

UCLA Academic Senate

Committee on Diversity, Equity & Inclusion

May 31, 2023

Jessica Cattelino, Chair
UCLA Academic Senate

Re: (Systemwide Senate Review) Proposed Revisions to APM - 210, Review and Appraisal Committees

Dear Chair Cattelino,

At its meeting on May 9, 2023, the Committee on Diversity, Equity, and Inclusion (CODEI) discussed the Proposed Revisions to APM - 210, Review and Appraisal Committees. Committee members recognize and support the update of the terminology and expansion of items pertaining to Diversity, Equity, and Inclusion (DEI).

Members also felt that the proposed revisions do not go far enough to connect DEI efforts with Research and Teaching in reviews and appraisals. As written, the proposed revisions place DEI efforts solely into the service category, which in turn would create an additional requirement for scholars. For example, the establishment of a “social justice community engaged research” area in faculty reviews would be a way to address the concerns of the committee.

The committee appreciates the opportunity to review these proposed revisions, and agreed that some changes were made in the right direction. If you have questions, please do not hesitate to contact me at reynaldo@chavez.ucla.edu or via the Committee analyst, Lilia Valdez, at lvaldez@senate.ucla.edu.

Sincerely,



Reynaldo F. Macias
Chair, Committee on Diversity, Equity, and Inclusion

cc: Steven Anderson, Member, Committee on Diversity, Equity and Inclusion
April de Stefano, Executive Director, Academic Senate
Shelleen Greene, Member, Committee on Diversity, Equity and Inclusion
Christine Grella, Member, Committee on Diversity, Equity and Inclusion
Theodore Hall, Member, Committee on Diversity, Equity and Inclusion
Smadar Naoz, Member, Committee on Diversity, Equity and Inclusion
Kyeoung Park, Member, Committee on Diversity, Equity and Inclusion
Margot Quinlan, Member, Committee on Diversity, Equity and Inclusion
Michael A Rodriguez, Member, Committee on Diversity, Equity and Inclusion
Lilia Valdez, Senior Policy Analyst, Committee on Diversity, Equity and Inclusion