



COMMITTEE ON DIVERSITY, EQUITY, AND INCLUSION

February 25, 2020

To: Dylan Rodriguez
Riverside Division Academic Senate

From: Xuan Liu, Chair
Committee on Diversity, Equity, and Inclusion

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

The Committee on Diversity, Equity and Inclusion (CODEI) reviewed the proposal expected to eliminate differences in rate of advance of faculty among genders and ethnicities at its February 6, 2020 meeting.

While the committee agrees that the proposed policy could be viewed as an improvement in eliminating differences in rate of advance of faculty among genders and ethnicities, the proposal seems to lack a comprehensive understanding of the salary inequity challenge we are having on campus.

This Committee believes that equal pay at the same rank/step as claimed by the VPAP is not the same as equal pay for equal work. It could take more for a female faculty to reach the similar rank/step compared to a male colleague in the same department. In addition, the study doesn't even support equal pay at equal rank/step as "within 90% of the mean" could lead to a two-step difference in salary.

This Committee is also concerned that the proposed mechanism could slow down the tenure process for some faculty wanting to come up for tenure early. Being able to request merit review in any given year seems also fundamental to a faculty-driven review process.

For those reasons discussed above, we believe the VPAP's salary analysis and proposal are unlikely to effectively reduce salary inequity on campus. We also encourage the VPAP to conduct additional analyses regarding salary inequity, race/ethnicity, and gender by and across colleges and departments.