

UNIVERSITY OF CALIFORNIA, RIVERSIDE



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EXECUTIVE COMMITTEE:
COLLEGE OF HUMANITIES, ARTS, AND SOCIAL SCIENCES

RIVERSIDE, CALIFORNIA 92521-0132

March 2, 2020

TO: Dylan Rodriguez, Chair
Academic Senate

FROM: Lucille Chia, Chair *Lucille Chia*
CHASS Executive Committee

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

The CHASS Executive Committee discussed the Proposal Expected to Eliminate Differences in Rate of Advance of Faculty Among Genders and Ethnicities at the regular meeting on February 26, 2020. Upon review of this proposal, the CHASS Executive Committee notes:

1. on p. 1, paragraph 1: “. . . with the exception that African Americans have a 4% higher salary in the 2018 study.”

Might this be due to factors such as the relative low percentage of African American faculty hired, even into the most recent years for which we have the relevant data? If so, perhaps this should be noted in the report.

2. While the data presented are useful, it may be even more useful and meaningful if we have such data for each individual school, and even better, for each individual department/program. For UCR as a whole,
--“Asian Associate professors were noticeably faster to be promoted to Professor than the White, International, and URM groups ($p < .01$ when compared to that combined set of groups).” (p. 5),
-- “However, when analyzing by race/ethnicity (table 5), Asian faculty are more likely than white faculty to achieve a 2 step advance at the Assistant level ($p 0.03$).. .” (p. 7)

Members of the Executive Committee noted, however, that their experience and impression is that there may be significant differences among schools and departments. More “granular” data may help UCR to address any continuing differences in rate of advance of faculty among genders and ethnicities.

3. The Executive Committee strongly supports a careful review to consider adopting the UCD Step Plus model for UCR and look forward to seeing UCD numbers concerning race and gender when they become available.