



School of Medicine  
Division of Biomedical Sciences  
Riverside, CA, 92521

March 25, 2021

**To:** Jason Stajich, Ph.D., Chair, Academic Senate, UCR Division

**From:** Declan McCole, Ph.D., Chair, Faculty Executive Committee, UCR School of Medicine

**Subject:** SOM FEC Response to: Proposal for a Dean's Final Merit Delegation at UCR

Dear Jason,

During the SOM Executive Committee regularly scheduled meeting, the FEC reviewed the Proposal for a Dean's Final Merit Delegation at UCR. The SOM FEC approve of this proposal as it will greatly streamline routine 1-step merit advancements and eliminate a large volume of work that slows down the advancement and promotion process on campus. We suggest adding the language used by UC Merced to clarify how disagreements between Departments and Dean should be handled. This will mitigate the potential for disagreements/personality clashes between a Dean and an individual faculty member to compromise objective assessment of that faculty member's advancement file.

With respect to the "Sensitivity Analysis" (Page 7 of the document), FEC urges consideration of the difficulty in large and growing Departments where unanimous approval may be unrealistic. Moreover, if a unanimous vote was required for a 1-step merit advancement, this would also facilitate the potential scenario where one faculty member could exert inappropriate leverage on another (likely junior) faculty member regarding delaying or denying their advancement. This could further exacerbate the stress experienced by women and URM faculty who already experience longer periods of time in achieving career advancement. To mitigate these potential hazards, the FEC recommends adoption of alternative 2 (75% Departmental approval + Dean's approval) as an appropriate threshold for approving a 1-step advancement.

Yours sincerely,

A handwritten signature in cursive script that reads "Declan McCole".

Declan F. McCole, Ph.D.  
Chair, Faculty Executive Committee  
School of Medicine