



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

December 3, 2014

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,

The UCR Executive Council reviewed the proposed changes to APM 080 during its November 17 meeting. Council provided several comments (summarized below) that we hope will be included in the final version of the document.

Though this was not changed in the proposed version several reviewers noted that the language in 080:

*An appointee's inability to perform the essential assigned functions of the position or another vacant position on campus for which the appointee is qualified, with or without reasonable accommodation, due to a disability or medical condition, will constitute a good cause for separation, and an appointee may be separated after the required review is completed.*

(my emphasis), may be interpreted to allow initiating separation procedures even when appropriate accommodations might resolve the problem. At best this paragraph can be confusing. The current process presents the opportunity to clarify this section.

The first paragraph of 080-0 refers to a 'reasonable period of leave defined on a case-by-case basis'. Here it would be appropriate to clarify who has the authority to determine the length of such period.

It is unclear whether the first paragraph of 080-10 also requires the employee to be notified of the initiation of a separation review (prior to the provisions of 080-10.b), should that action be taken. Council's recommendation is that the employee be kept informed of the actions being taken throughout the process from its inception.

Paragraph 080-10.d allows for 15 business days for the response from the Committee on Privilege and Tenure. This short period will be problematic, especially during the summer months; it is also a much shorter period than the ones allowed for other steps. Council recommends this period be augmented to 30 calendar days.

Paragraph 080-20.b.(1) should specify whether the 30 day period listed therein refers to calendar or business days.

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