



CHAIR, ACADEMIC SENATE
RIVERSIDE DIVISION
UNIVERSITY OFFICE BUILDING, RM 225

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June 15, 2012

Robert Anderson
Professor of Economics and Mathematics
UC Systemwide Academic Senate
1111 Franklin Street, 12th Floor
Oakland, CA 94607

Dear Bob,

RE: FACULTY DIVERSITY WORKING GROUP RECOMMENDATIONS REPORT

The Committee on Academic Personnel (CAP) and the Committee on Diversity and Equal Opportunity reviewed the Report and Recommendations of the Faculty Diversity Working Group, which was formed by the President to support the President's Advisory Council on Campus Climate, Culture, and Inclusion. I append comments received from these two committees below:

The Committee on Academic Personnel has given the recommendations of the Faculty Diversity Working Group careful consideration. In general, we do not believe that special training in this area is necessary, and neither do we find that the campus CALL compels or justifies a half-step increase for promoting diversity. In accordance with the APM, CAP already takes diversity issues into account when assessing a file. However, CAP does not treat diversity as a separate evaluative category; instead, we view it only in the context of research, teaching, and service. Though we encourage diversity, we find that the criteria for diversity itself need to be more precise. While we are aware that a diverse CAP is desirable and acknowledge the importance of each member's sensitivity to this issue, we do not believe that any systematic attempt should be made to engineer the racial/ethnic/gender composition of CAP. Such an approach would complicate and impede the already difficult process of finding qualified faculty from a sufficiently broad array of disciplines who are willing to serve on CAP. Moreover, appointing someone from a particular group does not guarantee that that person will speak for other members of his or her group. To assume otherwise would be to essentialize that group in a way that we find inappropriate.

The Committee on Diversity and Equal Opportunity (CODEO) recognizes the steering committee's recommendation for 11 "promising practices" for fostering a diverse faculty and their distinct proposals for system wide and local implementation. Despite the recommendation of such practices, however, there are a number of challenges that make it difficult to implement these practices. These challenges include practical considerations such as budget and time constraints for training, and lack of clarity about what implementation is required when involving faculty. More subtle challenges are evident in unspoken requirements for faculty to participate in evaluations of these practices, or for evaluators to deliver robust findings. Complex institutional challenges exist at

the university in relation to obligations towards diversity, and the extent to which agencies will invest authority in the practices. Although the committee lauded these practices, at this point it was difficult for CODEO to determine how these practices would be implemented. At this time we have no recommendations on how to implement these practices fully.

Sincerely yours,

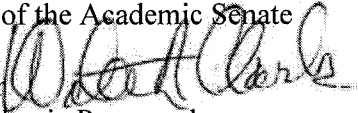
Mary Gauvain
Professor of Psychology and Chair of the Riverside Division

CC: Martha Kendall Winnacker, Executive Director of the Academic Senate
Sellyna Ehlers, Director of UCR Academic Senate office

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Senate*
COMMITTEE ON ACADEMIC PERSONNEL

June 8, 2012

To: Mary Gauvain, Chair
Riverside Division of the Academic Senate

From: Walter Clark, Chair 
Committee on Academic Personnel

Re: Faculty Diversity Working Group Recommendations Report

The Committee on Academic Personnel has given the recommendations of the Faculty Diversity Working Group careful consideration. In general, we do not believe that special training in this area is necessary, and neither do we find that the campus CALL compels or justifies a half-step increase for promoting diversity. In accordance with the APM, CAP already takes diversity issues into account when assessing a file. However, CAP does not treat diversity as a separate evaluative category; instead, we view it only in the context of research, teaching, and service. Though we encourage diversity, we find that the criteria for diversity itself need to be more precise. While we are aware that a diverse CAP is desirable and acknowledge the importance of each member's sensitivity to this issue, we do not believe that any systematic attempt should be made to engineer the racial/ethnic/gender composition of CAP. Such an approach would complicate and impede the already difficult process of finding qualified faculty from a sufficiently broad array of disciplines who are willing to serve on CAP. Moreover, appointing someone from a particular group does not guarantee that that person will speak for other members of his or her group. To assume otherwise would be to essentialize that group in a way that we find inappropriate.

May 9, 2012

TO: MARY GAUVAIN, CHAIR
RIVERSIDE DIVISION

FR: MICHAEL J. OROSCO, CHAIR
COMMITTEE ON DIVERSITY AND EQUAL OPPORTUNITY

RE: Faculty Diversity Working Report

CODEO met on May 9, 2012 to discuss the report of the Faculty Diversity Working Group. CODEO recognizes the steering committee's recommendation for 11 "promising practices" for fostering a diverse faculty and their distinct proposals for system wide and local implementation. Despite the recommendation of such practices, however, there are a number of challenges that make it difficult to implement these practices. These challenges include practical considerations such as budget and time constraints for training, and lack of clarity about what implementation is required when involving faculty. More subtle challenges are evident in unspoken requirements for faculty to participate in evaluations of these practices, or for evaluators to deliver robust findings. Complex institutional challenges exist at the university in relation to obligations towards diversity, and the extent to which agencies will invest authority in the practices. Although the committee lauded these practices, at this point it was difficult for CODEO to determine how these practices would be implemented. At this time we have no recommendations on how to implement these practices fully.

Michael J. Orosco