

## Communication from the Committee on Academic Personnel

Lundy Campell, MD, Chair

February 6, 2020

TO: Sharmila Majumdar, Chair of the UCSF Division of the Academic Senate

FROM: Lundy Campbell, Chair, Committee on Academic Personnel  
Sandy Feng, Vice Chair, Committee on Academic Personnel

CC: Todd Giedt, Executive Director of the UCSF Academic Senate Office; Kenneth Laslavic, Senior Analyst of the UCSF Academic Senate Office

RE: Academic Personnel Manual Section 120 (APM – 011): *Systemwide Review of Proposed Revisions to APM Section 120, Emerita/Emeritus Titles*

Dear Chair Majumdar:

At the February 5, 2020 meeting, the Committee on Academic Personnel (CAP) reviewed the newly proposed APM-120: *Systemwide Review of Proposed Revisions to APM Section 120, Emerita/Emeritus Titles*

CAP is supportive of the gender inclusive title suffix changes, but has concerns about the below matters:

1. Changing the conferring of emerita/emeritus title suffix, upon retirement, to be automatic only for Ladder Rank Series faculty. At present, it is automatic for all Senate Series faculty at UCSF, and upon request and review for non-Senate series dependent on their responsibilities and duties. Changing the conferring of this status to only Ladder rank introduces inequitable treatment of faculty in the six campuses with healthcare enterprises.
  - a. CAP's position is that APM 120 be revised to support a return to the longstanding policy of "the title suffix Emer for positions held at the time of retirement shall be conferred, upon retirement, on every member of the Academic Senate."
2. Per policy, the UC President consults with both the Provost and the Chair and Vice Chair of the systemwide Academic Senate on such APMs and proposed amendments to them. These revisions were presented without track changes to Academic Council members the evening prior to a meeting, and without notifying members of the significant change to conferring Emer status. These actions do not reflect the customary transparency nor due process that is expected in interactions between the Administration and the Academic Senate.
  - a. At UC Health Sciences campuses, Ladder Rank faculty represent a minority of the faculty. Indeed most Senate faculty are members of the In Residence and Clinical X Series. This change, without appropriate review, removes automatic conferral of Emer status to significant portions of the faculty who make important contributions to research, teaching, and service.

CAP looks forward to seeing a second revision of APM-120 providing clarification on the raised issues. If you have any questions about CAP's comments, please contact myself, or Academic Senate Associate Director Alison Cleaver ([alison.cleaver@ucsf.edu](mailto:alison.cleaver@ucsf.edu)).