



OFFICE OF THE VICE PROVOST --  
ACADEMIC PERSONNEL

OFFICE OF THE PRESIDENT  
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Oakland, California 94607-5200

October 7, 2021

CHANCELLORS  
ACADEMIC COUNCIL CHAIR ROBERT HOROWITZ  
LABORATORY DIRECTOR MICHAEL WITHERELL  
ANR VICE PRESIDENT GLENDA HUMISTON

**Re: Systemwide Review of Proposed Revisions to Academic Personnel Manual (APM)  
Section 759, Leaves of Absence/Other Leaves Without Pay (APM - 759)**

Dear Colleagues:

Enclosed for systemwide review are proposed revisions to APM - 759, Leaves of Absence/Other Leaves Without Pay. The proposed revisions to APM - 759 are responsive to a recent recommendation from the Regents described in more detail below.

In 2019-2020, Academic Personnel and Programs initiated a comprehensive review of the leave-related policies of the APM - 700 series, including APM - 759, Leaves of Absence/Other Leaves Without Pay. Proposed revisions to APM - 759 were distributed in 2020 for both management consultation and systemwide review as part of the larger package of leave-related policy revisions. During the systemwide review period, my office learned about a forthcoming recommendation from the Regents Working Group on Innovation Transfer and Entrepreneurship (“Regents Working Group”) regarding changes to APM - 759 concerning leaves without pay for innovation and entrepreneurial pursuits. Because of the forthcoming recommendation, we placed the pending revisions to APM - 759 on hold while the remainder of the leave-related policies were finalized and issued.

In May 2021, the Regents Working Group issued its [final recommendation report](#). We are now re-circulating revised APM - 759 for another systemwide review to address the recommendation from the Regents Working Group that APM - 759 be revised to explicitly state that a leave without pay can be used for innovation and entrepreneurship pursuits. To address this recommendation, language has been added to APM - 759-0 to state that “good cause” for a leave without pay may include, but is not limited to, leaves for innovation and entrepreneurship activities, among other things. In addition, existing language in APM - 759-12 has been revised to clarify that a leave of without pay shall not exceed one year in length, but may be renewed in increments of one year or less in the interests of the University (but not indefinitely).

## Systemwide Review

Systemwide review is a public review distributed to the Chancellors, the Chair of the Academic Council, the Director of the Lawrence Berkeley National Laboratory, and the Vice President of Agriculture and Natural Resources requesting that they inform the general University community, especially affected employees, about policy proposals. Systemwide review also includes a mandatory, 90-day full Senate review.

Employees should be afforded the opportunity to review and comment on the draft policies, available on the [Academic Personnel and Programs website](#). Attached is a Model Communication which may be used to inform non-exclusively represented employees about these proposals. The Labor Relations Office at the Office of the President is responsible for informing the bargaining units representing union membership about policy proposals.

We would appreciate receiving your comments no later than **January 26, 2022**. Please submit your comments to [ADV-VPCARLSON-SA@ucop.edu](mailto:ADV-VPCARLSON-SA@ucop.edu). If you have any questions, please contact Kimberly Grant at [Kimberly.Grant@ucop.edu](mailto:Kimberly.Grant@ucop.edu).

Sincerely,



Susan Carlson  
Vice Provost  
Academic Personnel and Programs

### Enclosures:

- 1) APM - 759, Leaves of Absence/Other Leaves Without Pay (clean copy)
- 2) APM - 759, Leaves of Absence/Other Leaves Without Pay (redline copy)
- 3) Model Communication

cc: President Drake  
Provost and Executive Vice President Brown  
Executive Vice Chancellors/Provosts  
Executive Vice President and Chief Operating Officer Nava  
Secretary and Chief of Staff Shaw  
Senior Vice President and Chief Compliance Officer Bustamante  
Vice President Lloyd  
Vice President Maldonado  
Vice Provosts/Vice Chancellors for Academic Affairs/Personnel  
Assistant Vice Provosts/Vice Chancellors/Directors - Academic Personnel  
Associate Vice Provost Lee  
Deputy General Counsel Woodall  
Executive Director Baxter  
Executive Director Silas

Chief of Staff Kao  
Chief of Staff and Executive Director Henderson  
Chief of Staff Levintov  
Chief of Staff Peterson  
Chief Policy Advisor McAuliffe  
Senior Counsel Mastro  
Director Grant  
Director Roller  
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Labor Relations Manager Donnelly  
Labor Relations Manager Smith  
HR Manager Crosson  
Policy Analyst Wilson  
Policy Analyst Durrin