

Year 1 Public Description of Work for  
Action Collaborative on Preventing Sexual Harassment in Higher Education

University of California, Riverside

**Faculty Equity Advisors Program**

**This Action Applies to Rubric Items:**

For example: 1, 6, 8, 11, 13, 14, 16, 19, 21, and 27

**Description of Work:**

In consultation with our Chancellor and Provost, the Diversity, Equity and Inclusion Advisory Committee (DEI AC) piloted a Faculty Equity Advisor Program in 2017 to begin gradually with implementation in half our academic colleges in the first year and then adding the remaining academic colleges in the second year. The DEI AC researched other campuses that had intentional programming targeted at faculty recruitment and retention with a focus on climate challenges within academic disciplines and departments, increasing underrepresented faculty and graduate students in STEM disciplines, conflict resolution, increasing awareness of complaint and reporting processes, and personnel management. This pilot program was the result of that research, and designed specifically to address our own campus needs while targeting more holistic challenges faced by higher educational institutions in general.

We found that the Faculty Equity Advisor Program could fill the gaps between Department Chairs who were conflict averse and who lacked managerial training in personnel conflicts, Graduate Advisors who also had fairly little training in such available resources and guidance, and College Deans' administrative units with limited expertise and bandwidths could be supplemented. The selection and nomination process would be administered by the DEI AC to avoid any perception that these faculty member appointees were simply arms of the Dean's authority, and could be true advocates of faculty, staff and students within the academic departments, and that any climate challenges would not be held against departments trying to address them in the form of withholding of faculty lines, etc. All Faculty Equity Advisors would be trained centrally by the Office of Diversity, Equity and Inclusion with additional training from all related campus offices, including Title IX, Affirmative Action and Employee Equal Opportunity, Campus Counsel, Ombuds, Employee Labor Relations, Academic Senate, etc. Each Equity Advisor will report to their respective Dean on specific responsibilities, tasks and activities, but would be supported by the central DEI Office so that their work, best practices, and consultation would be shared across the community of equity advisors across campus, along with the DEI Advisory Committee members, as well.

All Equity Advisors work within their colleges and collaboratively across colleges with the Diversity, Equity and Inclusion Advisory Committee, Deans, Department Chairs, the Vice

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Provost for Academic Personnel, and search committees to identify and encourage best practices for faculty recruitment and retention; work with Graduate Advisors to improve graduate student success; provide leadership in matters of equity, diversity and inclusion within their colleges to administrators, faculty, students and staff; assist the Deans in research on issues such as pay equity with consultation from Academic Personnel and Human Resources; and provide formal and informal mentoring, workshops and guidance.

Deans are expected to announce and introduce their Equity Advisor(s) formal appointments via email/newsletters/first meetings. While there are some standardized expectations of work shared across all equity advisors in all academic colleges, Deans are also free to develop work goals unique to their own College needs and challenges. Several Deans have them attend standing monthly meetings with Department Chairs and Program Directors, so they are up on the issues pertinent to the College and are familiar presences/resources for the college faculty and staff. Equity advisors schedule regular office hours for faculty, staff and graduate students to come for guidance, talk through ideas, concerns, etc. throughout the entire year. Some equity advisors researched and analyzed workload data and teaching load data. Several equity advisors researched leadership and “train-the-trainer” programs in their specific college disciplines with regard to field-specific forms of unconscious bias, in order to bring such programming and curriculum back to their colleges. One pair of equity advisors researched University of California system demographics on faculty diversity and graduate student diversity. Some equity advisors served in a consultative role to Departments that have created their own diversity subcommittees.

One college equity advisor created a College-wide Faculty Welfare Committee, which she chairs and is composed of four representative faculty members from the college to address a number of issues the faculty wished to address for the year. One equity advisor looked into how to work with other campus units involved in creating climate surveys, in order to create one specific to their College in the future. One did national research on how to improve climate conditions within difficult departmental units.

One Dean assigned equity advisors to serve as additional formal search committee members on high-level academic searches. Another Dean assigned equity advisors to serve as a second vetting beyond HR staff of all long and short lists for appropriate levels of candidate diversity given national availability pool data provided in the faculty recruitment portal. This is now recommended to all the Deans, and we are incorporating this as required protocol moving forward for the entire campus. Another Dean required all Executive Search Firms hired for the college to use our specific campus recruitment portal, in order to have campus access to race and gender demographic data of candidate pools under the oversight of the equity advisors. One college Dean has the equity advisors present formal workshops at Chairs Council and Graduate Education Council. Another Dean has the equity advisors meeting with all Departments to assist them in the development of departmental diversity plans.

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The bulk of the work, however, for all our Faculty Equity Advisors has been “Issues as they Arise” attesting to the ongoing tensions within academic departments with regard to forms of bias, discrimination, harassment and bullying. Dean consultations with Equity Advisors (who then consult with or refer to appropriate campus resource units and report back) on specific cases/inquiries/concerns involving everything from pay equity in Senate faculty salaries, merit and promotion files and cases that ran into complications with family leave articulations and expectations, service work evaluation, graduate and undergraduate teaching load disparity concerns, graduate and undergraduate student teaching and advisorial complaints about faculty/instructors, research on recruitment packages, departmental climate tensions sounding board, etc. have all proven to be incredibly beneficial work in all the Academic Colleges.

Over the past year, we have worked to implement more consistent and sound program outcomes, reporting mechanisms and documentation, key performance indicators, and assessment measures. We have also worked to create a concrete slate of options for their compensation, rather than relying on a past stipend only compensation approach that ran into challenges with differing benefits models, in order to ensure equity across colleges with regard to the work of the Equity Advisors.

**Website for further information (if applicable):** <https://diversity.ucr.edu/equity-advisors>

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