



**COMMITTEE ON FACULTY WELFARE**

April 1, 2016

To: Jose Wudka  
Riverside Division Academic Senate

From: Jennifer Hughes, Chair   
Committee on Faculty Welfare

Re: Conflict of Interest/Extramural Letters

The Committee on Faculty Welfare met on March 15, 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 asking letter writers to recuse themselves provides an undue burden on the solicitation process. Rather, as not to deter qualified extramural reviewers from writing letters, the Committee suggests that department chairs receive thorough training on how to effectively vet suggestions from the department and the candidate at the beginning of the solicitation process. If the campus begins to arbitrarily exclude letter writers that should not be excluded, then departments will be forced to solicit writers that have nothing to do with the candidate's field of research.