



COMMITTEE ON DIVERSITY, EQUITY, & INCLUSION

March 16, 2021

To: Jason Stajich, Chair
Riverside Division Academic Senate

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

Re: Proposal for a Dean's Final Merit Delegation at UCR

The Committee on Diversity, Equity, and Inclusion reviewed the Proposal for a Dean's Final Merit Delegation at UCR. The Committee expressed concerns on how the proposed change would disproportionately affect underrepresented and female faculty. The Committee felt strongly that the proposal needs a revision that substantively addresses the impact on DEI.

Some of us also note that the points that were raised in the CAP report are all reasonable but less related to DEI. The fact that they still seem supportive of the change suggests that they perceive the benefit of reduced workload is worth the costs.

One member felt that there is no data one way or another, so this member does not automatically assume it will be a DEI issue. To this member, without data on how this proposal would affect historically underrepresented and female faculty, it is unclear the impact this proposal would have on DEI.