



OFFICE OF THE PRESIDENT

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June 28, 2006

CHANCELLORS

Dear Colleagues:

Enclosed is the report from the UC President's Task Force on Faculty Diversity that was presented at the UC Summit on Faculty Diversity held last month. The report and related documents also are available on the Web at:

<http://www.universityofcalifornia.edu/facultydiversity/report.html>

In accordance with the recommendation made by the Task Force, I am asking each of you to bring together your campus summit representatives to discuss the status of faculty diversity on your campus and to create a campus implementation plan for the next academic year.

I am pleased to offer the following thoughts on what we have done and will be doing in response to the recommendations of the Task Force:

Leadership

We have all signed the University of California Statement on Faculty Diversity. I urge you to display this statement prominently on your home page and emphasize the importance of a diverse faculty to the campus and community at every opportunity.

Academic Planning

In my letter of March 8, I asked you to address three themes in your local planning activities in preparation for our systemwide planning discussions. One of the themes identified for special attention was how your academic programs will address the increasing diversity of California, and how you are continuing to advance the diversity of your faculty and students.

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Resource Allocation and Faculty Rewards

In July 2005, I issued a revision to the systemwide policy on faculty appointment and advancement (APM 210-1-d) that states that a faculty member's teaching, research, professional and public service contributions that promote diversity and equal opportunity are to be encouraged and given recognition in the evaluation of the candidate's qualifications. I expect each campus to explore with the Academic Senate how this new policy language will be implemented in the current academic personnel review procedures.

Faculty Recruitment and Retention

The Task Force report contains many examples of effective academic personnel programs and procedures to ensure equal opportunity and promote diversity among our faculty ranks. I expect each campus to review its procedures for areas that can be strengthened, and to ensure that all department chairs, deans, and other administrations are well versed in the best practices for recruiting and retaining a diverse faculty.

Accountability

Our efforts to promote equal opportunity and diversity will not succeed unless all members of the academic community are held accountable for promoting an academic climate in which contributions to diversity are an expectation rather than an afterthought in the pursuit of excellence. I expect you to develop annual reporting of efforts and results at the department, division, and campus level, coupled with monitoring and resource-based incentives to back up the commitment to faculty diversity.

I understand this effort will be a multi-year process involving activities on many fronts. However, in one year, I will ask for a substantial progress report on your accomplishments in addressing the recommendations of the Task Force. I look forward to working with you on these important issues.

Sincerely,



Robert C. Dynes

Enclosures

cc: Provost Hume  
Members, President's Task Force on Faculty Diversity