

Date: April 16, 2025

To: Deans and Department Chairs

From: Daniel Jeske, Vice Provost for Academic Personnel

Cc: Elizabeth Watkins, Provost and Executive Vice Chancellor  
Ken Baerenklau, Associate Provost & Chief of Staff  
Mariam Lam, Vice Chancellor & Chief Diversity Officer  
Academic Personnel Office  
Academic Senate Office  
Office of Civil Rights  
Academic Personnel Directors

Re: Academic Recruitments and Contributions to Diversity, Equity, and Inclusion (DEI) Statements

Please see the attached guidance from UCOP regarding academic recruitments and contributions to DEI Statements issued March 2025 which is also posted on the APO website [here](#). Academic recruitments in progress or search plans approved as of March 19, 2025, can continue as planned. Otherwise, new academic recruitments must adhere to the following changes:

1. UCRecruit no longer allows “Statement of Past and/or Planned Future Contributions to Advancing Diversity and Inclusive Excellence” to be requested as a stand-alone document.
2. Additionally, academic searches must include the following description (new text highlighted):

The University of California, Riverside is a world-class research university with an exceptionally diverse undergraduate student body. UCR is a member institution of the American Association of Universities (AAU) as well as the Alliance of Hispanic Serving Research Universities (HSRU). A commitment to the UCR [mission](#) is a preferred qualification.

We seek to hire scholars who will both advance our research directions and effectively educate our undergraduate and graduate students, while also engaging with University and Professional service activities. Research and teaching statements that are included with application materials are opportunities for candidates to share knowledge, experience, and goals that support the mission of UCR. For more information on UC’s criteria for successful faculty, refer to the [Academic Personnel Manual \(APM\) 210 - Criteria for Appointment, Promotion, and Appraisal](#).

For questions or more information, please send an email to [academicpersonnel@ucr.edu](mailto:academicpersonnel@ucr.edu).

References and Enclosures:

- [APM 210](#), Review and Appraisal Committees (effective March 25, 2024) – link
- UCOP Guidance Regarding Contributions to Diversity, Equity, and Inclusion Statements in Faculty and other Academic Appointee Recruitments (attached and [link](#))