


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

June 30, 2025

To: Kenneth Barish, Chair  
Riverside Division Academic Senate

From: Gareth Funning, Chair   
Committee on Diversity, Equity, & Inclusion

**Re: Revision of Retention Processes at UCR (2025)**

The Committee on Diversity, Equity, and Inclusion (CODEI) has reviewed the above Proposed Revision of Retention processes at UCR and is concerned with this policy's impact on University goals, and faculty and student retention.

While the Committee recognizes the potential operational strains presented by maintaining the current policy for Retention Processes, the committee finds the rigidity of the proposed revisions to be misaligned with the current climate and campus objectives for the near future. UCR faculty are increasingly being recruited by other UC campuses and international institutions. Growing federal pressures, and constraints on federal funding have further intensified the draw to explore faculty appointments outside of UCR. Coupled with systemwide hiring freezes and enrollment increase initiatives, removing the current retention process policy has the strong potential to siphon talent from UCR and to stifle both the potential and incentive for faculty to return at a critical juncture for improving faculty retention.

The lack of nuance in the proposed revisions also pose a significant threat to faculty retention rates and time-to-degree for graduate students whose PIs decide to explore other appointments in their final years of study. Introducing this kind of uncertainty is both unnecessary and unacceptable. Retaining the current policy allows students to complete their research and maintain timely progress toward degree completion.

Specifically regarding the charge of CODEI, though the committee notes the proposed revisions present a potential opportunity for junior faculty to advance in their departments, the committee finds the current processes do not impose a sufficient operational cost to justify the long-term separations these revisions would institutionalize. Furthermore, the effects of these revisions stand to be a more significant detriment to faculty of color, as well as contradictory to the UCAADE reallocation of funds from Advancing Faculty Diversity to focus on faculty retention. Overall, the Committee on Diversity, Equity, and Inclusion is not in support of these changes.