

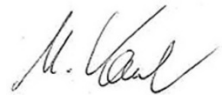
June 23, 2025

TO: Ken Barish, PhD, Chair, Academic Senate, UCR Division
FROM: Marcus Kaul, Ph.D., Chair, Faculty Executive Committee, UCR School of Medicine
SUBJECT: Revision of Retention Processes at UCR (2025)

Dear Ken,

The Committee reviewed the Revision of Retention Processes at UCR (2025) and had some discussion on the issue of giving faculty a time frame in which they can return to their previous position. While this seems to put a strain on the unit which the faculty member is planning to leave and as such seems of questionable value. However, the committee can envisage situations when it may be difficult to replace a faculty member with specific qualifications, experiences and areas of scholarship and teaching and a continuing effort of retention might benefit from the possibility to grant a leave without pay and keep the option for return open. The committee felt that it may be useful adding some additional language clarifying this scenario,

Yours sincerely,



Marcus Kaul, Ph.D.
Chair, Faculty Executive Committee School of Medicine