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Chair of the Assembly and the Academic Council
Faculty Representative to the Board of Regents
University of California
1111 Franklin Street, 12th Floor
Oakland, California 94607-5200

April 11, 2013

**SUSAN CARLSON, VICE PROVOST
ACADEMIC PERSONNEL**

Dear Susan:

As you know, UCAP and UCAAD have discussed possible revisions to APM 210.1-d to clarify its language regarding evaluation of contributions to diversity in merit and promotion reviews. While they came to a consensus on some issues, they were unable to agree on a single version, and both committees submitted letters to Council explaining their reasoning. After a robust discussion, Council endorsed language that it believes is acceptable to both committees. I write now to transmit Council's recommendation that the second paragraph of APM 210.1-d be amended as indicated:

The University of California is committed to excellence and equity in every facet of its mission. Contributions in teaching, research and other creative work, professional activity, and University and public service contributions that promote equal opportunity and diversity and equal opportunity are to be encouraged and given recognition in the evaluation of the candidate's qualifications. They should be given the same weight in the evaluation of the candidate's qualifications during Academic Personnel actions as any other contributions in these areas. These contributions to diversity and equal opportunity can take a variety of forms, including efforts to advance research, teaching, equitable access to education, and public service that addresses the needs of California's diverse population, or research in a scholar's area of expertise that highlights inequalities. Mentoring and advising of diverse students or new faculty members are to be encouraged and given due recognition in the teaching or service categories of the Academic Personnel actions process.

Please do not hesitate to contact me if you have any questions.

Sincerely,

Robert L. Powell, Chair
Academic Council

Cc: Academic Council
Martha Winnacker, Senate Executive Director



UNIVERSITY COMMITTEE ON AFFIRMATIVE ACTION AND DIVERSITY (UCAAD)
Manuela Martins-Green
manuela.martins@ucr.edu

ACADEMIC SENATE
University of California
1111 Franklin Street, 12th Floor
Oakland, California 94607-5200

March 20, 2013

ROBERT POWELL, CHAIR
ACADEMIC COUNCIL

Re: Proposed Revision of APM 210-1.d

Dear Bob:

I am writing to let you know that UCAAD and UCAP have been unable to come to full agreement on new language for APM 210-1.d. The disagreement is only in the last sentence (see blue underlined). APM 210-1.d was put in place to ensure equality of treatment for faculty who do research into issues of diversity and to address the special need for mentoring and advising of diverse students and junior faculty. It is on this last aspect that we have been unable to agree with UCAP on appropriate wording. If UC is going to increase the diversity of its faculty, special efforts are necessary to ensure the success of diverse students (who feed the pipeline) and to maximize the success rate of diverse junior faculty seeking tenure. So far the University has not been able to achieve either in any substantial way. Currently, there is no incentive for UC faculty to devote the time and energy necessary to mentor and advise diverse students; conversely, those faculty members who spend time in these efforts are often not recognized when their personnel files are reviewed. Therefore, UCAAD submits for the consideration of the Council the wording below as a proposal for revision of APM 210-1.d (in blue). Right below that is a version of APM210-1.d that shows the specific changes that UCAAD proposes to existing language.

"The University of California is committed to excellence and equity in every facet of its mission. Contributions in teaching, research and other creative work, professional activity, and University and public service that promote equal opportunity and diversity are to be encouraged. They should be given the same weight in the evaluation of the candidate's qualifications during Academic Personnel actions as any other contributions in these areas. These contributions to diversity and equal opportunity can take a variety of forms, including efforts to advance research, teaching, equitable access to education, and public service that address the needs of California's diverse population. Mentoring and advising of diverse students or faculty members are to be encouraged and given additional recognition in the teaching or service categories of the Academic Personnel process."

The University of California is committed to excellence and equity in every facet of its mission. Contributions in teaching, research and other creative work, professional activity, and University and public service that promote equal opportunity and diversity are to be encouraged and given recognition in the evaluation of the candidate's qualifications. They should be given the same weight in the evaluation of the candidate's qualifications during Academic Personnel actions as any other contributions in these areas. 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, equitable access to education, and public service that address the needs of California's diverse population. Mentoring and advising of diverse students or new faculty members are to be encouraged and given additional recognition in the teaching or service categories of the Academic Personnel actions process.

In addition, UCAAD is in the process of putting together a white paper to help implement its proposed new language of APM 210-1.d. Our white paper will incorporate various features of several white papers already in existence on several campuses which appear to be helping implement the existing language of APM 210-1.d.

Thank you again for giving UCAAD the opportunity to work with UCAP in developing a proposal for new language for APM 210-1.d.

Sincerely,

A handwritten signature in black ink that reads "Manuela Martins - Green". The signature is written in a cursive style with a horizontal line at the end.

Manuela Martins-Green
Chair, UCAAD

Copy: UCAAD
UCAP Chair Harry Green
Committee Analyst Eric Zárate
UCAP Analyst Brenda Abrams



UNIVERSITY COMMITTEE ON ACADEMIC PERSONNEL (UCAP)
Harry Green, Chair
harry.green@ucr.edu

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March 22, 2013

BOB POWELL, CHAIR
ACADEMIC COUNCIL

RE: PROPOSED CHANGES TO APM 210-1.d

Dear Bob,

As you requested last September, UCAP and UCAAD have been working together to find common language for revision of APM 210-1.d in order to clarify the impression that some readers have had that the current language of the paragraph can be read to say that research into issues of diversity should be given “extra credit” in the academic personnel process. UCAP had taken issue with this paragraph for several years and your charge to the two committees was to find agreed-upon language and bring it to the Council for consideration as revised language for this section of the APM.

I am pleased to report that the two committees have come to agreement on the first part of the paragraph that makes clear that research into issues of diversity is to be given the same respect in the academic personnel process as any other academic discipline.

However, we have not reached agreement on the final section of the paragraph that deals with mentoring and advising. After several attempts by both committees, we have not been able to find common language. UCAAD has adopted the position that in order to meet the UC stated goal of enhancing the diversity of our faculty, it is critical for APM 210-1.d to specifically state that mentoring of diverse students and young faculty will be given additional weight in the merit and promotion process because of the considerable additional effort necessary to help diverse graduate students and young faculty become successful academics in comparison with white males. A minority of UCAP members agreed with this philosophy but the majority of UCAP members favor language concerning mentoring and advising that is exactly analogous to the language concerning research. That is, an explicit statement that mentoring and advising of diverse students and young faculty shall be given exactly the same weight in the academic personnel process as mentoring of any other students and young faculty.

As a consequence of this difference of opinion, the two committees are sending forth to Council recommendations that are exactly the same except for the last sentence. I provide here the UCAP recommendation in clean text, followed immediately by a marked-up version showing the changes from the current language of APM 210-1.d.

"The University of California is committed to excellence and equity in every facet of its mission. Contributions in teaching, research and other creative work, professional activity, and University and

public service that promote equal opportunity and diversity are to be encouraged. They should be given the same weight in the evaluation of the candidate's qualifications during Academic Personnel actions as any other contributions in these areas. These contributions to diversity and equal opportunity can take a variety of forms, including efforts to advance research, teaching, equitable access to education, and public service that address the needs of California's diverse population. Mentoring and advising of diverse students or faculty members are also to be encouraged and given the same weight in the evaluation of a candidate as any other contributions to mentoring and advising."

"The University of California is committed to excellence and equity in every facet of its mission. Contributions in teaching, research and other creative work, professional activity, and University and public service that promote equal opportunity and diversity are to be encouraged and given recognition in the evaluation of the candidate's qualifications. They should be given the same weight in the evaluation of the candidate's qualifications during Academic Personnel actions as any other contributions in these areas. 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, equitable access to education, and public service that address the needs of California's diverse population. Mentoring and advising of diverse students or new faculty members are also to be encouraged and given recognition in the teaching or service categories of Academic Personnel actions- the same weight in the evaluation of a candidate as any other contributions to mentoring and advising."

Sincerely,

A handwritten signature in blue ink, appearing to read "Harry Green".

Harry Green, Chair
UCAP