

**COUNCIL ON ACADEMIC PERSONNEL (CAP)
FREQUENTLY ASKED QUESTIONS (FAQS)**

Revised November 1, 2008

13. How do activities related to diversity affect the academic review process?

In July 2005 changes were adopted to APM 210-10d, the UC policy which governs faculty appointment, promotion and appraisal reviews. The principle governing these changes is contained in the following statement on the criteria for personnel actions: "Teaching, research, professional and public service contributions that promote diversity and equal opportunity are to be encouraged and given recognition in the evaluation of a candidate's qualifications." Below are responses to several frequently asked questions that relate to the revised APM 210 review criteria and the associated review process.

- a. *Can faculty in all disciplines benefit from this change to the APM?* Yes. Faculty in any field may engage in activities that concern diversity and equal opportunity in ways that conform to our research, teaching and service mission as a public university.
- b. *Will this change to the APM alter the review process?* No. Faculty will continue to be evaluated based on their research, teaching and professional and public service on a regularly scheduled basis.
- c. *Are the different levels of review—department or program, school or division, and campus--aware of these changes?* Yes. As with all changes to the APM, the entire campus was consulted and informed through their representative bodies and/or reporting channels.
- d. *Are faculty appointments, appraisals or promotions contingent on research, teaching or service that promote diversity, equal opportunity or equity?* No. But, faculty who engage in such activities that meet the standards of excellence in their field or discipline should be recognized and rewarded.
- e. *How can I get credit in the review process for my diversity efforts?* Describe them in the designated sections of the addendum. If appropriate, describe your diversity efforts and their contribution to the research, teaching, or service mission of the university in your personal statement.
- f. *In what way does promoting diversity and equal opportunity relate to our research, teaching and service mission?* It not only reflects the changing nature of scholarship and research in the academy, but also underscores the obligation of the University of California as a land grant university to the state of California.
- g. *Is there any additional information that I might consult to learn more about the role of diversity in the mission of the University of California?* Yes. The Academic Council adopted a "Statement on Diversity" in May 2006. Please visit the link at:
<http://www.universityofcalifornia.edu/diversity/>