

**Academic Senate Committee on Affirmative Action & Diversity (CAAD)**  
**Examples of Diversity Service to Address APM 210.1.d**

With support from the systemwide Academic Council, the University of California recently issued revisions to Section 210-1-d of the Academic Personnel Manual (APM) that explicitly recognize diversity-related activities in faculty appointment and promotion. The section states, in part:

*The University of California is committed to excellence and equity in every facet of its mission. Teaching, research, professional and public service contributions that promote diversity and equal opportunity are to be encouraged and given recognition in the evaluation of the candidate's qualifications. These contributions to diversity and equal opportunity can take a variety of forms including efforts to advance equitable access to education, public service that addresses the needs of California's diverse population, or research in a scholar's area of expertise that highlights inequalities.*

The revised APM does not imply that faculty members must engage in work on diversity, nor that they should be penalized if they choose not to. It does state, however, that, if faculty members do engage in such work, and if the quality of the work is judged to be high, proper credit must be given for it. To that end, the Academic Biography and Bibliography form now includes a specific request for information regarding efforts to promote diversity under section II - Professional Data, subsection (f) - Most Significant Contributions to Promote Diversity, if any.

Because diversity efforts can be defined broadly at the campus, community, and even national level, CAAD has drafted a list of examples of diversity service that may be included in this section. This list should not be considered exhaustive nor all-encompassing. Many other activities may also be considered as promoting diversity and equal opportunity, so long as the following are included in subsection (f):

1. The activities or services that the individual considers to be significant contributions in promoting diversity
2. Qualitative description of the specific role of the individual in those activities
3. Quantitative description of the time commitment dedicated to those activities and services

## Examples of Contributions to Promote Diversity

CAMPUS EFFORTS	
Advisory Service	<p>Service on:</p> <ul style="list-style-type: none"> <li>- Chancellor's Advisory Committees (i.e. Status of Women, Gender Identity and Sexual Orientation Issues, etc.)</li> <li>- Advisory Boards (Cross Cultural Center, Women's Center, LGBT Resource Center, etc.)</li> <li>- Diversity Council</li> <li>- Senate Committee on Affirmative Action &amp; Diversity (CAAD)</li> </ul> <p>Department Graduate Diversity Coordinator Advisor to various diverse student groups</p>
Recruitment Efforts	<p>Service on:</p> <ul style="list-style-type: none"> <li>- Faculty panels for transfer student orientation</li> <li>- Various ad hoc committees involved in diversity in undergraduate admissions, recruitment, retention (i.e. yield committee)</li> </ul> <p>Other recruitment efforts (i.e. visiting high schools, calling students, etc)</p>
Mentoring Service	<p>Mentoring:</p> <ul style="list-style-type: none"> <li>- Disadvantaged undergraduate/graduate students</li> <li>- Other faculty</li> <li>- Academic Enrichment Programs (e.g., McNair Program)</li> <li>- Underrepresented minorities/women in graduate school admission and/or job placement</li> </ul> <p>Obtaining minority supplements or fellowships from federal or other agencies</p>
COMMUNITY EFFORTS	
Outreach	<p>Outreach efforts to disadvantaged local schools Participation in community organizations involved in diversity, such as</p> <ul style="list-style-type: none"> <li>- Campus cultural centers and organizations (UCSD Cross Cultural Center, Women's Center, LGBT Resource Center, etc)</li> <li>- Community cultural centers and organizations (Women's History Museum Board, San Diego County Chicano/Latino Concilio, Urban League of San Diego County, Barrio Health clinic, etc)</li> </ul> <p>Other outreach efforts (i.e. judging science fairs)</p>
NATIONAL EFFORTS	
Service	<p>Service on state or national organizations involved in diversity Efforts to focus state or national organizations on diversity and equal opportunity</p>