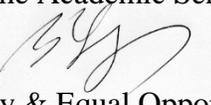


**UC RIVERSIDE** UNIVERSITY OF CALIFORNIA | **Academic Senate**  
**COMMITTEE ON DIVERSITY & EQUAL OPPORTUNITY**

May 4, 2015

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

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

Re: APM 210-1-d, Review and Appraisal Committees

At its meeting on April 29, 2015, the Committee on Diversity and Equal Opportunity discussed the revised language to APM 210-1-d, Review and Appraisal Committees and further considered the key issues undertaken by the working group. Specifically, the Committee examined if the new wording adheres to the original intention of the APM section ensuring that faculty efforts in promoting equal opportunity and diversity receive their proper credit in the academic review process. The Committee feels that the proposed wording strengthens this purpose and is broad enough that it can be opened to many interpretations across all fields of research, but still specific enough to change the way in which the diversity issue is approached.

The Committee considered if the proposed language removed the implication that diversity contributions are to be considered as a forth criteria in the merit and promotion process and the implication that these contributions would be given more credit than other contributions. The Committee agreed the proposed language does not change the current evaluation process nor impair a faculty member's ability to attain a fair and equitable review based on the three required criteria of teaching, research, and service. The inclusion of the language "due recognition" emphasizes diversity without requiring it to be a forth criteria in the review process and provides an opportunity for the recognition of diversity as a plus, but does not put a malice on faculty who do not have this element present in their file.

It is the Committees view that the APM is intended to provide guidance and is intentionally written in a manner that is open to interpretation. In this spirit, the Committee suggests that upon the implementation of APM 210-1-d into campus procedures, the Senate be acutely involved in the process.