



OFFICE OF THE PROVOST AND
EXECUTIVE VICE PRESIDENT FOR ACADEMIC AFFAIRS

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

June 29, 2015

**CHANCELLORS
LABORATORY DIRECTOR ALIVISATOS
ACADEMIC COUNCIL CHAIR GILLY
ANR VICE PRESIDENT ALLEN-DIAZ**

**RE: Issuance of Revised Section 210-1-d of the Academic Personnel Manual
(APM - 210-1-d), Review and Appraisal Committees**

Dear Colleagues:

I am formally transmitting the revised Section 210-1-d of the Academic Personnel Manual (APM - 210-1-d), Review and Appraisal Committees, which is effective July 1, 2015. APM - 210-1-d, originally issued in 2005, has become a national model for universities to recognize and credit contributions to equal opportunity and diversity when evaluating faculty achievement for appointment, advancement, and promotion. The policy can be found online at: <http://ucop.edu/academic-personnel-programs/academic-personnel-policy/policy-issuances-and-guidelines/index.html>

I will briefly summarize the history of the effort to review and revise this important section of the APM, which has been in consultation for more than two years with the Academic Senate and campus administration. During the 2012-13 academic year, the University Committee on Academic Personnel (UCAP) and the University Committee on Affirmative Action and Diversity (UCAAD) collaborated on a proposal to modify APM - 210-1-d to clarify its language regarding evaluation of contributions to diversity in merit and promotion reviews.

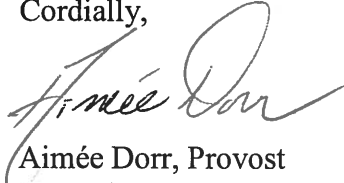
In spring 2013, Academic Council approved the language, which was distributed for Management Consultation (January – March 2014) followed by Systemwide Review (May – July 2014). Systemwide Review generated significant comments, concerns, and recommendations for alternative language. Academic Council Chair Mary Gilly proposed new language distributed for Final Review (March – May 2015), which resulted in broad systemwide consensus that the goals of the revision had been met: new language clarifies the intent of the existing language and strengthens the principle that diversity functions as a component of excellence at the University of California. Academic Council's proposed language remains the language that is issued effective July 1, 2015, with one change; "due credit" is changed to "due recognition" in the last sentence of the paragraph to ensure consistency with the second sentence. More detailed documentation on the consultation process is appended to this letter.

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I wish to thank all members of the University for their efforts to revise APM - 210-1-d.
Your contributions are deeply appreciated.

Cordially,

A handwritten signature in black ink, appearing to read "Aimée Dorr". The signature is fluid and cursive, with the first name "Aimée" written in a larger, more prominent script than the last name "Dorr".

Aimée Dorr, Provost

Executive Vice President for Academic Affairs

Attachments: APM - 210-1-d (page 4, paragraph 2)
 Appendix

cc: President Napolitano
President's Advisory Group
Executive Vice Chancellors/Provosts
Vice President Duckett
Vice Provost Carlson
Vice Provosts for Academic Affairs/Academic Personnel
Deputy General Counsel Friedlander
Deputy General Counsel Woodall
Senior Counsel Van Houten
Executive Director Baxter
Executive Director Fox
Executive Director Tanaka
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