



COMMITTEE ON DIVERSITY, EQUITY, & INCLUSION

February 19, 2026

To: Kenneth Barish, Chair
Riverside Division Academic Senate

From: Esra Kurum, Chair 
Committee on Diversity, Equity, & Inclusion

Re: [Campus Review] (Bylaw Change) Proposed Changes to the Charge of the Committee on Faculty Research Lecturer (Bylaws 8.13, 8.13.1, 8.13.2)

The Committee on Diversity, Equity and Inclusion has reviewed the proposal above and the supplemental documents and counterproposal concurrently provided. The committee appreciates the desire to broaden the scope of the Faculty Research Lecturer (FRL) Award to enhance inclusion and champion the importance of science, creativity, and accessible research for the UCR community. CODEI requests further communication from the FRL Award Committee in relation to their response to the original proposal. An explanation of the reasonings behind the vigorous committee response, the counter proposals offered, and clarification of the role of the “UC-Wide” FRL would be helpful in determining the best path forward.

In the interim, CODEI has assessed the two aspects of the proposal on their own merits and feasibility related to the charge of the committee as follows:

Committee Membership:

While the committee finds the intent to have representation from every college or school appropriate for the purposes of access and inclusion, current feasibility of this endeavor could prove to be a hinderance to filling committee membership. Alternatively, the proposed retaining of a supermajority of five former FRLs in the committee would ultimately render the inclusion of two additional members arbitrary.

The committee suggests a charge that prioritizes representation from all schools or colleges with seven members and stipulates no less than two former FRLs with neither former FRLs nor members of any one school or college being able to hold a majority in the committee. This structure would seek to retain the necessary expertise of the Award committee while potentially broadening the scope of faculty contribution to the decision seeking a more accurate reflections of the campus academic community.

Award Recipients:

Historically, the Faculty Research Lecturer award has been awarded to Distinguished Faculty to recognize their excellent contributions in their field. The proposed suggestion to identify awardees at every level would improve inclusivity and allow for the recognition of research excellence at each rank.

Recognition of this sort would serve to broaden the scope of research presented, the audience in attendance from the campus community, and upshift recognition in UCR campus culture. It also would serve as an amplifier for research and faculty excellence at the University increasing publicity, retention, campus perceptions of excellence, and faculty achievement translating to accolades at later ranks and national stages.