EXECUTIVE COUNCIL

November 12, 2021

To: Mariam B. Lam, Vice Chancellor & Chief Diversity Officer

From: Jason Stajich, Division Chair

Re: Internal Job Announcement for 50% Associate Vice Chancellor for Diversity, Equity and Inclusion

During their November 8, 2021 meeting, Executive Council discussed the Internal Job Announcement for 50% Associate Vice Chancellor for Diversity, Equity and Inclusion and had no comments to add to those in the attached memos from the Committee on Faculty Welfare and the Committee on Diversity, Equity, and Inclusion.
COMMITTEE ON FACULTY WELFARE

October 18, 2021

To:                Jason Stajich
                    Riverside Division Academic Senate

From:              John Heraty, Chair
                    Committee on Faculty Welfare

Re:                [Campus Review] Job Announcement-Description: Associate Vice Chancellor for Diversity, Equity and Inclusion (50% AVC-DEI Internal)

The Committee on Faculty Welfare met on October 12, 2021, to consider the job advertisement and justification for the position of Associate Vice Chancellor for Diversity, Equity and Inclusion (VC- DEI & CDO). The committee is fully supportive of the position as developed and advertised. Although we found it very well developed, there was a question about the meaning of "An appropriate terminal degree and possession of a tenured faculty position". Presumably any tenured faculty member would have an appropriate terminal degree unless there was some other implied meaning here. This should be clarified or deleted. The committee also felt that it would be good to have a review of the position after one year to assess the impact and necessity of making this a permanent position.
November 2, 2021

To: Jason Stajich  
Riverside Division Academic Senate

From: Katherine Stavropoulos, Chair  
Committee on Diversity, Equity, & Inclusion

Re: [Campus Review] (Job Announcement-Description) Associate Vice Chancellor for Diversity, Equity and Inclusion (50% AVC-DEI Internal)

The CoDEI reviewed the job announcement/description for the proposed position of Associate Vice Chancellor for Diversity, Equity, and Inclusion. We are supportive of hiring for this position to support the efforts related to diversity, equity and inclusion on the campus. We are providing only minor comments.

The tasks described in the job advertisement are vague. Is it possible to be more specific about the expected tasks? Below are three suggestions:

1. In the first bullet of “Programming and Organizational Change”, could the ad include some specific programs or initiatives that are planned or currently underway to which the candidate will be expected to contribute. In the case of

2. In the sixth bullet of “Programming and Organizational Change”, it’s not obvious what it means to “take advantage of UCR’s diverse undergraduate student body”.

3. In the fifth bullet of “Leadership”, the term “community” is ambiguous. Is it meant to be the campus community or the greater community?

Finally, if the applicant pool is small, it may not be optimal to require candidates to have the ability to analyze statistical data if it is not critical to the person being successful in the position.