To: Sang-Hee Lee, Chair  
Riverside Division Academic Senate  

From: Katherine Stavropoulos, Chair  
Committee on Diversity, Equity, & Inclusion  

Re: [Campus Review] Consultation: Senate Faculty Retention Processes  

The Committee on Diversity, Equity and Inclusion (CoDEI) met on October 27th, 2022, to discuss the document describing the faculty retention process in cases where faculty are shortlisted for interview elsewhere ('preemptive retention') or have a offer of employment elsewhere ('non-preemptive retention').

CoDEI appreciates the intent to provide greater clarity and transparency in the process, but committee members identified several concerns:

- There is a significant difference in the process between preemptive and non-pre-emptive retentions, and the reasons for that difference are not well explained or justified and may lead to inequitable outcomes. In non-preemptive cases, the process seems to have many fewer checks and balances – there is no involvement of CAP, the VPAP or the Provost in such cases, and the decision making power rests only with the Dean. CoDEI members raised concerns that having only a single individual making decisions in such cases, with no possibility for review, could increase the subjectivity of retention decisions with potentially detrimental outcomes for diversity, equity and inclusion.

- A second point of concern surrounding non-preemptive retention cases is that there is no review of the appropriateness of any retention offer made by the Dean. It is possible to imagine hypothetical cases where a retention is supported by a faculty member's home department, but the offer made by the Dean is not commensurate with that support and not reviewed by any other entity on campus.

- The primary criterion under which retention decisions are made is whether retention is considered 'strategic' by the Dean, or other campus entities (CAP, the VPAP, the Provost). Yet there is no guidance on what constitutes a 'strategic' retention, which makes the decision making process intrinsically subjective. CoDEI members recommend that DEI issues be explicitly considered in this process, and that more detail be provided on what criteria are used to assess if a retention is strategic.

- CoDEI notes that there are no recommendations surrounding spousal hiring codified in the policy. Spousal hires are often a motivation for faculty members to seek other positions and may be a means of increasing diversity in a department or campus.