

Committee on Equal Opportunity
Janice Tsoh, PhD, Chair

ANNUAL REPORT 2014-2015

Primary Focus Points for the Year:

- Chancellor's \$500K Allocation
- Position Statement in Response to the Grand Jury Verdicts
- Revision of the Strategies for Faculty Recruitment and Retention
- Review of Definition of "Groups" as it Relates to the Definition of Underrepresented Minorities (URMs)
- Continued Discussion of Meaningful Implementation of [APM 210](#)
- Revision of Relevant Sections of the Faculty Handbook in Collaboration with CAP
- Advocacy for Funds to Sponsor a One Year Trial Membership to the [National Center of Faculty Diversity and Development](#) (NCFDD)
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Issues for Next Year (2015-2016)

- 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
- Planning for next Chancellor's 500K Allocation
- Strategies to sustain Academic Senate's sponsorship of Under-Represented Faculty Awards
- Collaborate with the Office of VPAA and ODO to conduct evaluation of the trial campus membership to the NCFDD
- Continued refinement of the URM 'groups' definition

2014-2015 Members

Janice Tsoh, PhD, Chair, (M)

Audrey Lyndon, PhD, RN, FAAN, Vice Chair, (N)

Paula Braveman, MD, MPH, (M)

Linda Centore, RN, PhD, (D)

Kim Dau, RN, MS, CNM, (N)

Gordon Fung, MD, MPH, PhD, (M)

Ryan Hernandez, PhD, (P)

Manisha Israni, MD, (M)

Marguerita Lightfoot, PhD, (M)

Eliseo Perez-Stable, MD, (M)

Anil Sapru, MD, (M)

Enrique Terrazas, MD, (M)

Ex Officio Member

Renee Navarro, PharmD, MD

Vice Chancellor, Diversity and Outreach

Number of Meetings: 9

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 the University Committee on Affirmative Action and Diversity (UCAA) 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. The chronology of the revisions process was noted [here](#) in the appendix of the
- **UCAAD Name Change.** In the 2014-15 Academic Year, UCAAD engaged in discussions to amend the name of the committee to include the term 'equity'. The [bylaw amendment](#) was sent to Academic Council for review in July 2015.

Divisional Business

Chancellor's \$500K Allocation:

In the Spring of 2015, Chancellor Hawgood allocated [\\$500K](#) to the Academic Senate for any use the Senate deemed fit. This process, spanning over 8 months, included all committees of the Senate. The final report was presented in September, 2015. ([Appendix 1](#))

EQOP's discussions included (1) Using the funding to bring back faculty development awards and (2) Collaborating with the Research Allocation Program (RAP) to fund grants related to research affecting URM populations. ([Appendices 2 and 3](#)) Ultimately, EQOP, in concert with RAP, used their \$500K allocation for sponsorship of two Faculty Awards under the Under-Represented Faculty & Senior Fellows in Clinical and Translation Research Awards mechanism for the 2015 Spring RAP cycle.

Subsequently, EQOP had some funds left over. At Vice Provost Alldredge's suggestion, the Committee reviewed the possibility of funding a campus subscription to a 1-year trial membership of the [National Center of Faculty Diversity and Development](#) (NCFDD). Committee members did a cursory review of the resources offered agreed to fund half of the membership fee if the VPAA would pay the other half. Both parties agreed to work together during the 2015-16 Academic Year to evaluate the use and efficacy of the resources available through the NCFDD. ([Appendix 4](#))

Position Statement in Response to the Grand Jury Verdicts

In December, 2015, EQOP issued a position statement regarding the decisions by two grand juries not to indict white police officers who killed unarmed Black men. UCSF EQOP was the only campus to issue such a statement. This statement was motivated by the White Coats for Black Lives movement organized by students at UCSF. ([Appendix 5](#))

Revision of the Strategies for Faculty Recruitment and Retention

The [Strategies and Resources](#) document has not been updated since its publication in 2010. In 2013, 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.

In 2014-15, the Committee continued reviewing the 46-page document and came to the conclusion that a more relevant way to disseminate this information would be to significantly pare down the document. Ideas included a one-pager and a list of resources. EQOP will continue this revision in the 2015-16 Academic Year.

Review of Definition of "Groups" as it Relates to the Definition of Underrepresented Minorities (URMs)

EQOP collaborated with CTSI and RAP to expand and refine URM definitions under the under-represented faculty award mechanism. This work is ongoing and will continue through the 2015-16 Academic Year, especially if funding from the Chancellor's \$500K allocation continues. ([Appendix 6](#))

Meaningful Implementation of APM 210

EQOP continued to discuss how to best implement APM 210 on the UCSF campus. EQOP suggested to the Advance CV team to include a designated area for documentation of diversity contributions. Currently, these contributions are only noted in the Chair's letter. The committee also worked on clarification and updated language in the Faculty Handbook revision to address APM 210 implementation.

Revision of Relevant Sections of the Faculty Handbook for Success in Collaboration with CAP

In 2013-14, in concert with the Committee on Academic Person, EQOP ratified a bylaw change that would have CAP review the Faculty Handbook for Success on an annual basis. EQOP agreed to review and give input on matter related to diversity and inclusion. At the May 2015 CAP retreat, EQOP presented their suggested revisions and comments and continued work towards refining the definition of groups. ([Appendices 7 and 8](#))

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