



OFFICE OF THE PROVOST AND
EXECUTIVE VICE PRESIDENT FOR ACADEMIC AFFAIRS

OFFICE OF THE PRESIDENT
1111 Franklin Street, 12th Floor
Oakland, California 94607-5200

August 16, 2019

EXECUTIVE VICE CHANCELLORS/PROVOSTS

Dear Colleagues:

As most of you know, the Regents have taken a keen interest in the plans that graduate professional degree programs have for increasing the diversity of their student bodies, particular when considering Professional Degree Supplemental Tuition (PDST) levels.

This has been a priority for me and the President as well. As many of the Graduate Deans have experienced, when I review proposals for new graduate degree programs, I routinely ask my staff to contact campuses that have not sufficiently addressed diversity in their program proposal and to work with the campus to revise the proposal in accordance with our goals for diversity. In every case, the Graduate Deans have responded quickly and thoroughly to my request and for this I am grateful. While this approach of contacting each campus about their specific proposal has been successful thus far, we have now taken steps to move beyond a case-by-case approach.

Over the last several months, my staff have worked with the Coordinating Committee on Graduate Affairs (CCGA) to add a criterion on diversity into the guidelines for new graduate degree proposals. This addition to the CCGA Handbook has now been approved and it reads:

Contributions to diversity: All proposals must include (a) a vision for how the program will advance UC's goals for diversity and (b) a plan that details what steps the program will take in its first five years to move it toward the identification, recruitment, and retention of underrepresented minority students and faculty. The proposal should clearly document the ways in which the program will evaluate its diversity goals.

With this, programs are expected to address student and faculty diversity at the proposal stage and their plans will be reviewed throughout the program review process.

I encourage you to prepare your departments that are submitting proposals for new graduate degree programs by notifying them of this change. Prior to sending a proposal forward for systemwide (UCOP and CCGA) review, please review it with attention to this new criterion. If the program has not fully addressed it, please work towards a resolution before forwarding the proposal to UCOP. By addressing it at the campus level, we will not have to contact your campus' Graduate Division about it and the approval process can proceed more expeditiously.

August 16, 2019

Page 2

Thank you for helping to ensure that new graduate degree proposals more fully explain how they are contributing towards our effort to diversify the student body and faculty. Within the next few years, with your support, I expect addressing diversity in new graduate degree program approval to become a normal, institutionalized part of the program review process.

Sincerely,

A handwritten signature in black ink that reads "Michael". The signature is written in a cursive, flowing style.

Michael T. Brown, Ph.D.

Provost and

Executive Vice President for Academic Affairs

cc: Graduate Deans