

TO: Dylan Rodriguez, Chair
Riverside Division

FR: Richard M. Carpiano, Chair
Executive Committee, School of Public Policy

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

Date: March 2, 2020

The Executive Committee of the School of Public Policy thanks Dr. Aamee Walker, Vice Provost for Academic Personnel, for submitting this “Proposal Expected to Eliminate Differences in Rate of Advance of Faculty Among Genders and Ethnicities” for Senate review and potential implementation on our campus. In reviewing this proposal, SPP Executive Committee members raised no significant concerns. However, one member raised the question of whether the proposal team considered gender disparities between ranks between people hired in the same year. Though two members expressed doubts about the subject line’s claim that the proposal will eliminate these differences, support was still expressed for reasons of reduced workload and less gamesmanship.