

June 18, 2015

MOLLY THEODOSSY

Policy Coordinator
Offices of the Chancellor and Provost

RE: PPM 200-05-Guidelines for Establishing the Academic and Administrative Calendars

The proposal to amend PPM 200-05 based on University of California Policy Addressing Religious Holiday Conflicts with Residence Hall "Move-In" Days was forwarded to all Davis Division of the Academic Senate standing committees including school and college Faculty Executive Committees. Undergraduate Council, Graduate Council, and the College of Engineering Faculty Executive Committee provided feedback.

There is majority support for the PPM 200-05 proposal. However, some points of concern in section II.B. may leave the policy open to further discussion and challenge. The concerns in Section II.B. that were highlighted and should be considered in implementing the policy are:

- Are the major religions confined to the named list?
- If so, who defined them, and were representatives from the then minor religions consulted? Pursuing this route, it seems necessary to produce a specific list of defined holidays that should be observed in the manner proposed.

Additional, commentary pertaining to the governing UCOP policy are:

- Questions of whether a public university can give special consideration to religious holidays of some religions (and not others)?
- If so, is this to be interpreted as implicitly imposing the holidays of some religions upon those, who do not subscribe to the "approved" religions. Even if limited to "residence hall move-in days, and campus-wide welcome events" the proposed policy constitutes observance of religious holidays.

Furthermore, the minority opinion was that section II.B.2 is vague and also open for multiple interpretations since it is unclear what a conflict is or what is a reasonable accommodation. It was suggested to provide a well-defined meaning of the text or to strike section II B. entirely.

Overall, we support the proposal for revision of PPM 200-05 but feel it is necessary to address the significant challenges that may arise from Section II.B as written.

Sincerely,



André Knoesen, Chair
Davis Division of the Academic Senate
Professor: Electrical and Computer Engineering

c: Provost/Executive Vice Chancellor Hexter