

January 7, 2022

Kathleen Komar
Interim Vice Provost for Academic Personnel

Re: Proposed Revision to APM 210 to Recognize Mentorship Activities

Dear Vice Provost Komar,

At its meeting on December 16, 2021, the Executive Board reviewed the proposed revisions to APM 210 to recognize mentorship activities as well as the feedback of the Council on Academic Personnel.

Executive Board members affirmed the importance of recognizing mentorship in the tenure and promotion process, particularly given the differential impact on women and underrepresented minority faculty whose additional mentoring roles and activities have been unrecognized. Members noted the distinction between mentorship of faculty peers and mentorship activities with students, postdoctoral scholars, and trainees. As indicated in the enclosure, CAP members highlighted the importance of both detailed and specific descriptions of mentoring activities and the protection of junior faculty.

We appreciate the opportunity to opine on this important matter.

Sincerely,



Jody Kreiman
Chair
UCLA Academic Senate

Encl.

Cc: Jessica Cattelino, Vice Chair/Chair Elect, UCLA Academic Senate
April de Stefano, Executive Director, UCLA Academic Senate
Lori Ishimaru, Senior Policy Analyst, UCLA Academic Senate
Catia Sternini, Chair, Council on Academic Personnel
Shane White, Immediate Past Chair, UCLA Academic Senate