

COMMITTEE ON DIVERSITY, EQUITY, AND INCLUSION
ANNUAL REPORT TO RIVERSIDE DIVISION
November 30, 2021

To be received and placed on file:

The Committee on Diversity, Equity, and Inclusion (CoDEI) is an important part of faculty governance and collegial responsibility in the University of California system. As a committee of the Riverside Division of the Academic Senate, CoDEI is appointed by the Senate's Committee on Committees and consists of eight members of the Division, including, the Vice Chancellor and Chief Diversity Officer as non-voting ex-officio.

This Committee is charged with representing the Division on all matters of diversity, equity, and Inclusion at UCR. It monitors the campus for discriminatory employment practices, retention, and for issues involving diversity and campus climate, and, at its discretion, makes recommendations for improvement in specific practices and general policy. It further serves as a liaison between individuals having concerns related to diversity, equity, and inclusion at UCR and the Division, providing, at its discretion, advice and guidance when requested. It further represents the Division on all matters concerned with student diversity, equity, and inclusion including efforts to monitor and to increase the number of students from underrepresented groups who enter undergraduate, graduate and professional programs.

Effective Spring Quarter of 2020 through the Summer Quarter of 2021, UCR temporarily moved all in-person campus meetings to remote means, such as video conferencing and email. The Academic Senate temporary allowed flexibility for Senate committees to use Zoom in order to avoid significant interruption of business during the COVID-19 response. The Committee on Diversity, Equity, and Inclusion met four times during the 2020-2021 academic year and conducted business via in-person meetings, Zoom, and email.

In addition to reaffirming its Conflict-of-Interest Statement and conducting a review of its bylaws, the Committee undertook the following actions:

a. Consideration of Inquiries from the Campus at Large Concerning Various Topics

The committee discussed our concerns about how COVID-19 disproportionately affects members of the UCR community in ways that negatively impact equity, diversity, and inclusion. For example, there are numerous reports indicating that female faculty are disproportionately experiencing disruption of their research. Importantly, this issue is not limited to early-career faculty, as caregiving obligations for elderly and other family members often disproportionately fall to women and may stall advancement. The committee expressed concerns that the effects will likely exacerbate gender-based inequities in the merit and promotion system. The committee looks forward to engaging in more robust discussion about this topic to ensure that gender inequity in salaries is not exacerbated on campus.

The committee also discussed the role of the Faculty Equity Advisor (FEA) position used in the various colleges at UCR as well as how they are being used within the sister campuses. For instance, what activities are these individuals involved in (salary equity review, teaching release, active recruitment & retention, etc.), what authority do they have, who do they report to, what type of compensation is offered, etc. The committee discussed if the FEA role should be written into the APM to provide alignment between all UC campuses. At UCR the FEA currently works with

the Dean. Some suggested that the role should be independent from the Dean but noted there are funding issues that coincide with this recommendation. Vice Chancellor & Chief Diversity Officer, Mariam Lam noted that the Deans use FEA unevenly and the ODEI is working towards creating a list of minimum responsibilities for the role and then the Deans can use the FEA above and beyond the minimum, but not less. The committee asked Vice Chancellor Lam to share any reports or decisions that were made for this role so that CODEI could have some input.

b. Discussions with Campus Leadership and Recommendations to the Administration
April 15, 2021

Vice Chancellor & Chief Diversity Officer, Mariam Lam – Provided an in-depth presentation on the Campus Climate Council, the history of diversity efforts by the Office of Diversity, Equity, and Inclusion, as well as ongoing initiatives.

<https://diversity.ucr.edu/>

<https://diversity.ucr.edu/history-ucr-diversity-efforts>

June 10, 2021

VPAP Dan Jeske – Came to discuss salary equity and retention at UCR. More specifically: 1) campus policy regarding retention by gender, 2) salary equity by gender, 3) campus procedure regarding salary equity review.

To VPAP. CoDEI Recommendations on Salary Equity

On behalf of CoDEI, I would like to thank you for discussing our concerns on salary inequity at our meeting June 10, 2021. We also appreciate the information you shared with us from your recent salary equity study.

Upon receiving the WFA's letter in 2019 requesting to 1) conduct comprehensive salary equity study, 2) restore a mechanism for salary equity review upon individual faculty request. 3) hold departments accountable when a pattern of salary inequity is uncovered, and 4) narrow salary gap toward achieving true parity, the Committee analyzed campus salary data available to us, ranging from large data to individual salary comparison within the department. On the basis of our analysis, we believe that female faculty seem to progress more slowly through merit and promotion at UCR (Table 1 and 2 enclosed below), which potentially contributed to salary inequity.

In light with the information shared by Mary Croughan during her Provost interview last year, we also examined UCSF's effort on salary inequity study, which can be found at <https://facultyacademicaffairs.ucsf.edu/faculty-life/salary-equity>. UCSF is not only actively engaged in salary equity review, but also made salary adjustment in a total of \$1.95M between 2015 and 2019. The Committee urges your office to obtain comprehensive information (including the equity review procedure) from UCSF Academic Personnel.

After our information gathering and discussion, we conclude that a comprehensive salary study to further understand the depth of the issue at UCR is warranted. We request that the following actions are taken as parts of the study:

1. Use data that are currently available to identify “outliers” and take steps to remedy any inequities that are found.
2. Identify and create mechanisms to collect on-campus data that can teach us more about

salary inequity, the rate at which faculty progress through merit and promotion process and retention.

3. Create a policy that will hold departments/deans accountable when a lack of equity is uncovered as a foundation for improving campus climate.
4. Establish a mechanism that does not require outside letters yet allows for comparison within the department to address salary inequity upon individual faculty request

We look forward to continued discussion of salary equity with you.

c. Advice to the Academic Senate

In keeping with its charge to make recommendations for improvement in specific practices and general policy, the Committee considered the following Campus and System-wide reviews:

Campus Review

- New Department Pre-Proposal. Department of Black Study
- Transfer of CMDB Graduate Program and CMDB Undergraduate Program to Department of MCSB
- Proposed Degree Program. Master of Public Health (MPH)
- New Undergraduate Major. Bachelor of Science in Robotics Engineering
- 2nd Round-Master of Science Degree in Robotics
- Proposal. Proposed Transition of VPAR at UCR
- 2nd Round-Transition of VPAR Role at UCR
- 3rd Round-Transition of VPAR Role at UCR
- Proposed Policy. UCR Anti-Bullying Policy
- Report Review. Committee on Faculty Welfare - Campus Climate Survey Report
- Proposal for a Dean's Final Merit Delegation at UCR
- Proposal for MCBL Joint BS-MS Degree Program
- 2nd Round - Proposal for Microbiology Combined BS-MS Program
- 2nd Round - Formalization of Division Status for Undergraduate Education
- Academic Planning. Draft Strategic Plan
- Campus Safety Task Force draft report & recommendations
- Final Report from Ad Hoc Committee on Evaluation of Teaching
- Request for Recommendations. President's Job Protection Program
- 2nd Round. Joint Statistics BS-Statistics MS Five Year Combined-Degree Program
- 2nd Round-Joint Public Policy BAMPP 5-Year Combined Degree Program
- New Master Degree Proposal. M.S. Degree in Data Science
- Interim COVID-Related Dependent Care Modified Duties
- Report of the Academic Council Teaching Evaluation Task Force
- The Ronald H. Chilcote Endowed Chair in Latino & Latin American Studies & Research
- Proposal to Modify Review Model for Freshman Admissions Fall 21 & 22
- Renewal of Partnership Agreement between UCR & RUSD regarding Riverside STEM Academy
- Proposed Policy. Remote Options for Fall 2021
- Proposed Modification to the Merit and Review Process -Extenuating Circumstances

- Proposed Change to Search Approval Workflow for Academic Searches

System-wide Review

- Draft Presidential Campus Safety Plan
- Proposed Policy. SARS-CoV-2_COVID-19_Vaccination Program
- Report Review. Innovative Learning Technology Initiative (ILTI) Review
- Proposed Presidential Policy on Native American Cultural Affiliation and Repatriation
- Proposed Revisions to the University-wide Police Policies and Administrative Procedures
- Faculty Salary Scales Task Force Report and Recommendations
- Proposed Revisions to Leave-Related Policies APM 700 series
- Proposal. 2020-21 Curtailment Program

The Committee's formal response to each issue is located on the Academic Senate website and can be found at: <https://senate.ucr.edu/issues/archive/2020>

d. Representation at System-wide Senate and the Executive Council

CoDEI continued its active participation on the system-wide University Committee on Affirmative Action, Diversity, and Equity (UCAADE). The 2020-21 CoDEI representative was Xuan Liu, who updated committee members of the issues under discussion at the statewide level. Chair Liu also represented the committee on the UCR Academic Senate's Executive Council.

Respectfully submitted,

Xuan Liu, Chair
Philip Brisk
Chia-En Chang
Bree Lang
Austin Johnson
Katherine Stavropoulos
Victoria Reyes – *Partial year member*
Amalia Cabezas - *Partial year member*
Amir Zaki - *Partial year member*
Mariam Lam, Vice Chancellor and Chief Diversity Officer, *Ex-Officio*
Isabela Perez - GSA Representative
Christopher Fernandez - ASUCR Representative