

COMMITTEE ON DIVERSITY, EQUITY, AND INCLUSION

July 20, 2020

To: Dylan Rodriguez
Riverside Division Academic Senate

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

Re: [Campus Review] Proposal: Proposed Transition of Vice Provost for Administrative Resolution (VPAR) at UCR

The Committee on Diversity, Equity and Inclusion reviewed the Proposed Transition of Vice Provost for Administrative Resolution (VPAR) at UCR. While the Committee welcomes the campus' efforts to reduce administrative position, we also urge the administration to preserve the structures necessary for improving the campus culture and climate. Until each of our colleges can count on our Deans and Dept Chairs we don't believe the importance of the VPAR will be going away anytime soon.

Our other concerns are summarized below:

1. The “problem” as presented (i.e. the current VPAR has been appointed VPAP) doesn't seem to need a solution. Appoint an interim VPAR and then have an appropriate internal search for a permanent VPAR using standard procedures. We don't consider the job is superfluous or otherwise expendable. If the demand is high enough to keep the person in the position busy at near-100%, then the reduction to 50% is arguably exploitative -- half the pay, but the full workload. This also means that there will be some unavoidable reduction in the quality-of-service provided to the campus community, many of whom legitimately need administrative resolution to pressing issues.
2. The proposal indicates that UCR may be the only UC campus with a VPAR position. That is not necessarily good or bad. What matters is whether or not the position is effective? Is the current VPAR overloaded? Is there a structural problem that could be overcome by this proposed reorganization? The most effective way to reduce VPAR's workload is to prevent escalation of cases at early stages. The campus should provide Dept Chairs and Deans necessary trainings so they can better handle these situations at their levels.
3. Since administrative resolutions are likely out of VPAP's purview, it is not clear what is being achieved by having VPAP and AVPAR both involved in those long and time-consuming resolution processes. In addition, administrative resolution is often associated with filing of grievances. Having two administrators each handling different stages of the same case likely complicate the process, leading to additional liability issues to the campus. Finally, informal resolution occurs at several stages of administrative resolutions, how would the proposed reorganization model enable a consistency of the process?