

**COMMITTEE ON DIVERSITY, EQUITY, & INCLUSION**

December 1, 2020

To: Jason Stajich, Chair  
Riverside Division Academic Senate

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

Re: 2nd Round-Transition of Vice Provost for Administrative Resolution (VPAR)  
Role at UCR

The Committee on Diversity, Equity, and Inclusion reviewed the Proposed Transition of Vice Provost for Administrative Resolution (VPAR) Role at UCR and had some substantial comments:

1. While the Committee appreciates the administration's efforts to clarify several issues in this revision, we remained concerned about the proposed VPAR transition. Specifically:
  - A. We consider the VPAR job very important for campus climate. If the demand is high enough to keep the person previously in the position busy at 100%, then the reduction to 50% will unavoidably bring down the quality-of-service provided to the campus community, many of whom legitimately need administrative resolution to pressing issues.
  - B. We are still unclear as to why we need to align UCR VPAR structure with other UC campuses and how this would benefit faculty at UCR. In fact, we are concerned that this change would eliminate "firewall" between VPAP and VPAR procedures, which could create problems resulting in more grievances in relation to the M&P process.
  - C. We do not believe it is appropriate to appoint an Associate Professor for this important position.
2. Perhaps more important, we are extremely concerned about the administration's seemingly ignoring potential feedback on the proposed AVPAR position. Obviously, the proposal has not been fully reviewed by the Senate, yet the administration is already advertising the position. We believe that this is not healthy for shared governance on campus for two reasons:
  - A. It appears that the administration decided on the reorganization a-priori; this is farcical shared governance in which feedback is solicited but is not actually incorporated into the decision-making process. In fact, this was called out explicitly in the Climate Survey that just came out last week.
  - B. If the administration's plan is to ignore Senate feedback anyway, then this exercise is a waste of time. Potemkin shared governance is in some ways worse than the absence of shared governance.