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October 3, 2013

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Professor Susan Kaiser, Textiles and Clothing/Women and Gender Studies
Executive Associate Dean James MacDonald, College of Agricultural and Environmental Sciences
Director Carina Celesia Moore, Staff Development and Professional Services
Professor Bruno Nachtergaele, Department of Mathematics
Dean Jessie Ann Owens, Division of Humanities, Arts and Cultural Studies (chair)
Director Binnie Singh, Academic Affairs
Lecturer John Stenzel, University Writing Program
Specialist Yajarayma Tang-Feldman, UCDHS, Division of Infectious Diseases
Professor Catherine Vandevort, California National Primate Research Center

RE: Response to the Academic Federation Work Group Report

Dear Colleagues,

I write to respond to the "Academic Federation Work Group Report" dated May 28, 2013. First, please accept my sincere gratitude for your service on the work group and for the thoughtful and detailed treatment of this tremendously important subject.

The topics you address in the report are clearly complex and difficult. While a majority of you signed the report, a significant minority (three members) did not. They gave no reasons nor did they individually or collectively provide a minority report. While again I very much appreciate the careful thought that went into the report, this outcome suggests fundamental disagreements about how to proceed on extremely complicated and contentious issues.

The issues and recommendations span the gamut from what I might characterize as issues of climate and perception to specific recommendations to amend the Academic Personnel Manual (APM) and Standing Orders of the Regents of the University of California. Indeed, my initial analysis suggests that many of the recommendations straddle the lines of shared governance between the Regents, Academic Senate and administration. Coupled with the range of issues and apparent lack of consensus about how to address them, it is quite difficult to me to imagine a single response or plan of action to address all the issues and recommendations.

Academic Federation Work Group Members

October 3, 2013

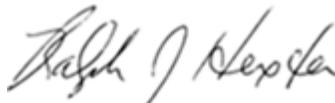
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With respect to issues of climate and perception, I note that we anticipate receiving the results of our campus climate survey. I expect that we will learn more about a variety of climate issues from that survey, and that it will help us think about ways to improve climate across the entire university. Certainly I share the desire that our campus culture move ever more close to the ideal of broad inclusion and a sense of shared purpose in our work and relationships. I also appreciate and agree with the spirit of broad consultation in the conduct of university business and will continue to seek out opportunities to include the Federation in such consultation processes consistent with the parameters of the University's shared governance structures.

It appears to me that additional conversation between the leadership of the Senate and Federation is required to identify issues for which there is a path and consensus for resolution. I will consult with Senate and Federation leadership, Vice Provost Stanton and Associate Vice Chancellor Gilbert, among others, to further discuss the issues and recommendations of the work group. While the report presents many suggestions relating to the academic personnel process, there may also be opportunities to reexamine organizational cultural issues that may be facilitated by our Organizational Excellence unit.

Again, please accept my sincere thanks for your willingness to serve on this work group and to address these difficult issues.

Sincerely,



Ralph J. Hexter

Provost and Executive Vice Chancellor

c: Vice Provost Stanton
Academic Federation Chair Van Winkle
Assistant Executive Vice Chancellor Mohr