

August 5, 2015

DEANS
DEPARTMENT AND PROGRAM CHAIRS
SENATE CHAIR

Re: Issuance of Revised CAPM 101.000, Waivers of Open Recruitment
for Senate Faculty Positions

Dear Colleagues:

I write to issue the revised campus policy on Waivers of Open Recruitment for Senate Faculty positions effective July 1, 2015. I appreciate the thoughtful comments received from respondents and have incorporated many of these suggestions into the final policy. Some of the key changes are highlighted below.

1. Expectation of a divisional permanent faculty provision for all proposals under this policy;
2. Requirement for TOE proposals to include a statement from the candidate addressing their past and/or potential contributions to diversity through their research/creative work, teaching, and/or service; as well as encouraging departments to ask spousal/domestic partner candidates to submit a diversity statement as described above.
3. Requirement that departments and deans must address contributions to diversity in both TOE and Spousal/Domestic Partner proposals;
4. Clarification of the process including requiring preliminary discussions with the dean and the CP/EVC in advance of submitting proposals, preliminary review of the proposal by the CP/EVC to verify funding and that proposal meets divisional priorities prior to submitting to the Senate for consultation, and providing copies of the Senate comments to departments and divisions when the final decision is issued.

Please direct any questions regarding this revised policy to Nancy Furber, Academic Personnel, furber@ucsc.edu).

Sincerely,



Alison Galloway
Campus Provost and
Executive Vice Chancellor

cc: Chancellor Blumenthal
Vice Provost Lee
Assistant Vice Chancellor Peterson
Academic Senate Office
Administrative Records
Department and Program Managers
Divisional Academic Personnel Coordinators