PROVOST DORR  
ACADEMIC COUNCIL CHAIR JACOB

Dear Aimée and Bill:

Thank you so much for your participation and leadership during our discussion at Wednesday’s Academic Council meeting of the “Moreno Report” addressing incidents of bias and discrimination affecting faculty at UCLA. I very much appreciated the comments of our faculty colleagues and their willingness to address these issues both thoughtfully and vigorously. As I said at the time, this may be one of those moments where crisis creates an opportunity to make needed changes more expeditiously than our standard processes might achieve.

In recognition that these issues are largely campus-based, I have distributed the report to each of the Chancellors and asked them to report back to me on their anti-discrimination policies and procedures. We will discuss them at the November 6th meeting of the Council of Chancellors.

In addition, I thought the Academic Council’s proposal for a joint Senate-Administration Work Group regarding the Moreno Report was an excellent one. I would like the two of you to form this Work Group and serve as its co-chairs. The Work Group should include, in addition to the two of you, no more than three administrative representatives and three Senate representatives. Its charge would be to report back to me, the Council, and the Chancellors by the end of the calendar year. The Work Group report and any accompanying recommendations should encompass the following:

1. A review of our current procedures for handling complaints of bias or discriminatory behavior involving faculty. This review should examine the timeliness, clarity, transparency, and appropriateness of our procedures. It should address the critical question of consequences for faculty who are found to have engaged in discriminatory behavior, and make recommendations for improvements;
2. An analysis of the Moreno Report's recommendations and advice as to which of them should be implemented systemwide;

3. A longer-term strategy for addressing the root causes of discriminatory or harassing incidents that have occurred, as well as recommendations for ways the University can support diversity in all University endeavors at all of our campuses.

Again, I thank you for your leadership on these issues and your willingness to chair the Work Group. I look forward to the results of your efforts.

Yours very truly,

Janet Napolitano
President

cc: The Regents of the University of California
Chancellors