

**COMMITTEE ON FACULTY WELFARE**

November 20, 2025

To: Kenneth Barish, Chair  
Riverside Division Academic Senate

From: Salman Asif, Chair  
Committee on Faculty Welfare

A handwritten signature in black ink that reads "M. Salman Asif".

Re: [Systemwide Review] Proposal: *Proposed Revisions to APM - 036, General University Policy Regarding Academic Appointees/Employment*

The Committee on Faculty Welfare (CFW) reviewed the *Proposed Revisions to APM - 036, General University Policy Regarding Academic Appointees/Employment*. CFW has the following comments:

- The revisions include clarification that letters of reference or recommendation not meeting the requirements noted for Official Letters of Recommendation in APM - 036-6c. should be considered personal letters of reference or recommendation, even when written by an administrator or supervisor on University of California letterhead or issued via a University issued email address.
- Parts of the document still refer to faculty members as supervisors and graduate students as employees. As a result, the revision should explicitly state that faculty members are able to write personal letters of recommendation for graduate students that evaluate both their academic performance and their performance as employees.
- It is important that faculty members have input into the toolkit guidance documents, particularly as they relate to graduate students, before the documents are finalized.
- The sexual harassment guidelines seem to have been designed for regular employees and haven't been tailored for students. A prime example is condition #2 in the policy which says "Before a final administrative decision is made, and while an investigation is pending, the employee resigns from their current position." Another likely scenario for students is that if a student completes their requirements and graduates, or the quarter and the appointment ends (e.g. for a TA). Given the wording of the policy, one would think that in these situations a University official would still be able to write an official letter of recommendation for the accused student. It is not clear if this would be the intended outcome as outlined in the guidelines. The guidelines may need to be modified for student employees.