



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

## ANNUAL REPORT 2013-2014

**Primary Focus Points for the Year:**

- Salary Equity
- Revision of the Strategies for Faculty Recruitment
- Survey on Campus Climate, Culture and Inclusion
- Continued discussion of meaningful Implementation of APM 210

**Issues for Next Year (2014-2015)**

---

- Continued promotion of Resources and Strategies for Faculty Recruitment with an emphasis on creating a document that is abbreviated and more user friendly.
- Determine more effective ways to liaise with the Chancellor's Diversity Committee to increase efficiency and eliminate duplicative work;
- Follow up on the implementation of APMs 210, 240, and 245 Concerning Diversity and Equal Opportunity

**2013-2014 Members**

---

**Gordon Fung, Chair**  
**Janice Tsoh, Vice Chair**  
Patrick Finley  
Manisha Israni  
Marguerita Lightfoot  
Pamela Ling  
Audrey Lyndon  
Eliseo Perez-Stable  
Anil Sapru  
Enrique Terrazas

**Permanent Guests**

Renee Navarro, PharmD, MD  
Vice Chancellor, Diversity and Outreach  
Cristina Perez, Director, Affirmative Action and  
Diversity

**Number of Meetings: 6**

**Senate Analyst:** Shilpa Patel

<http://senate.ucsf.edu/0-committee/g-eop.html>

## Systemwide Business

The Academic Senate Committee on Equal Opportunity took up the following System-wide issues this year:

- **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.

## Divisional Business

### **Review of the Strategies and Resources Document**

The [Strategies and Resources](#) document has not been updated since its publication in 2010. Members M. Lightfoot, A. Sapru and J. Tsoh took the lead in revision process. Vice Chancellor Navarro suggested focusing on having Equity Advisors. This would include:

- Creating training for Equity Advisors.
- Creating resource documents for both the Chair of the search committee and the committee.
- Including a tutorial on unconscious bias in resource documents.

Committee comments included:

- Making the document more usable.
- Retaining the sentiments conveyed in the executive statement.
- The links are not useful and too cumbersome to update.
- Organizations should be presented in a format that is sortable.
- The document should not be duplicative with the Office of Diversity and Outreach's materials.

### **Creating a Mentorship Module Focusing on Diversity**

The Committee met with Mitch Feldman, Associate Vice Provost, Faculty Mentoring and agreed to work together to create a mentorship module with a diversity component. Member A. Lyndon represented EQOP and worked with Vice Provost Feldman to create the module which was offered in January, 2014.

### **Salary Equity Review**

Currently, the focus is on department chairs and division chiefs. Chuck McCulloch is leading the process. Vice Chancellor Navarro gave an update on the Salary Equity Review:

- They are looking into factors related to salary differentials.
- . Currently, division chief is not an employment code, so they are trying to find a way around this.

### **Climate Survey Results**

The Climate Survey results are available for [download](#). Interim Chancellor Hawgood addressed the results at the [7th Annual Chancellor's Leadership Forum on Diversity & Inclusion](#). VC Navarro will host focus groups to develop strategies to change the current numbers. The objective will be to come up with 4-5 goals that UCSF can achieve to improve the climate.

### **Faculty Handbook for Success**

The committee agreed that the Faculty Handbook for Success should stay housed in the Senate. Ideally, EQOP would partner with the Committee on Academic Personnel (CAP). The updated handbook should include tips for Advance and an updated online CV.

Senate Staff:  
Shilpa Patel, Senior Analyst  
[shilpa.patel@ucsf.edu](mailto:shilpa.patel@ucsf.edu); 415/514-2696