

# UNIVERSITY OF CALIFORNIA, RIVERSIDE



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EXECUTIVE COMMITTEE:  
COLLEGE OF HUMANITIES, ARTS, AND SOCIAL SCIENCES

RIVERSIDE, CALIFORNIA 92521-0132

April 20, 2015

TO: José Wudka, Chair  
Academic Senate

FROM: Jason Weems, Acting Chair  
CHASS Executive Committee

RE: Organizational Redesign: Safety, Diversity, Risk and Compliance

The CHASS Executive Committee enthusiastically supports the effort to sharpen and fortify structures for supporting safety, diversity, risk and compliance across the university. We agree wholeheartedly with the administration's goal of providing timely and consistent support when issues arise in these areas. We equally support elements of the reorganization that enable the university to be not only responsive, but also proactive in shaping UCR into a "national model" for the support of diversity, equality and safety. We see this redesign as a good start to achieving these goals.

Amidst our embrace of these efforts, however, certain questions arise. We are concerned by some vagaries in the description of the Diversity position. While we appreciate the positive "strategic" vision that the new Chief Diversity Officer will bring, we'd like to see more clarification on the "administrative functions previously reporting to this position [that] are being reassigned elsewhere." What are these functions and to whom will they fall? We believe with regard to diversity a strategic vision must be matched by ongoing and robust responses to diversity issues at the tactical level. We also wonder how communication between the Affirmative Action and Compliance officers will function. For example, what is the articulation between Affirmative Action and COO with regard to EEOC complaints and mediation where non-gender based (non-Title IX) forms of discrimination are concerned?

Jason Weems, Acting Chair

UCR CHASS Executive Committee