

**COMMITTEE ON DIVERSITY AND EQUAL OPPORTUNITY**  
**ANNUAL REPORT TO RIVERSIDE DIVISION**  
**December 4, 2018**

**To be received and placed on file:**

The Committee on Diversity and Equal Opportunity (CoDEO) is an important part of faculty governance and collegial responsibility in the University of California system. As a committee of the Riverside Division of the Academic Senate, CoDEO is appointed by the Senate's Committee on Committees and consists of eight members. This Committee is charged with representing the Division on all matters of affirmative action and diversity in the employment of women and ethnic minorities at UCR. It further represents the Division on all matters concerned with student affirmative action and diversity including efforts to monitor and to increase the number of students from underrepresented groups who enter undergraduate, graduate and professional programs. At its discretion, CoDEO may make recommendations for improvement in specific practices and general policy.

In addition to reaffirming its Conflict of Interest Statement, the Committee conducted a review of its current bylaws and put forward a proposed change for Senate consideration. Members discussed the current relevance of the committee name and charge and determined them to be outdated and misleading of the committee's broader purpose. The purpose of the proposed changes is to provide a more representative committee title and committee charge, through removal of the terms "affirmative action", and "equal opportunity". Broadening the charge to all underrepresented groups and incorporating the "Equity" and "Inclusion" terms will have the effect of representing broader UCR community goals in these areas. The proposed changes are still under review.

The Committee on Diversity and Equal Opportunity met five times during the 2017-2018 academic year and undertook the following actions:

**a. Discussions with Campus Leadership and Recommendations to the Administration**

***to EVC & VPAP. Response to CoDEO request for information on UCR faculty separations***

In AY16-17, there was a marked exodus of faculty of color, women faculty and LGBTQ-identified faculty from UCR. Thus in July 2017, CoDEO sent a request to multiple college deans to provide information on these troubling separations. The response was provided by the Vice Provost of Academic Personnel in August 2017, and discussed with Chancellor Wilcox, AVC Victorino, PEVC Larive, VPAP Walker, and AVC-DI Lam later that month. While useful, a number of questions remained, and were posed to campus leadership by CoDEO in August 2018. More specifically, the question centered around: 1) administration deflecting the discussion to recruitment of under-represented minority (URM) faculty instead of retention, 2) evading issues related to campus climate, diversity, equity and inclusion due to anonymity, and over-generalizing separations into issues of compensation, research support and other factors, 3) how was the data being collected, and who was interpreting it?, 4) unpacking the issue of "collegiality" to determine if issues of diversity, equity and inclusion were a root cause, 5) the need to survey faculty to probe if they are leaving due to issues related to diversity, equity and inclusion and 6) the possible future roles of campus Equity Advisors.

A meeting was held on August 9, 2018 with CoDEO and EVC Larive and VPAP Walker to directly convey these sentiments and discuss the aforementioned issues. CoDEO is still awaiting a written response from UCR administration.

***to EVC & VPAP. CoDEO request for information on the BCOE Dean Search***

Another issue brought to the attention of the administration centered around the circumstances of the Bourns College of Engineering Dean Search. CoDEO was highly-concerned with the homogeneity of the four finalist candidates; all four were Caucasian males, and three of them were from the Mechanical Engineering Discipline, thus bringing into question the procedures implemented during the search, and the role of campus leadership in ensuring a diverse candidate pool. The nature of the search was also questioned given that the interim Dean, Prof. Sharon Walker, was not selected for the short list, despite academic and leadership qualifications on par with the final four candidates. Thus, information was requested to provide transparency into the search and hiring process.

In the August 9, 2018 meeting with EVC Larive and VPAP Walker, this circumstance was addressed in part. EVC Larive expressed that she had taken a hands-off approach given the recent troubled history of UCR faculty with the prior EVC (Prof. Paul d'Anieri). She further expressed regret at this decision, and at the composition of the committee that proctored the Dean Search. CoDEO is still awaiting a written response from UCR administration.

**b. Advice to the Academic Senate**

In keeping with its charge to make recommendations for improvement in specific practices and general policy, the Committee considered the following Campus and System-wide reviews:

***Campus Review***

- Breadth Requirement Proposal. Gender Studies Breadth Requirement
- Draft WASC Institutional Report
- Revised proposal to change GSOE Bylaws 1.1 to 5.1.1
- Sustainability Ad Hoc Report
- Proposed Regulation Change to GR1.6 from Graduate Council
- Consultation. Cluster Hiring Initiative. Status and Future Plans
- (Revised) Pilot Program for Globalizing Undergraduate Students' Learning Experience
- Internal Consultation. LPSOE-LSOE Appointments and Review
- Endowed Chair Proposal. Everett and Imogene Ross Term Chair in CS & Ross Family Term Chair in CS – BCOE
- Proposed Regulation Change. (2nd Round) Riverside Regulations R1.4, R1.4.1, R1.4.2 (Grading System)
- Report Review. Course Scheduling Policy Workgroup Report
- Proposal. Medical and Health Humanities Minor

The Committee offered no comments on the following campus review items:

- Revised-New Master Degree in Supply Chain and Logistics Management (MSCLM)
- Regulation Change. Proposed Changes to CNAS Minor Regulations NR 3.4.5 & 3.4.6
- Proposed Changes to Riverside Regulations R1.4, R1.4.1, R1.4.2

- Proposed Policy. Consensual Intimate (Sexual or Romantic) Relationships in the Workplace
- Proposal. Campus Implementation Procedures for the Negotiated Salary Trial Program
- UCR 5-Year Planning Perspectives 2018-2023
- School of Public Policy Regulations
- Campus Procedure(s). Proposed Changes to Implementation Procedures for the Health Sciences Compensation Plan
- Proposal to change School of Business bylaws A1-A3.3.6 - Membership, Meetings, Amendments & Revisions

***System-wide Review***

- Taskforce Report on the Negotiated Salary Trial Program
- Second Round. Proposed Revision to APM Sections. 285, 210-3, 133, 740, 135 and 235
- Proposed Amendment to Senate Bylaw 128, Conflicts of Interest

The Committee offered no comments on the following system-wide review item:

- Request for Feedback re: UC Policy on Sexual Violence and Sexual Harassment

The Committee's formal response to each issue is located on the Academic Senate website and can be found at: <http://senate.ucr.edu/about/issues/2017-2018/>

**c. Representation at System-wide Senate and the Executive Council**

CoDEO continued its active participation on the system-wide University Committee on Affirmative Action, Diversity, and Equity (UCAADE). The 2017-18 CoDEO representative was Suveen Mathaudhu, who updated committee members of the issues under discussion at the statewide level. Chair Mathaudhu also represented the committee on the UCR Academic Senate's Executive Council.

Respectfully submitted,

Suveen Mathaudhu, Chair

Georg Michels

Jun Li

Boris Maciejovsky

Anupama Arun Dahanukar

Brandon Brown

Coleen Macnamara

Mariam Lam, Associate Vice Chancellor for Diversity and Inclusion, *Ex-Officio*

Kayleigh Anderson-Natale, GSA Representative

Noah Johnson, ASUCR Representative