

VIA E MAIL

LADDER RANK FACULTY
COMMITTEE ON ACADEMIC PERSONNEL
DEANS
DEPARTMENT CHAIRS
DIRECTORS

Dear Colleagues:

RE: Recognizing Diversity in the Academic Personnel Review Process

Chancellor Denton and I bring to your attention recent revisions in academic personnel policy governing faculty merit and promotion reviews. As a result of these revisions, a candidate's accomplishments in teaching, research or creative activity, and service now include contributions to diversity and equal opportunity in education.

A summary of the revisions may be found at http://www2.ucsc.edu/ahr/diversity/Diversity%20APM_05.pdf

These important revisions have strong support from systemwide committees on Academic Personnel and Affirmative Action and Diversity. I ask faculty to ensure that their contributions to diversity and equal opportunity in education are documented in biobibs and personal statements. Recognition of these contributions will help to further diversity and equal opportunity at the University of California.

If you have any questions regarding these changes, please direct them to Breck Caloss, Academic Human Resources, extension 9-3210, or breck@ucsc.edu.

Sincerely,



David S. Kliger
Interim Campus Provost
and Executive Vice Chancellor

cc: Chancellor Denton
Senate Chair Crosby
Vice Provost and Dean Ladusaw
Assistant Vice Chancellor Brogan
Faculty Assistant Chung
Director Hiramoto
Interim Labor Relations Manager Purcell
Divisional Academic Human Resource Coordinators
Department Managers
AHR analysts

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.