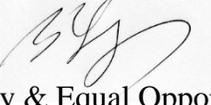


UC RIVERSIDE UNIVERSITY OF CALIFORNIA | **Academic Senate**
COMMITTEE ON DIVERSITY & EQUAL OPPORTUNITY

January 28, 2015

To: Jose Wudka, Chair
Riverside Division of the Academic Senate

From: Zhenbiao Yang, Chair 
Committee on Diversity & Equal Opportunity

Re: Revised guidelines for Target of Excellence (TOE) program

At its meeting on January 28, 2015, the Committee on Diversity and Equal Opportunity discussed the revised guidelines for the Target of Excellence (TOE) program and voted (+4-0-0) in support of the proposal with the following changes.

Under the heading criteria for target of excellence (TOE) appointments, the committee recommends modifying the first sentence to read:

The Target of Excellence (TOE) program is intended to provide an “opportunistic” mechanism for appointing outside scholars, including those *who will enhance* campus diversity, who would contribute substantially to the excellence of research and instruction on campus.

The committee recommends modifying the last sentence in the third paragraph to read:

This individual should clearly be someone who *will* rise to the top during a normal faculty recruitment.

The Committee on Diversity and Equal Opportunity is very pleased with this document and its commitment to excellence and diversity and recommends these changes in wording in order to strengthen this commitment.