



COMMITTEE ON DIVERSITY, EQUITY, & INCLUSION

January 7, 2021

To: Jason Stajich, Chair
Riverside Division Academic Senate

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

Re: Request for Recommendations: President's Job Protection Program

The Diversity, Equity, and Inclusion committee has concerns about how the jobs protection program's plan to cut salary might disproportionately affect individuals who earn lower salaries compared to those who earn more. That is, a 0.38% cut for individuals making between 59-89 thousand dollars per year is likely to be more substantially felt than a 1.92% cut to individuals making more than 234 thousand dollars per year. We are also concerned that this disproportionality will be most problematic for individuals who historically have lower salaries (e.g. women, people of color).

Along these lines, we note that there is a fairly linear progression of the percent pay reduction along salary bands. We feel as though alternative models would help ensure that individuals with salaries in the lower tiers have less reductions (see tables, below).

Proposed originally by UC (note that the numbers have been slightly modified in the most recent proposal, but only by a few fractions of a percentage).

Table with 5 columns: Salary tier in thousands, Curtailment days, % earnings, Savings, So total expenditures is. Rows include salary tiers from < 59 to > 234, and a TOTAL row.

Suggested to make more progressive

Table with 3 columns: Salary tier in thousands, % earnings, Savings. Rows include salary tiers from < 59 to > 234, and a final row for total savings.