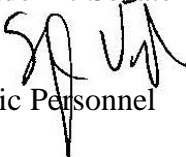


**COMMITTEE ON ACADEMIC PERSONNEL**

February 24, 2020

To: Dylan Rodriguez  
Riverside Division Academic Senate

From: Sherryl Vint, Chair   
Committee on Academic Personnel

Re: Proposal Expected to Eliminate Differences in Rate of Advance of Faculty  
Among Genders and Ethnicities

CAP reviewed this proposal at its meeting on February 19, 2020. While the committee applauds the intent of the proposal as stated in its title and concurs that this goal should be a priority for our campus, nonetheless the committee had several concerns with the proposal itself. There was a wide variety of opinions on the matter expressed by CAP members, and this memo summarizes the range of our positions.

Most importantly, several questions were raised about the thoroughness of the data provided. CAP noted that the documentation does not establish that discrepancies in the frequency of asking for additional actions are the cause of any differences in the rate of advance. CAP also noted that the data provided showed only differences in changes between Assistant, Associate, and Professor ranks, and it wondered if additional data on the rate of advance within these ranks, particularly the Professor rank, would provide evidence of a more substantial disparity in progress than is documented by existing data. CAP would also like to see data on any discrepancy regarding the duration between achieving the rank of Professor and advancing to Step VI, and also data on whether there are disparities among genders or ethnicities for those who do or do not proceed to this rank. CAP would also like to see similar data on rate of advance or a lack of advancement to Distinguished Professor by gender and ethnicity. Finally, CAP wondered about the availability of data regarding the relationship between requested and denied or granted actions, which would also shed further light on whether the frequency of requests is the cause of any documented disparities. Some members felt that other reasons could be the cause, such as the distribution of service work, which may prevent some candidates from being able to devote adequate time to their research. CAP appreciates the campus's commitment to ensuring diversity on its committees, but some CAP members thought it was important to recognize that this commitment often means that service responsibilities fall more heavily to female faculty and faculty of color.

Additionally, several CAP members were not convinced that the data submitted demonstrated that a significant discrepancy in rates of advance existed, while

acknowledging that a small but persistent discrepancy is evident in the data suggesting an overall slower rate of advance for women. Not all CAP members were convinced that this difference was significantly large enough to warrant a procedural change.

Further, some CAP members were not convinced that this policy was the best way to solve the problem of different rates of advance, that is, that different frequency of asking for additional actions may not correlate with ethnicity and gender. In CAP's experience, the different frequency of rates of request for additional actions correlates to departments, with some much more likely to make such requests than others. Moreover, concerns were raised that the Call and its requirements, as well as the options for additional actions and the reasons they might be warranted, were poorly understood and communicated across the campus. CAP felt that better education regarding the Call, and better mentoring at the Department level in the context of the data documented here, would be a more effective solution. Given that elements of the current Call are not always understood and that Department letters often do not use criteria from the Call when justifying their votes, CAP is concerned that a large policy change could potentially exacerbate rather than resolve disparities.

Some CAP members also felt that the policy change may be unnecessary in light of the recent shift in the Call to an evaluation for placement as a "mini career review" during promotions. It is CAP's role to ensure equity across Departments and other units, and CAP has the option of proposing additional actions even if they are not proposed by the Department and has done so in the past. It may be more appropriate to gather additional data under this new Call provision to see if this will eliminate any disparities before making further changes. This is the first year under which this new criterion has been used to evaluate files.

Finally, CAP had some concerns about whether this new policy would have an impact on its workload. Given campus growth in recent years, CAP's workload has increased significantly, as documented in a previous memo to the Academic Senate. Discussing multiple actions for each file would take additional time, and it is already a challenge to complete CAP's workload in a timely manner. The Committee requests additional data regarding any workload impacts observed at UC Davis, and also about any policies regarding the delegation of certain personnel actions at UC Davis and thus what the overall workload of that committee is as compared to the workload at UC Riverside.