

 UNIVERSITY OF CALIFORNIA | **Academic Senate**
UC RIVERSIDE
Committee on Faculty Welfare

November 8, 2012

To: Jose Wudka
Chair, Riverside Division Academic Senate

From: Irving G. Hendrick
Chair, Committee on Faculty Welfare

Re: Review of Proposed Changes to APM 700

The Committee on Faculty Welfare appreciates the need for the University to discontinue the appointments of faculty and other academic employees who, while able to communicate their intentions, consciously leave their positions without notifying their departments or other appropriate officers of their intention. Under such circumstances, the time periods, review procedures, and rights of appeal stated in APM 700 appear fair and appropriate. We do, however, offer the suggestion that a time line of conditions, consequences and next steps would make the policy clearer.

Beyond that, we can imagine certain conditions that may warrant the full reinstatement of the employee without the need for an elaborate system of administrative and committee review and appeals procedures. In particular, it is possible that conditions other than physical illness, injury, or disability might preclude a faculty member from communicating his or her intentions. An example of such a situation might be involuntary detention. Such extraordinary conditions could arise from foreign travel or field work in a remote location. Should such improbable conditions be shown to exist, we would wish that Section 700-30 be expanded to include such exceptions to the policy.