



**COMMITTEE ON FACULTY WELFARE**

August 4, 2020

To: Dylan Rodriguez  
Riverside Division Academic Senate

From: Abhijit Ghosh, Chair  
Committee on Faculty Welfare

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

The Committee on Faculty Welfare (CFW) met remotely on July 14 and discussed the proposed transition of Vice Provost for Administrative Resolution (VPAR) at UCR. The proposed changes have a long-term impact on the faculty welfare in this campus.

This proposal eliminates the VPAR position completely and creates a 50% Associate Vice Provost for Administrative Resolution (AVPAR) position. Hence, a significant amount of workload and decision-making power are transferred to the Vice Provost for Academic Personnel (VPAP), who also deals with the merit and promotion files of faculty. The CFW is concerned whether this will create an unreasonably high workload for the VPAP. An example of an unintended consequence is that the merit and promotion files and/or the Title IX investigations may not get the level of attention they deserve.

In addition, the firewall between the AVPAR and VPAP is incredibly important as the VPAP deals with merit and promotion files of faculty. There are concerns that the firewall may be removed too soon as proposed. In other words, getting rid of the firewall as soon as the informal resolution process is completed with a negative outcome, is too early. This allows the VPAP to step in even if NO probable cause is determined by the committee on Charges in the subsequent steps. In this scenario, the VPAP will be familiar with files with NO probable cause, while evaluating the merit and promotion file of the same faculty. While we have utmost respect for our current VPAP, an implicit bias cannot be ruled out in future.

The CFW recommends considering two potential solutions to address the issues. (1) Keep the VPAR position (as opposed to creating an AVPAR position), but at 50% and completely independent of VPAP, moving the majority of responsibilities to VPAR. This will keep VPAP's role minimal in the resolution process while maintaining full confidentiality. (2) Extend the firewall between AVPAR and VPAP until the committee on Charges determines a probable cause. Before this point, the VPAP should not play any role in the resolution process maintaining full confidentiality. Both solutions address the workload issue as well. Either one of these options could resolve this issue.

In addition, the CFW questions how the outcome of the resolution process (guilty or not guilty) may affect the merit and promotion file of the faculty concerned, which is a very important issue. It requires careful thoughts and discussions with the Academic Senate in the context of the current proposal.