

COMMITTEE ON DIVERSITY, EQUITY, AND INCLUSION
MINUTES
April 21, 2022

The meeting was called to order by the Chair at 10:00 a.m.

Present: Katherine Stavropoulos, Chair Austin Johnson Amir Zaki Chow-Yang Lee Ahmed Eldawy Mariam Lam – Vice Chancellor & Chief Diversity Officer Isabela Perez – GSA Rep.	Absent: Mufida Assaf – ASUCR Rep Chia-En Chang Bree Lang
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Chair Updates

Chair Stavropoulos welcomed all members.

UCAADE and Executive Council update

Chair Stavropoulos missed both meetings and did not have any updates.

***[Campus Review]* Pre-Proposal for a University Honors College at UC Riverside**

The committee reviewed the Pre-Proposal for a University Honors College and noted that there was not an explicit mention of diversity considerations. The committee recommends a section specifically on diversity, equity and inclusion matters.

Vice Chancellor and Chief Diversity Officer Mariam Lam shared that University Honors has been proactive about reaching out to her staff about ideas, particularly around raising awareness about Phi Beta Kappa.

Prep for meeting with Provost Liz Watkins and VPAP Dan Jeske

The committee discussed the two topics of conversation for the meeting with Provost Watkins and VPAP Jeske: salary equity and preemptive retention. Both topics are relatively new to the committee and as such, the committee wants to learn about these topics and ask clarifying questions.

Vice Chancellor and Chief Diversity Officer Mariam Lam shared that the Provost and VPAP have been working on developing a salary equity program.

The group took a break and regrouped at 10:55 am.

Meeting with Provost Liz Watkins and VPAP Dan Jeske (11am-12pm)

The Provost and VPAP joined the group at 11 am. All members introduced themselves.

Chair Stavropoulos kicked off the meeting by introducing the two topics for discussion, salary equity and preemptive retention. Provost Watkins then expressed that she wanted to share some exciting news regarding salary equity.

VPAP Jeske then gave a presentation on a proposed salary equity plan, which has come as a result of extensive work with the Deans and Mariam's office. As background for this proposed plan, the VPAP completed a statistical analysis and looked at the salaries of all faculty. Half of faculty members are above and half are below the median salary. The goal of this proposed salary equity plan is to bring them to within 3 percent of their predicted median salary.

This plan will cost \$1.3 million, which will be paid by central campus for the first year. For context, this cost is only a third of what we spend on merits and promotions. After the first year, the colleges and schools will pay the cost each year. Deans will need to conduct salary equity studies every two years and act on them.

If faculty are brought to within 3 percent of their median salary, that impacts around 200 faculty members. Furthermore, the demographics impacted mirror our general faculty demographics. The salaries of faculty will be brought up by this proposed plan but no one will be brought down.

There was discussion about the current equity review process, which is essentially a calibration for where a faculty member's salary ranks with respect to their peers. For example, if a faculty member felt that their salary is below that of their colleagues, they can request a career review. On the other hand, this proposed plan is an across the board view of equity; not just individualized attempts.

Next, the group discussed preemptive retention. VPAP Jeske projected a flow chart of the current preemptive retention process, as well as suggested future processes.

In the current preemptive retention process, there is a discussion between the department chair and faculty member about their potential departure from UCR. Then there is a department-wide discussion about this faculty member potentially leaving and whether it would be a loss to the department, in terms of important research or other crucial areas. The department then shares with the Dean whether or not it is strategic to preemptively retain this faculty member. Thereafter, a joint department and Dean's letter is written and discussed with the candidate.

A proposed new step would be, if the Dean is supportive, to provide a Dean's letter. This is part of the package that gets submitted to the Committee on Academic Personnel (CAP). CAP then votes and provides their recommendation. The Provost makes the final decision.

If the Dean is not supportive, that should not stop the process. The package should still be forwarded to CAP. CAP still writes their recommendation and the Provost makes the final decision. If the Provost said yes, then the package with the proposed terms goes to the Dean and then it goes back to CAP.

There was discussion about the terms of preemptive retention. These include research support, endowed chair positions, fellowship recommendations, and teaching releases. There was also

discussion about what is the trigger point for preemptive retention. This could be job talks, being selected as a finalist, etc. up until the point before obtaining an offer. Once an offer is made, that would be a retention process instead of a preemptive retention process. Another preemptive retention term for the candidate is to not to seek preemptive retention for a number of years and to withdraw themselves as a candidate for the outside institution. The preemptive retention process is quick and usually takes about two weeks.

The committee discussed how this information could be better shared with faculty members. The flow chart is going through some revisions and should be shared on the website in the future.

The committee thanked Provost Watkins and VPAP Jeske for their time.

Future meeting dates:

- Final meeting of the year June 23, 2022.

The next meeting is scheduled to take place on Thursday, June 23, 2022, at 10:00 am.

The meeting adjourned at 12:00 pm.