


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

April 1, 2016

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

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

Re: Concern about Conflicts of Interest and Outside Letter Writers

The Committee on Diversity and Equal Opportunity met on March 3, 2016 to discuss the concern about conflicts of interest and outside letter writers for promotion files. The Committee considered the three proposed restrictions in addition to the current guidelines outlined in the CALL and felt that for several disciplines it is useful to include a letter from a major advisor in a tenure file. Faculty are aware of the bias that may exist in this type of letter, but are knowledgeable of how to interpret the information. The Committee agreed with the suggestion to restrict letters from reviewers who have been a co-author/co-producer with the candidate on/for a publication/creative activity in the last four years. The Committee also supports the idea of restricting letters from reviewers who may have a conflict of interest with the candidate. However, the Committee felt the proposed language was ambiguous and recommends removing the words “perceived” and “potential”.