



May 18, 2023

TO: Sang-Hee Lee, Ph.D., Chair, Academic Senate, UCR Division

FROM: Bahram Mobasher, Ph.D., Chair, Faculty Executive Committee, College of Natural and Agricultural Sciences

SUBJECT: Response to [Systemwide Review] Proposed Policy: Proposed Revisions to Academic Personnel Manual (APM): APM -710, Leaves of Absence/Sick Leave/Medical Leave

Dear Sang-Hee,

The CNAS Faculty Executive Committee reviewed the Proposed Presidential Policy at May 16, 2023, meeting and has no suggestions for changes or additional comments.

Sincerely,

A handwritten signature in black ink that reads "B. Mobasher" with a stylized flourish underneath.

Bahram Mobasher, Ph.D  
Chair, Faculty Executive Committee College of Natural and Agricultural Sciences



## *Academic Senate*

### **COMMITTEE ON DIVERSITY, EQUITY, & INCLUSION**

June 21, 2023

To: Sang-Hee Lee, Chair  
Riverside Division Academic Senate

From: Katherine Stavropoulos, Chair  
Committee on Diversity, Equity, & Inclusion

Re: [Systemwide Review] Proposed Revisions to Academic Personnel Manual  
(APM): APM - 710, Leaves of Absence/Sick Leave/Medical Leave


The DEI committee reviewed the proposed Revisions to Academic Personnel Manual (APM): APM – 710 regarding Leaves of Absence/Sick Leave/Medical Leave. The Committee has no additional feedback or comments.



**FACULTY WELFARE**

May 10, 2023

To: Sang-Hee Lee, Chair  
Riverside Division

From: Robert Clare, Chair   
Committee on Faculty Welfare

**RE: [Systemwide Review] Proposed Revisions to *Academic Personnel Manual*  
(APM): APM - 710, Leaves of Absence/Sick Leave/Medical Leave**

At our May 9, 2023 meeting, the Committee on Faculty Welfare (FW) discussed the proposed revisions to *Academic Personnel Manual* (APM): APM - 710, Leaves of Absence/Sick Leave/Medical Leave. FW appreciates the opportunity to evaluate this systemwide review item. We have the following question/comment:

- With respect to the timing of choosing the “designated person”: would it be done at the time of the leave request? Please specify at which point the appointee must choose the “designated person.”



June 5, 2023

**To:** Sang-Hee Lee, Division Chair of the UCR Division of the Academic Senate &  
Cherysa Cortez, Executive Director of the UCR Academic Senate

**From:** Raquel M. Rall, Ph.D., Faculty Chair of the School of Education Executive Committee

**Subject:** [Systemwide Review] Proposed Revisions to Academic Personnel Manual (APM):  
APM - 710, Leaves of Absence/Sick Leave/Medical Leave

The members of the SOE Executive Committee reviewed the [Systemwide Review] Proposed Revisions to Academic Personnel Manual (APM): APM - 710, Leaves of Absence/Sick Leave/Medical Leave. Comments were solicited at our monthly meeting and via email. Our committee does not have any issues with the changes to the policy and support the edits that bring the policy into compliance with the CFRA amendment. We note that the edits make the policy more inclusive and supportive of employees.

Thank you for the opportunity to provide feedback.

Sincerely,

A handwritten signature in cursive script that reads 'Raquel M. Rall'.

Raquel M. Rall, Ph.D.  
Faculty Executive Committee Chair 2022-2025  
School of Education  
University of California, Riverside

June 9, 2023

TO: Sang-Hee Lee, Ph.D., Chair, Academic Senate, UCR Division

FROM: Marcus Kaul, Ph.D., Chair, Faculty Executive Committee, UCR School of Medicine

SUBJECT: Response to [Systemwide Review] Proposed Revisions to Academic Personnel Manual (APM):  
APM - 710, Leaves of Absence/Sick Leave/Medical Leave

Dear Sang-Hee,

The SOM Faculty Executive Committee has reviewed the Proposed Revisions to Academic Personnel Manual (APM): APM - 710, Leaves of Absence/Sick Leave/Medical Leave.

The Committee reviewed the revisions considering sick leave based on the State of California law change effective January 2023.

The Committee was unclear about what constitutes sick leave and if sick leave is granted, what can it be used for?

The Committee noted that the proposed revisions offer flexibility of who you can use the leave for.

Yours sincerely,



Marcus Kaul, Ph.D.  
Chair, Faculty Executive Committee School of Medicine





OFFICE OF THE ACADEMIC SENATE

9500 GILMAN DRIVE  
LA JOLLA, CALIFORNIA 92093-0002  
TELEPHONE: (858) 534-3640  
FAX: (858) 534-4528

July 18, 2023

Professor Susan Cochran  
Chair, Academic Senate  
University of California  
VIA EMAIL

Re: Divisional Review of APM 710, Leaves of Absence/Sick Leave/Medical Leave

Dear Chair Cochran,

The proposed revisions to APM 710, Leaves of Absence/Sick Leave/Medical Leave were distributed to San Diego Divisional Senate standing committees and discussed at the June 12, 2023 Divisional Senate Council meeting. Senate Council endorsed the proposal and offered the following comments for consideration.

Reviewers noted that allowing only one person to be the “designated person” over a 12-month period may be too restrictive. While this may be consistent with the CFRA, it limits the ability of faculty to care for more than one individual with whom they have the equivalent of a family relationship. Considering the likelihood of this being an extraordinary circumstance, broadening the policy's inclusivity in this regard would likely have minimal impact on campuses but would be helpful for those faculty members who need it. Reviewers also noted that the use of “or” between 710-0.f (iv) and (v) seems to entail that a leave can only be requested for one of these reasons listed in (i) through (v) in exclusion to others. Reviewers felt that it should not be a restriction, but suggested that clarity be provided either way.

The responses from the Divisional Committee on Academic Personnel and Committee on Faculty Welfare are attached.

Sincerely,

A handwritten signature in cursive script that reads "Nancy Grey Postero".

Nancy Postero  
Chair  
San Diego Divisional Academic Senate

Attachments

cc: John Hildebrand, Vice Chair, San Diego Divisional Academic Senate  
Lori Hullings, Executive Director, San Diego Divisional Academic Senate  
Monica Lin, Executive Director, UC Systemwide Academic Senate

June 01, 2023

NANCY POSTERO  
Academic Senate, San Diego Division

SUBJECT: Review of Proposed Revisions to APM 710, Leaves of Absence/Sick Leave/  
Medical Leave

The Committee on Academic Personnel (CAP) appreciates the opportunity to provide comments on the proposed revisions to APM 710, Leaves of Absence/Sick Leave/Medical Leave. CAP has no objections to the proposed revisions and is enthusiastic about the expansion of the policy to allow leaves to care for a “designated person” in alignment with the California Family Rights Act (CFRA).



Frank Biess, Chair  
Committee on Academic Personnel

Cc: J. Hildebrand  
L. Hullings  
J. Lucius

June 1, 2023

NANCY POSTERO, CHAIR  
Academic Senate, San Diego Division

SUBJECT: APM 710 Proposed Revisions

The Committee on Faculty Welfare was glad to see the proposed revisions to APM Section 710 pertaining to leaves of absence, sick leave, and medical leave. We were particularly enthusiastic about the expansion of rights to consider a “designated person” under the California Family Rights Act (CFRA).

While we support the amendments in principle, we also wonder if they are perhaps too restrictive: in the current language, the “designated person” is a singular individual over a 12-month period. This may be consistent with the CFRA, but it limits the ability of faculty to care for more than one individual with whom they have the equivalent of a family relationship. Given that these are likely to be exceptional cases, we see no reason why the policy could not be more inclusive to consider situations where there are more than one potentially “designated persons” over a 12-month period.

We also found the framing of the policy ambiguous: the use of “or” in 710-0.f (“(iv) to care for the appointee’s child, parent, parent-in-law, spouse, domestic partner, designated person, grandparent, grandchild, *or* sibling with a serious health condition; *or* (v) for Military Caregiver Leave” seems to entail that leave can only be requested to care for one of these in exclusion to others. We also see this as unnecessarily restrictive and hope revisions will reflect greater inclusion and generosity.

Sincerely,

Juan Pablo Pardo-Guerra, Chair  
Committee on Faculty Welfare

cc: J. Hildebrand

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Steven W. Cheung, MD, Chair  
Steve Hetts, MD, Vice Chair  
Thomas Chi, MD, Secretary  
Kathy Yang, PharmD, Parliamentarian

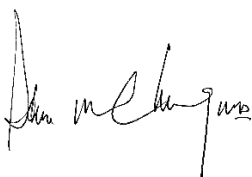
July 15, 2023

Susan Cochran  
Chair, Academic Council

**Re: Systemwide Review of Proposed Revisions to Academic Personnel Manual (APM)  
Section 710, Leaves of Absence/Sick Leave/Medical Leave**

Dear Susan:

The University of California, San Francisco (UCSF) Academic Senate is pleased to opine on this Systemwide Review of Proposed Revisions to Academic Personnel Manual (APM) Section 710, Leaves of Absence/Sick Leave/Medical Leave. The UCSF Academic Senate appreciates the inclusion of a "designated person" for family and medical leave in accordance with changes to the California Family Rights Act (CFRA). The Clinical Affairs Committee (CAC) and the Committee on Faculty Welfare (CFW) are supportive of revisions. CAC appreciates this change that not only complies with state law but also is good for employee morale, good for health, and advances diversity and equity.



Steven W. Cheung, MD, 2021-23 Chair  
UCSF Academic Senate

Enclosures (2)

Cc: Matt Tierney, Chair, Clinical Affairs Committee  
Jenny Liu, Chair, Committee on Faculty Welfare

**Clinical Affairs Committee**  
**Matt Tierney, MS, NP, FAAN, Chair**

July 12, 2023

Steven Cheung, MD  
Division Chair  
UCSF Academic Senate

**Re: APM 710, Leaves of Absence/Sick Leave/Medical Leave Systemwide Review**

Dear Chair Cheung:

The Committee on Clinical Affairs (CAC) writes to comment on the proposed [Revisions to APM 710, Leaves of Absence/Sick Leave/Medical Leave](#) that is out for a systemwide review.

CAC supports the proposed revisions, which would allow employees who accrue sick leave to use that leave to care for a “designated person”. A designated person is someone identified by the employee who is not already on the list of relatives (child, parent, parent-in-law, spouse, domestic partner, grandparent, grandchild, or sibling) who is another blood relative or someone who has the equivalent of a family relationship with the employee.

CAC supports this broader recognition of the diverse relationships people have. Allowing people to use sick leave to care for their chosen family is good for employee morale, good for health, and advances diversity and equity. CAC appreciates that this change is being made to comply with state law, but it is also good policy and the right thing to do.

Thank you for the opportunity to comment on this systemwide review. Please contact me or Senate analyst Kristie Tappan if you have questions about CAC’s comments.

Sincerely,



Matt Tierney, MS, NP, FAAN  
Clinical Affairs Committee Chair

CC: Todd Giedt, Senate Executive Director  
Alison Cleaver, Senate Associate Director  
Sophia Root, Senate Analyst

**Committee on Faculty Welfare**  
**Jenny Liu, PhD, MPP, MA, Chair**

July 12, 2023

Steven Cheung, MD  
Division Chair  
UCSF Academic Senate

**Re: APM 710, Leaves of Absence/Sick Leave/Medical Leave Systemwide Review**


Dear Chair Cheung:

The Committee on Faculty Welfare (CFW) writes to comment on the proposed [Revisions to APM 710, Leaves of Absence/Sick Leave/Medical Leave](#) that is out for a systemwide review.

CFW supports the proposed revisions and broadly supports making sick leave more flexible and inclusive for people who have close, important, and meaningful relationships with people who are not relatives.

Thank you for the opportunity to comment on this review. Please contact me or our Senate analyst Kristie Tappan if you have questions about CFW's comments.

Sincerely,



Jenny Liu, PhD, MPP, MA  
Committee on Faculty Welfare Chair



# UC SANTA BARBARA

Academic Senate  
Susannah Scott, Chair  
Shasta Delp, Executive Director

1233 Girvetz Hall  
Santa Barbara, CA 93106-3050  
<http://www.senate.ucsb.edu>

July 19, 2023

To: Susan Cochran, Chair  
Academic Senate

From: Susannah Scott, Chair  
Santa Barbara Division 

Re: Systemwide Review of Proposed Revisions to Academic Personnel Manual (APM)  
Section 710, Leaves of Absence, Sick Leave, Medical Leave

The Santa Barbara Division distributed the Proposed Revisions to Academic Personnel Manual (APM) Section 710 to the Council on Faculty Welfare, Academic Freedom, and Awards (CFW), Council on Planning and Budget (CPB), Committee on Academic Personnel (CAP), Committee on Diversity and Equity (CDE), and the Faculty Executive Committees (FEC) of the College of Letters and Science (L&S), College of Engineering (ENGR), College of Creative Studies (CCS), Gevirtz Graduate School of Education (GGSE) and the Bren School (BREN). CFW, CAP, and the L&S, CCS, GGSE, and BREN FECs opted not to opine.

The proposed changes to APM 710 were well-received by the Santa Barbara Division, with the acknowledgement that the draft language was designed to ensure University compliance with newly implemented state law. Overall, the reviewing groups recognize the changes as positive. We highlight CDE's identification of one particular area that is in need of attention, below.

The proposed changes under APM 710-20-a are phrased in such a way that makes it unclear whether sick leave can be used for the bereavement of a "designated person." We have included this segment of the APM below, for your convenience:

## 710-20 Use of Accrued Sick Leave

Use of accrued sick leave for academic appointees listed in APM - 710-14 is governed by the following:

- a. Accrued sick leave shall be used in keeping with normally approved purposes including personal illness; medical appointments; childbearing and childrearing (see APM - 715 and 760); disability; ~~medical appointments or illness of, or~~ bereavement for, an appointee's child, parent, spouse, domestic partner, sibling, grandparent, or grandchild; or medical appointments or illness of an appointee's child, parent, spouse, domestic partner, sibling, grandparent, grandchild, or designated person. For sick leave purposes, a "designated person" is any

individual related by blood or whose association with the appointee is the equivalent of a family relationship at the time the appointee requests sick leave. Appointees are limited to one designated person per calendar year for sick leave purposes.

The committee would appreciate an adjustment to the language in APM-710-20-a to clarify this point.

We thank you for the opportunity to comment.



UNIVERSITY OF CALIFORNIA  
**ACADEMIC SENATE**  
**SANTA BARBARA DIVISION**  
Council on Planning & Budget

July 12, 2023

To: Susannah Scott, Divisional Chair  
UCSB Academic Senate

From: James Rawlings, Chair  
Council on Planning & Budget



Re: APM 710 - Leaves of Absence

The Council on Planning & Budget (CPB) has reviewed the proposed changes to Section 710 of the Academic Personnel Manual (APM). As stated in the cover letter from Vice Provost Haynes, the Governor signed a bill that permits employees to take leave under the California Family Rights Act (CFRA) to care for a "designated person" with a serious health condition. The proposed revisions are designed to bring APM 710 into compliance with this new state law.

These changes to APM 710 are minor, well constructed, and seem to address the compliance issue. CPB has no suggestions for changes and recommends approval.

cc: Shasta Delp, Academic Senate Executive Director

**Academic Senate  
Santa Barbara Division**

June 8, 2023

To: Susannah Scott, Divisional Chair  
Academic Senate

From: Peng Oh, Chair  
Committee on Diversity and Equity



**Re: Proposed Revisions to Academic Personnel Manual (APM) - 710, Leaves of Absence, Sick Leave, Medical Leave**

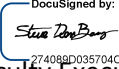
At its meeting of June 5, 2023, the Committee on Diversity and Equity (CDE) reviewed the proposed revisions to Academic Personnel Manual (APM) 710 and has the following comments.

Overall, the Committee felt that these revisions are just an expansion of benefits and are a good thing. However, the Committee found the language around use of accrued sick leave and bereavement to be confusing. It is unclear if accrued sick leave can be used for bereavement of a chosen "designated person". The Committee would appreciate clarification of this in the final version.

CC: Shasta Delp, Executive Director, Academic Senate

May 22, 2023

TO: Susannah Scott  
Divisional Chair, Academic Senate

FROM: Steven DenBaars, Chair   
College of Engineering, Faculty Executive Committee

RE: Proposed Revisions to Academic Personnel Manual (APM) – 710, Leaves of Absence, Sick  
Leave, Medical Leave

The College of Engineering FEC met on Monday, May 22nd and reviewed and unanimously endorsed the revisions to APM 710.

# UNIVERSITY OF CALIFORNIA, ACADEMIC SENATE

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SANTA BARBARA • SANTA CRUZ

UNIVERSITY COMMITTEE ON AFFIRMATIVE ACTION, DIVERSITY,  
AND EQUITY (UCAADE)  
Louis DeSipio, Chair  
ldesipio@uci.edu

ACADEMIC SENATE  
University of California  
1111 Franklin Street, 12<sup>th</sup> Floor  
Oakland, California 94607-5200

July 7, 2023

**SUSAN COCHRAN**  
**CHAIR, ACADEMIC COUNCIL**

**RE: UCAADE Comments on Systemwide Review of Proposed Revisions to Academic Personnel Manual Sections 710, Leaves of Absence/Sick Leave/Medical Leave**

Dear Susan,

UCAADE appreciates the opportunity to comment on the above policy proposal. The proposal includes “designated persons” with whom faculty share a family-like relationship to those covered for sick or medical leave, bringing the policy into compliance with AB 1041. This leave includes bereavement and medical appointments under a list of eligible purposes for leave. Not only is the list of eligible needs expansive, but the proposal also acknowledges that family can be made up of persons who do not fit historical definitions of “family.”

The proposed changes to the policy enables faculty to care for all family members and UCAADE is pleased to support the revisions.

Sincerely,

A handwritten signature in blue ink, appearing to read "LDS", is placed above the typed name of the sender.

Louis DeSipio  
Chair, UCAADE

cc: UCAADE



UNIVERSITY COMMITTEE ON ACADEMIC PERSONNEL (UCAP)  
*Francis Dunn, Chair*  
fuzzy@ucsb.edu

Assembly of the Academic Senate  
1111 Franklin Street, 12<sup>th</sup> Floor  
Oakland, CA 94607-5200  
Phone: (510) 987-9466

May 12, 2023

SUSAN COCHRAN, CHAIR  
ACADEMIC COUNCIL

**RE: PROPOSED REVISIONS TO APM 710**

Dear Susan,

The University Committee on Academic Personnel (UCAP) discussed the proposed revisions to APM 710 during our videoconference on May 10<sup>th</sup> and the committee has no objections to these changes.

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

Sincerely,

A handwritten signature in blue ink that reads "Francis M. Dunn".

Francis Dunn, Chair  
UCAP