June 15, 2022

Robert Horwitz, Chair, Academic Council
1111 Franklin Street, 12th Floor
Oakland, CA 94607-5200

RE: Systemwide Senate Review of Proposed Revisions to APM - 715 (Leaves of Absence/Family and Medical Leave) and APM – 760 (Family Accommodations for Childbearing and Childrearing)

Dear Robert,

The Riverside Executive Council included the subject proposal during their June 13, 2022 meeting and had no additional comments beyond those in the attached memos from tasked local committees.

Sincerely yours,

/s/ Jason
Jason Stajich
Professor of Bioinformatics and Chair of the Riverside Division

CC: Hilary Baxter, Executive Director of the Academic Senate
   Cherysa Cortez, Executive Director of UCR Academic Senate Office
COMMITTEE ON ACADEMIC PERSONNEL

June 6, 2022

To: Jason Stajich  
Chair, Riverside Division Academic Senate

Fr: Sean Cutler  
Chair, Committee on Academic Personnel

Re: [Systemwide Review] (APM Revision) APM - 715 and APM - 760

On April 26, 2022, the Committee on Academic Personnel discussed the proposed changes in APM-715 and APM-760. The Committee found no reason not to make the changes and was unanimous in its overall support of the proposed changes.
COMMITTEE ON DIVERSITY, EQUITY, & INCLUSION

May 24, 2022

To: Jason Stajich
Riverside Division Academic Senate

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

Re: [Systemwide Review] (APM Revision) APM - 715 and APM - 760

The DEI committee reviewed the proposed APM Revision: APM - 715 and APM – 760. Overall, the committee had minimal feedback. There was one comment in regard whether the revision might cause a gender disparity. The concern is that some men could continue doing research during the leave while women stay away from their work, meaning men could end up being better off after the leave. One possibility to address this concern is to add an additional point to section "715-30.a: Responsibility of Appointee" (Page 11) that will require the appointee to indicate in their request how their students and their research will continue during their leave without their input. For example, they can designate a colleague or a collaborator who will oversee the research and guide the students during that time.
COMMITTEE ON FACULTY WELFARE

May 17, 2022

To: Jason Stajich
Riverside Division Academic Senate

Fr: John Heraty, Chair*
Committee on Faculty Welfare

Re: [Systemwide Review] APM Revision: APM - 715 and APM – 760

Faculty Welfare reviewed the proposed revisions to APM 715 and 760 at their May 17, 2022 meeting. The committee approved the proposed changes but suggests that the UC consider extending the childbearing leave time beyond 8 weeks, which may also work toward faculty and staff retention.