

In what way does promoting diversity and equal opportunity relate to our research, teaching and service mission?

It not only reflects the changing nature of scholarship and research in the academy, but also underscores the obligation of the University of California as a land grant university to the state of California.

Is there any additional information that I might consult to learn more about the role of diversity in the mission of the University of California?

Yes. Consult the "UC Statement on Diversity." This statement was adopted by the Assembly of the Academic Senate and endorsed by the President of the University of California in 2006; and in 2007, adopted by the University of California Regents. Please visit the link at:
<http://www.universityofcalifornia.edu/diversity/>

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ADVANCE Program for Faculty Equity and Diversity

DIVERSITY
IN THE
ACADEMIC
REVIEW
PROCESS



Diversity in the Academic Review Process

In July 2005, the UC policy that governs faculty appointment, promotion and appraisal reviews, was revised to underscore the importance of diversity in all facets of faculty activity. The principle governing these changes is contained in the following statement on the criteria for personnel actions:

“Teaching, research, professional and public service contributions that promote diversity and equal opportunity are to be encouraged and given recognition in the evaluation of a candidate’s qualifications.”

Below are responses to several frequently asked questions that relate to the revised APM 210 review criteria and the associated review process.

Can faculty in all disciplines benefit from this change to the APM?

Yes. Faculty in any field may engage in activities that concern diversity and equal opportunity in ways that conform to our research, teaching and service mission as a public university.

Will this change to the APM alter the review process?

No. Faculty will continue to be evaluated based on their research, teaching and professional and public service on a regularly scheduled basis.

Are the different levels of review—department or program, school or division, and campus--aware of these changes?

Yes. As with all changes to the APM, the entire campus was consulted and informed through their representative bodies and/or reporting channels.

Are faculty appointments, appraisals or promotions contingent on research, teaching or service that promotes diversity, equal opportunity or equity?

No. But, faculty who engage in such activities that meet the standards of excellence in their field or discipline should be recognized and rewarded.

How can I get credit in the review process for my diversity efforts?

Describe them in the designated sections of the addendum. If appropriate, describe your diversity efforts and their contribution to the research, teaching, or service mission of the university in your personal statement.

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