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April 3, 2009

CHANCELLORS  
INTERIM LABORATORY DIRECTOR ALIVISATOS  
CHIEF EXECUTIVE OFFICERS—MEDICAL CENTERS  
EXECUTIVE VICE PRESIDENT—BUSINESS OPERATIONS

Delegation of Authority—Establishment of Voluntary Separation Program

Under Regents Standing Order 100.4(c), the President is assigned responsibility for setting personnel policy:

The President of the University, in accordance with such regulations as the President may establish, is authorized to appoint, determine compensation, promote, demote, and dismiss University employees, except as otherwise provided in the Bylaws and Standing Orders and except those employees under the jurisdiction of the Secretary and Chief of Staff, Chief Investment Officer, and General Counsel of The Regents. . . . When such action relates to a Professor, Associate Professor, or an equivalent position; Assistant Professor; a Professor in Residence, an Associate Professor in Residence, or an Assistant Professor in Residence; a Professor of Clinical (e.g., Medicine), an Associate Professor of Clinical (e.g., Medicine) or an Assistant Professor of clinical (e.g., Medicine); a Senior Lecturer with Security of Employment, or a Lecturer with Security of Employment, the Chancellor shall consult with a properly constituted advisory committee of the Academic Senate.

By this letter, I delegate authority to you to establish local Voluntary Separation Programs in your respective areas of responsibility, provided that such programs are consistent with the attached guidelines.

The Voluntary Separation Program may be utilized during budget crisis periods to reduce spending and to enable the implementation of workforce changes. There is no specified sunset date for the Program; however, it is my intention that the Office of the President will review the program and guidelines in three years for updating as appropriate.

Redelegation of this authority by Chancellors, the Laboratory Director, the Chief Executive Officers—Medical Centers, and the Executive Vice President—Business Operations is permitted. A copy of any redelegation must be provided to the Executive Vice President—Business Operations and to the Senior Vice President—Chief Compliance and Audit Officer.

Questions about the guidelines may be directed to Executive Vice President Katie Lapp or Acting Associate Vice President John Cammidge.

A handwritten signature in black ink, appearing to read 'M.G. Yudof', with a long horizontal flourish extending to the right.

Mark G. Yudof  
President

Attachments

- cc: Members, President's Cabinet  
Principal Officers of The Regents  
Academic Council Chair Croughan  
Acting Associate Vice President Cammidge  
Academic Personnel Directors  
Chief Human Resources Officers  
Universitywide Policy Office