



March 2, 2020

To: Dylan Rodriguez, Chair
Riverside Division

From: Louis Santiago, Chair, Executive Committee
College of Natural and Agricultural Science

A handwritten signature in black ink that reads "Louis Santiago".

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

The CNAS Executive Committee discussed the Proposal Expected to Eliminate Differences in Rate of Advance of Faculty Among Genders and Ethnicities.

First, the committee vehemently opposed eliminating the option to go up for a merit in any year. The fact that we can advance at our own pace was something that many of us were told at recruitment, and for many of us was a major incentive, especially compared to other universities that only have cost of living advances at a particular rank. There is no reason that this should be lumped with giving every file an evaluation for multiple steps.

Second, the committee thought that the process of evaluating each file for multiple steps was OK, but that whether it actually succeeded in eliminating differences in rate of advance would depend on individual departments and whether they tend to be supportive of their faculty. This disparity cannot be cured by this proposal.

Finally, the committee noted that the proposal is to make our system like that of Davis, but no data comparing our system to Davis was provided. There was a thought that advancement at Davis is slower than Riverside and that the proposed change would slow down advancement for everyone in Riverside.