

Travis Zachary Gutierrez

From: Cherysa P Cortez
Sent: Tuesday, March 08, 2016 3:51 PM
To: Genie Mulari; Veronica Quesada; Beth Beatty; Sarah Miller; Leondra Michelle Jacobs; Eilene Montoya; 'Akula Venkatram'; Sarjeet S Gill; Alice Zuyen Chavez; Gabrielle Brewer; Jason D Weems; Iryna Ethell; Alaxis B Timothy; Jasmine Mejia; David A Biggs; Peter Chung; Ana Kafie; Janet Harshman; Jan B Blacher
Cc: Cherysa P Cortez; Travis Zachary Gutierrez
Subject: For Campus Review: Proposal to Modify APM 245 Appendix A: Duties of Department Chairs
Attachments: to Senate. CoDEO proposed change to APM 245 Department Chairs re. inform....pdf
Follow Up Flag: Follow up
Flag Status: Completed

For Review by CAP, CEP, FW, Grad Council, R&J, UAC, and the School & College Executive Committees

On behalf of Senate Division Chair Jose Wudka, I attach a proposal from the Committee on Diversity and Equal Opportunity (CoDEO) regarding modifying the language in point two of [APM 245 Appendix A](#) regarding duties of department chairs. Responses are due **April 4th** and are to be sent to senate@ucr.edu. As always, no committee is required to opine if it considers this subject to be outside its charge.

Best,

Cherysa Cortez

Executive Director

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COMMITTEE ON DIVERSITY & EQUAL OPPORTUNITY

March 4, 2016

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

From: Manuela Martins-Green, Chair 
Committee on Diversity & Equal Opportunity

Re: Proposed change to APM 245 – Department Chairs

The Committee on Diversity and Equal Opportunity reviewed APM 245 regarding the Duties of Department Chairs (or Equivalent Officers) and discussed how well department chairs were keeping diversity issues at the forefront of faculty's minds in the hiring process. It was determined that some colleges are doing very well while others seem to struggle in diversifying their faculty profile. The Committee feels that to succeed in these areas there needs to be strong leadership that is willing to promote diversity and create awareness among the rank of faculty as well as language in the APM that may require chairs to ensure their faculty are receiving information regarding the goals of diversity.

Point 2 of APM 245 under the section "As leader of the department, the chair has the following duties" currently reads:

The appointee is responsible for maintaining a departmental affirmative action program for faculty and staff personnel, consistent with University affirmative action goals.

The Committee on Diversity and Equal Opportunity proposes the following modification to this sentence stating the following:

The appointee is responsible for informing faculty and staff personnel about the departmental affirmative action program and maintaining the program consistent with the University affirmative action goals.