

June 9, 2020

Professor Rachael Goodhue, Agricultural and Resource Economics, Committee Chair
Professor Richard Tucker, Cell Biology and Human Anatomy
Professor Christine Cocanour, Surgery
Distinguished Professor Rida Farouki, Mechanical and Aerospace Engineering
Distinguished Professor Robert Feenstra, Economics
Professor Prasad Naik, Marketing
Associate Professor Jon Rossini, Theatre and Dance
Professor Steven Theg, Plant Biology

RE: Special Committee on the Assessment of Step Plus

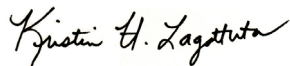
Dear Colleagues:

On behalf of the Executive Council and Senate leadership, I write to thank you for your thoughtful and substantive contributions to the assessment of Step Plus and the final report. This report represents a critical step in the evolution of our advancement practices at UC Davis and underscores the important work that has been done to reduce gender and racial inequities in merits and promotions. While there is still more work to do on these issues, your efforts highlight the ways in which Step Plus, though labor-intensive, can contribute to our ability to attract and retain an inclusive faculty community. Your report further indicates that actions may be needed to clarify advancement criteria, as well as to expand the kinds of data collected to better evaluate the Step Plus process and faculty progress.

Professor Goodhue presented your report to Executive Council on May 21, 2020 and to the Representative Assembly on June 4, 2020, where it was endorsed via electronic ballot. This report is posted on the Senate [website](#). Incoming Senate leadership and I will work on the next steps for addressing the committee's findings and recommendations.

Thank you again for your efforts on this Special Committee. I especially thank Professor Goodhue for her leadership as chair of this committee.

Sincerely,



Kristin H. Lagattuta, Ph.D.
Chair, Davis Division of the Academic Senate
Professor, Department of Psychology and Center for Mind and Brain

Cc: Richard Tucker, Chair-Elect, Davis Division of the Academic Senate
Ahmet Palazoglu, Vice Chair-Elect, Davis Division of the Academic Senate
Edwin M. Arevalo, Executive Director, Davis Division of the Academic Senate