Committee on Equal Opportunity
Janice Tsoh, PhD, Chair

DRAFT

MINUTES
Monday, November 10, 2014

PRESENT: Janice Tsoh (Chair), Audrey Lyndon (Vice Chair), Manisha Israni, Linda Centore, Paula Braveman, Kim Dau, Marguerita Lightfoot, Eliseo Perez-Stable

PERMANENT GUEST: Renee Navarro, Vice Chancellor, Diversity and Outreach (absent)

The Committee on Equal Opportunity was called to order by Chair Tsoh on November 10, 2014 at 10:07 a.m. in room U 506. A quorum was present.

Minutes of the October 13, 2014 Meeting
The minutes of the October 13, 2014 meeting were approved.

Chair’s Report
Coordinating Committee – Vice Chair Lyndon

• Office of Research & Graduate Studies – Former VP, Research Steven Beckwith has stepped down to return to research. However there are UCOP plans to reorganize the Office of Academic Affairs (OAA) and its units, including the Office of Research and Graduate Studies (ORGS). Recent discussion has included adding an Innovation & Entrepreneurship position that would independent from ORGS. Systemwide Academic Council strongly supports ORGS remaining in the OAA. A letter is being drafted from the Council to UC President Napolitano expressing this.

• Global Health Sciences PhD Program -- Global Health Sciences is a freestanding program with reporting line up to the Chancellor’s Office. It is housed in the Graduate Division for academic oversight purposes. This PhD program will be one of four in the country, and addresses the surging interest in Global Health. The program is designed for those who already have an MPH or working in Public Health, or with experience working with underprivileged populations and in research settings. It’s anticipated that applicants will come from across the country. It has been approved by Graduate Council and by the Basic Science Program Group. It will be out for Divisional Vote by the end of the year.

• Privacy Issues at Mission Hall – Deborah Yano-Fong, Privacy Officer, is developing guidelines and FAQs for Mission Hall. These are in ongoing development as more faculty more into the building. Current and developing guidelines are subject to change as the climate changes. This is anticipated being an issue Coordinating Committee will address in the future.

• Chancellor’s $500K Allocation -- Chair Chehab continued discussion of this fund and focus of its disbursement. Committee on Academic Planning & Budget requested to be involved in the reviewing and disbursing of funds. Back in 2000 they were regularly involved in handling upwards of $12M of Chancellor’s Discretionary Funds annually.
Discussion culminated in the idea of Open Proposal Forum, but funding decisions made by lottery. A minimum and maximum amount could be determined for this (between $1,000 - $2,500). This would allow faculty to determine for themselves what to spend the funds on.

Overall, focus of funds could be “Academic Enrichment” and then left up to the faculty to determine what they choose to use the amount for.

Coordinating Committee members support the intention of the funds being spread around as much as is feasible, between all series and ranks of faculty and between Senate and non-Senate faculty.

Idea proposed by various committees included:

1. Expansion of bridge funding for all schools
2. Create new targeted RAP grant for faculty between K and RO1 grants
3. Covering the funding gap caused by NIH salary cap on grants (smaller population of UCSF faculty affected by this)
4. Expansion of campus life services – elder and childcare if attending a conference
5. Faculty enrichment & professional development (executive coaching or PR consultation, workshops for research/career development)
6. Tuition waivers for faculty with kids attending college
7. Improved transportation
8. Library services: increased online access to books, faculty corral upgrade, software workshops, adding to Open Access fund
9. Expansion of travel funds (currently Senate has $20K annually to spend on travel awards)
10. Use to cover faculty portion of the Chancellor’s Challenge Sustainability Awards (awards open to faculty, staff, and students)

Chair Tsoh commented that EQOP needs to continue to advocate for diversity issues. Analyst Patel suggested proposing a request for funds to re-instate the Faculty Development Awards (FDA). L. Centore agreed and recommended drafting a strong proposal to reinstate the Faculty Development Awards. Analyst Patel will look for the FDA guidelines for discussion at the December meeting.

• Renumeration Study: It was originally intended to encompass all faculty, however metrics were reduced to focus on specifically ladder rank when comparing it to market and the “Comparable 8” (Comp8) campuses. These campuses were also used in the 2008 Remuneration Study. The survey results only apply to fifteen percent of faculty at UCSF, and only those with FTEs. It is also only reviewing the X factor in salaries, not the X’, nor the Y. Health Sciences faculty were not included in the study.

Full minutes of the Coordinating Committee can be found here.

Report from the University Committee on Affirmative Action and Diversity (UCAAD) -- J. Tsoh
Chair Tsoh reported that UCAAD discussed the following items:
• Remuneration Study
• Climate Survey and discussion of what the action items should be.
• UC Davis has been on the forefront of the pay equity study. They will now include clinical and adjunct faculty and will also be evaluating the X, Y and Z components.
• “Double-dipping” is still an issue when evaluating the diversity component of APM 210. EQOP suggested working with the VPAA and CAP. VPAA Aldredge will be invited to the January meeting in preparation for the CAP retreat.
• The University will be using theater to address unconscious bias and micro-aggression. UCSD was the pilot campus. UCSF will likely be introduced to this program in 2015. Currently this module is being offered only to deans and chairs.
• UCAAD has been discussing removing ‘Affirmative Action’ from the Committee name and instead replacing it with ‘equity’. Some members of EQOP felt that removing ‘Affirmative Action’ takes away changes the charge and takes away the activist component.

Update from the Council on Campus Climate, Culture and Inclusion (4CI) Meeting – S. Patel
The bulk of the meeting was spent on a presentation from the Campus Ombuds, Randy Daron. He discussed the services his office provides and the types of cases his office fields. More information on the Office of the Ombuds can be found here.

Report from the UCSF Committee on LGBT Issues – M. Israni
M. Israni gave this report regarding her first meeting with the group:
• There is discussion regarding including the opportunity for an applicant to any of the UC’s to disclose sexual orientation and gender identity.
• The President of the University has convened a Task Force on LGBT issues. Marcus Ferrione from UCSF has been appointed.
• The Committee is trying to increase visibility and is attempting to work more closely with the LGBT Resource to increase clarity regarding charge and resources.
• The group is working on refining/expanding the definition of ‘underrepresented minority’.

M. Israni has agreed to be a guest on this committee. Going forward, EQOP will invite representatives from the various Chancellor’s Councils to report on their work in order to increase collaboration and eliminate duplicative work.

Bylaw Review
Ratification of Bylaw Changes Regarding the Faculty Handbook
EQOP reviewed CAP’s suggested bylaw change making CAP primarily responsible for routine review of the Faculty Handbook. The Committee stressed that EQOP should still have purview over issues related to diversity as well as the opportunity the proffer input when deemed necessary.

EQOP approved these amendments unanimously.

Review of Bylaw Changes
EQOP agreed to these changes:
• Removal of the Director of the Office of Affirmative Action and Diversity as an ex-officio as this role has been subsumed by the Vice Chancellor of Diversity and Outreach.
• The definition of ‘groups needs to be defined and/or expanded to include people with disabilities, those who are socio-economically challenged (this should be race-neutral, and members of the LGBT community. The committee agreed to continue this discussion. Chair Tsoh suggested appointing a Task Force to investigate further.

Priority Items for the Year
Chair Tsog solicited volunteers to spearhead EQOP action items. Below are the current volunteers:
• Expansion of the Definition of ‘Groups’: M. Israni and P. Braveman
• Review of Faculty Handbook for the Diversity Component: L. Centore
• Strategies and Resources to Develop a Diverse Applicant Pool (Toolkit): J. Tsoh
• Bylaw Update: S. Patel
• Follow-up on Salary Equity (likely after the report is out in January)

Old Business
None.

New Business
None.

There being no further business, Chair Tsoh adjourned the meeting at 12:05 a.m.