

March 9, 2016

TO: Deans, Department Chairs, Equity Advisors, APCs

FROM: Vice Chancellor Jerry Kang
Vice Chancellor for Equity, Diversity and Inclusion



RE: Revisions to Faculty Search Process Policy Memorandum

On February 19, 2016, my Office released the first version of the Faculty Search Process Policy Memorandum, which focuses on my Office's role in the ladder-rank faculty search process. The Policy Memorandum was numbered #2016-01, and its Version was 2016.02.19.

Moving forward, you can expect regular updates to the Memorandum. These updates will refine and clarify the Policy based, in large part, on feedback that I receive from the various stakeholders involved in the faculty search process.

Even in the limited time since the Policy's initial release, I have received helpful feedback regarding Version 2016.02.19. In light of this feedback, I am circulating with this memo an updated version (Version 2016.03.09). The Policy's most current version, including a changelog, will always be available on the Equity, Diversity and Inclusion website: <<http://equity.ucla.edu>>.

Many thanks to everyone who has already offered feedback concerning the Policy. Your input is essential to this process and is always welcome. Thanks for your cooperation.

Changelog for Version 2016.03.09

- p.1 n.1: made explicit that Policy Memorandum is not intended to supersede or contradict the UCLA CALL
- p.5: provided a more full quotation of APM 210-1-d
- p.5: clarified that the Equity Advisor's role in the approval chain remains up to the Dean
- p.10: provided a more full quotation of APM 210-1-d
- p.11 n.16: added some flexibility to Waivers for Internal Search process
- other minor edits