



## EXECUTIVE COUNCIL

June 16, 2020

**To:** Abhijit Ghosh, Chair  
Committee on Faculty Welfare

**From:** Dylan Rodriguez, Chair  
Executive Council

**Re:** **Reconsideration of Changes Made to APM 120**

Dear Abhijit,

In response to the Committee on Faculty Welfare's request on behalf of the Joint Benefits Committee (JBC) that the Academic Senate re-review and reconsider changes made to APM 120 regarding the conferral of Emeritus/a titles, the UCR Division of the Academic Senate is pleased to provide its consultative engagement with the urgent matter of reconsidering changes made to APM 120. I am thankful to the UCR standing committees, especially Faculty Welfare, for offering substantial and fast responses to this request for systemwide review.

Sincerely yours,

A handwritten signature in black ink, appearing to read "Dylan Rodriguez".

Dylan Rodriguez  
Professor of Media & Cultural Studies and Chair of the Riverside Division

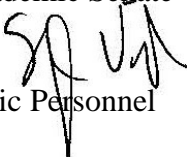
CC: Cherysa Cortez, Executive Director of UCR Academic Senate Office



**COMMITTEE ON ACADEMIC PERSONNEL**

April 24, 2020

To: Dylan Rodriguez  
Riverside Division Academic Senate

From: Sherryl Vint, Chair   
Committee on Academic Personnel

Re: Reconsideration of Changes Made to APM 120

CAP discussed the proposed APM revision for reconsideration of changes made to APM 120 regarding conferral of Emerita/Emeritus Titles at its meeting on April 22, 2020. CAP believes that all Senate faculty (in good standing), including those with Senate Health Sciences titles and Security of Employment Lecturers, should receive an automatic conferral to emeritus/emerita status. The proposed revision will remove the need for an additional review of retiring faculty by CAP.



**COMMITTEE ON DIVERSITY, EQUITY, AND INCLUSION**

May 12, 2020

To: Dylan Rodriguez  
Riverside Division Academic Senate

From: Xuan Liu, Chair  
Committee on Diversity, Equity, and Inclusion

Re: [Systemwide Review] APM Revision: Reconsideration of Changes Made  
to APM 120

The Committee on Diversity, Equity, and Inclusion reviewed APM Revision: Reconsideration of Changes Made to APM 120 and supports the addition of the gender-inclusive title suffix “Emer”.

The Committee also recommends that all Senate members (including Health Sciences titles such as “in Residence” and “Clinical X” as well as LSOE/Professor of Teaching) automatically receive Emerita/Emeritus/Emer. status.



## COMMITTEE ON FACULTY WELFARE

May 12, 2020

To: Dylan Rodriguez  
Riverside Division Academic Senate

From: Abhijit Ghosh, Chair  
Committee on Faculty Welfare

Re: [Systemwide Review] APM Revision: Reconsideration of Changes Made to  
APM 120

The Committee on Faculty Welfare considered recent revisions in procedures for the conferral of Emeritus/Emerita status at its meeting on May 12, 2020.

Until 2018, all retiring Senate faculty in good standing acquired Emeritus/Emerita status automatically. In May of that year, the Regents amended the criteria for awarding Emeritus/a status for certain job titles, making it dependent on policies adopted by individual campuses. Job titles affected included some clinical faculty, Professor-in-Residence, and Lecturers with Security of Employment.

Letters submitted to Vice Provost Susan Carlson by Academic Council Chair Kum-Kum Bhavnani on February 28, 2020 identify a number of unfortunate consequences of the 2018 change. Senate committees on many campuses observe that the change introduced an element of inequality and exclusivity among Senate faculty that runs directly counter to the policy of inclusivity toward Lecturers with Security of Employment that was made part of the APM later that same year. As noted by the University Committee of Faculty Welfare, this policy of exclusivity appears to imply a “diminution of respect” toward faculty in the excluded job titles. Moreover, as our colleagues on UCSF’s Committee on Faculty Welfare point out, the effects of the new procedures fall disproportionately on female and minority faculty, because they are more likely than white male faculty to be in the affected job titles.

For these reasons, UCR’s Committee on Faculty Welfare joins numerous Senate bodies on other campuses in recommending a return to the policies that prevailed before May 2018.

CFW also welcomes the effort to provide a gender-neutral option for the Emeritus/Emerita title.

**UC RIVERSIDE** UNIVERSITY OF CALIFORNIA | **Academic  
Senate**  
**Committee on Privilege & Tenure**

May 13, 2020

To: Dylan Rodriguez  
Chair, Riverside Division Academic Senate

Fr: Luca Ferrero, Chair  
UC Riverside Committee on Privilege and Tenure

Re: Reconsideration of Changes Made to APM 120

The Committee on Privilege and Tenure reviewed the proposed APM revision for reconsideration of changes made to APM 120 regarding conferral of Emerita/Emeritus Titles. The Committee believes that all Senate faculty in good standing should receive an automatic conferral to emeritus/emerita status. The Committee raised the question on whether faculty that retired between the 2018 changes to present will be grandfathered in as they may want to grieve on this basis. Additionally, P&T suggests “Emerit” be given consideration as a gender neutral option which would allow the individual to choose what they want at the end.