Committee on Equal Opportunity
Gordon Fung, MD, MPH, PhD, Chair

Monday, June 10, 2013
9am-11am
Room U 506

AGENDA

1. Chair’s Report
2. Approval of the Minutes of the April 8, 2013 Meeting Minutes (Attachment 1)
3. Report from the University Committee on Affirmative Action and Diversity (UCAAD) – J. Shim
4. Report from the Dean of the Graduate Division – E. Watkins
5. Old Business
6. New Business

Senate Staff:
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The Committee on Equal Opportunity (EQOP) was called to order by Chair Fung on May 13, 2013 at 9:11 a.m. in room U 506. A quorum was present.

Approval of the Minutes of the April 8, 2013 Meeting
The minutes of the April 8, 2013 meeting were approved.

Chair's Report
Chair Fung gave an update on faculty workspace at Mission Bay from the April 8, 2013 Coordinating Committee meeting. Minutes from that meeting can be found here.

University Committee on Affirmative Action and Diversity (UCAAD) – J. Shim
Vice Chair Shim had these announcements pertaining to UCAAD:

- **Revisions to APM 210(1)(d).** This APM was revised in 2005 to include contributions to diversity. There is some concern regarding research endeavors. Some faculty members are claiming that research focused on diversity allows faculty members to reap a ‘double benefit.’ The University Committee on Academic Personnel (UCAP) in conjunction with UCAAD has been working on revising the language. Since neither group was able to come to an agreement, both parties agreed to send their proposals to Academic Council. Academic Council endorsed UCAAD’s version. This version will now be sent to Susan Carlson, Vice Provost, Academic Affairs, University of California Office of the President (UCOP). Upon her approval, this draft will be sent out for system-wide review.

- **Meeting with Regent Fred Ruiz.** Regent Fred Ruiz met with UCAAD; unfortunately, there was no opportunity to present the inventory that EQOP generated at the last meeting. Discussion with Regent Ruiz included:
  - Why is the revision of APM 210(1)(d) so controversial?
  - The importance of post-doctoral scholarship programs as an extremely useful and proven method of increasing faculty recruitment. EQOP again discussed the need for expansion of the Presidential Post-Doctoral Fellowship Program. UCSF should be eligible to receive this funding. Currently, UCSF does not qualify as funding comes from undergraduate fees. Due to UCSF's lack of undergraduates, our institution is ineligible to receive the hiring incentives even though we train many of these candidates.

Report from the Vice Chancellor of Diversity and Outreach – R. Navarro
Vice Chancellor Navarro had these announcements:
• **Climate Survey**  
  - Data will now be available by June 3, 2013.  
  - Raw data will also be available. Should faculty want to use this data for research, they will have to undergo the Institutional Review Board (IRB) process at the UCOP level.

• **UPTE Strike**  
  - On May 21 and 22, University Professional and Technical Employees (UPTE) will be protesting the contributions to the University of California Retirement Plan (UCRP). Since some clinical staff will be supporting the strike, elective procedures will be cancelled.

• **Recruitment**  
  - 120 applications for the Lesbian, Gay, Bisexual and Transgender (LGBT) Director position have been received.  
  - 15 applications for the Office of Affirmative Action, Equal Opportunity, and Diversity (OAAED) Director position have been received.

**Report from the Associate Vice Provost, Faculty Mentoring – M. Feldman**

Vice Provost Feldman had these comments regarding faculty mentoring:

- Currently, there is no specific outreach for faculty who are underrepresented minorities (URMs). His current charge is broad: to change the culture and make mentorship a part of daily life at UCSF. If there has been a focus, it has been on junior faculty and career mentorship.  
- There are some grants in the works; however, the more external funding that can be secured, the further these initiatives can go.  
- He encouraged members to remind departments and chairs that he is available for departmental meetings, grand rounds, retreats, etc.

EQOP will work with Associate Vice Provost Feldman in the fall to develop a workshop focused on mentorship related to diversity and/or URMs. The goal is to hold this workshop in January 2014.

Analyst Patel suggested that the Committee use this time with Associate Vice Provost Feldman to update the mentorship section of the Strategies and Resources document.

Vice Chancellor Navarro suggested inviting Elizabeth Watkins, Dean of the Graduate Division to discuss current initiatives related to diversity and pipeline issues in the Graduate Division. Analyst Patel will invite Dr. Watkins to the June 10, 2013 EQOP meeting.

**Old Business**

None.

**New Business**

None.

There being no further business, Chair Fung adjourned the meeting at 10:30 a.m.

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