

## Recognizing Diversity in the Academic Personnel Review Process

### Academic Personnel Manual changes effective July 1, 2005 (new text in italics)

With strong support from the systemwide Academic Council, the University of California issued revisions to the Academic Personnel Manual (APM) — revisions that explicitly recognize diversity-related activities in faculty appointment and promotion.

#### **Excerpts from Section 210:**

##### **Criteria for Appointment, Promotion, and Appraisal**

*The University of California is committed to excellence and equity in every facet of its mission. Teaching, research, professional and public service contributions that promote diversity and equal opportunity are to be encouraged and given recognition in the evaluation of the candidate's qualifications. These contributions to diversity and equal opportunity can take a variety of forms, including efforts to advance equitable access to education, public service that addresses the needs of California's diverse population, or research in a scholar's area of expertise that highlights inequalities.*

##### **Teaching**

In judging the effectiveness of a candidate's teaching, the committee should consider such points as ... extent and skill of the candidate's ... effectiveness in creating an academic environment that is open and encouraging to all students, *including development of particularly effective strategies for the educational advancement of students in various underrepresented groups.*

Among significant types of evidence of teaching effectiveness are the following:

....(e) development of new and effective techniques of instruction, *including techniques that meet the needs of students from groups that are underrepresented in the field of instruction.*

##### **Research and Creative Work**

[C]ontributions by faculty members to the professional literature or to the advancement of professional practice or professional education, *including contributions to the advancement of equitable access and diversity in education*, should be judged creative work when they present new ideas or original scholarly work.

##### **Professional Competence and Activity**

The candidate's professional activities should be scrutinized for evidence of achievement and leadership in the field and of demonstrated progressiveness in the development or utilization of new approaches and techniques for the solution of professional problems, *including those that specifically address the professional advancement of individuals in underrepresented groups in the candidate's field.*

##### **University and Public Service**

Contributions to student welfare through service on student-faculty committees and as advisers to student organizations should be recognized as evidence, *as should contributions furthering diversity and equal opportunity within the University through participation in such activities as recruitment, retention, and mentoring of scholars and students.*

APM 210 may be found online at [www.ucop.edu/acadadv/acadpers/apm/sec2-pdf.html](http://www.ucop.edu/acadadv/acadpers/apm/sec2-pdf.html).