

September 23, 2021

TO:
DEANS
DEPARTMENT CHAIRS

FROM:
Vice Provost Herbie Lee, Academic Affairs
Assistant Vice Provost Grace McClintock, Academic Personnel

RE: Diversity Liaison Requirement Ending

Dear Colleagues:

We write to notify you that faculty search committees will no longer be required to appoint a Diversity Liaison, effective with the current 2021-22 year recruitments.

As a reminder, every member of each senate faculty search committee is required to participate in fair hiring training at least every three years. With training for the whole committee, there is no longer a need for designating a committee member to participate in this training. All committee members are expected to be attentive to equity and inclusive hiring.

In addition, UC Santa Cruz received an Advancing Faculty Diversity award from the UC Office of the President to develop and implement an Equity Advocates program. A faculty working group will design this program during 2021-22, with a launch in fall 2022. This project responds to the call of the UC-wide Committee on Affirmative Action, Diversity and Equity for every UC campus to create an EA program that aligns the campuses with nationally-recognized best practices.

Sincerely,



Herbert Lee
Vice Provost for Academic Affairs

-And-



Grace McClintock
Assistant Vice Provost for Academic
Personnel Office

Cc:
Department Managers
Divisional Academic Personnel Coordinators
CAAD Chair Silva Gruesz
CAAD Analyst Hurdis