



Davis Division Academic Senate

Request for Consultation Responses

Guiding Principles: Search Waivers for Academic Appointees at the University of California

March 16, 2016

The Systemwide Academic Senate has asked the Senate Divisions to review guidelines for the use of waivers in academic hiring, "Guiding Principles: Search Waivers for Academic Appointees at the University of California," developed by the UC Recruit Governance Board and reviewed by Academic Personnel Directors and Vice Provosts for Academic Personnel/Academic Affairs from all campuses. The document describes new UC system-wide minimum standards for the consideration of the use of search waivers and allows campuses to set further restrictions as needed.

Please submit your committee's comments by **Wednesday, March 16, 2016** to allow us to compile and summarize comments for the Davis Division response.

Affirmative Action & Diversity

March 9, 2016 1:46 PM

AA&D Committee Response to Proposed Guiding Principles for Search Waivers

In the interests of transparency and of a commitment to open searches as the primary recruitment method of the university, the AA&D committee supports having clearly stated minimum standards for search waivers. Furthermore, we strongly support the explicit inclusion of President's and Chancellors' Postdoctoral Fellows as a possible basis for a search waiver. Due to the frequently intense competition in recruiting diversity candidates, the use of search waivers for hiring PPFs has been a valuable tool for a number of departments in recruiting highly desirable candidates.

CAP Oversight Committee

March 14, 2016 1:34 PM

The Committee on Academic Personnel (CAP) has reviewed the document "Guiding Principles: Search Waivers for Academic Appointees at the University of California". Overall, CAP found the principles outlined in this document to be reasonable and in line with existing practice at UC Davis. CAP has one suggestion for modification to the proposed guidelines:

(1) In the category "President's and Chancellor's Postdoctoral Fellowship Recipients" on page 2, CAP suggests the insertion of a sentence stating that "Candidates are expected to satisfy the qualifications and standards of excellence for the appointment".

Planning & Budget

March 16, 2016 8:24 AM

CPB discussed the proposed guiding principles for search waivers for academic appointees at the University of California. Overall CPB did not have any major concerns with the proposed guiding principles.