



COMMITTEE ON FACULTY WELFARE

February 28, 2020

To: Dylan Rodriguez
Riverside Division Academic Senate

From: Abhijit Ghosh, Chair
Committee on Faculty Welfare

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

The Committee on Faculty Welfare (CFW) has deliberated on the proposal to eliminate differences in rate of advancement of faculty among genders and ethnicities. Overall, the committee was in favor of the move to the “UC Davis Step Plus” approach for the 2020-2021 merit cycle.

The committee overall was impressed with the general inequity in the system for both males and females and faculty grouped by race or ethnicity. There was concern expressed that a far lower percentage of females advanced to professor within 10 years (although not statistically different). It is positive that the differences after 15 years were marginal. It is possible that moving to this new system may help to address this inequity. It is very positive that salary step moves by gender did not show a bias.

The committee felt that positive aspects of the Step Plus approach will focus on

- a) Avoiding irregularities in file consistency (i.e. a faculty has 7 papers in one year resulting in an acceleration, versus having none in the next year).
- b) Removes pressures and potential inconsistencies from the Dean and CAP to assign extra off-scale or acceleration.
- c) Avoids selective faculty that may better sell their program from accelerating beyond other equally competent faculty.
- d) Clarifies the step increase proposals being supported by the Department, Dean and CAP.

On the negative side, some faculty may feel that they will not be able to advance through the ranks fast enough to support their exceptional programs except through career review. But overall, the committee recommends adopting the Step Plus approach.