

Committee on Equal Opportunity

Janice Tsoh, PhD, Chair

MINUTES

Monday, October 10, 2015

PRESENT: Janice Tsoh (Chair), Audrey Lyndon (Vice Chair), Linda Centore, Paula Braveman, Kim Dau, Kathy Julian

PERMANENT

GUEST: Renee Navarro, Vice Chancellor, Diversity and Outreach (Not Present)

The Committee on Equal Opportunity was called to order by Chair Tsoh on October 10, 2015 at 10:07am room U506.

Chair's Report

Chair Tsoh led introductions and made these announcements:

Leadership Retreat

- Chancellor's Address. Chancellor Hawgood laid out his priorities for the University. His address was very similar to the recent State of the University Address. The webcast for that address can be found here.
- Graduate Division Dean Liz Watkins addressed food insecurity and identifying students in distress. Committee comments included:
 - There are some concerns surrounding the number of applicants and the actual extent of food security. Perhaps EQOP could invite Dean Watkins for discussion.
 - Is this within our purview? Unless we can attach this to our charge, it should fall on the lower end of our priority list.

Coordinating Committee:

- Faculty Engagement. The Academic Senate will launch a Question of the Month. More details to come.
- Chancellor's \$500K allocation
 - Academic Senate Chair Ruth Greenblatt led a discussion focusing on funds for a big idea and smaller funds dedicated to faculty engagement. Chair Tsoh was tasked to ask EQOP on thoughts regarding criteria. Some criteria suggested at Coordinating Committee included: (1) Should repeat awards be allowed? (2) Should funds only be for unmet needs? EQOP discussion included:
 - The fund this year is geared towards engaging as many faculty as possible. So one \$40K grant will not be as compelling this year.
 - Good proposals should still be submitted even if they are not far-reaching.
 - What about gap funding for URMs or people studying health disparities?
 - Criteria:
 - For those who have been awarded, they can apply again, but will not given priority.
 - Group projects should get priority.

MOTION: EQOP moved to approve a funding request to requesting funds to continue the RAP grant. EQOP will request two grants at \$40K each. Motion carried unanimously.

Motion: EQOP moved to approve \$25K for a diversity theater performance for broad viewing across the campus and not limited to Senate members. Motion carried unanimously.

- Space Planning at Mission Bay. Need members to sit on the various planning committees.
 - Space at SFGH: Paula Braveman
 - Clinical Sciences at UC Parnassus Hall: Susan Hyde

Full minutes of the Coordinating Committee can be found [here](#).

Meeting with the Committee on Academic Personnel Regarding Handbook Revisions

L. Centore gave an update on the work with CAP on the Handbook Revision. In May, she and J. Tsoh attended CAP and had three main take-aways:

- Need continued refinement of the groups definition
- Asked for mentoring to be under teaching
- Clarification on diversity in all realms and how to consider diversity contributions due to concerns about double dipping.

On October 7, L. Centore and J. Tsoh were invited back to recap efforts from the past year regarding the handbook revisions. The July 2015 update included three of our recommendations. The update can be found [here](#). At this meeting we brought up the idea of a designated box for diversity again. Unless the chair notes it, the reviewee cannot self report. CAP seemed unwilling to do this. Committee comments included:

- Why we are bothering going to CAP? Why not straight to VPAA? Let's ask Brian for an update.
- Secondly, we can speak to the the Chair of the Advance Committee or Cynthia Leathers?
- At the very least, the information prompt on the general box should mention diversity contributions.

Bylaws and Committee Charge

- Keep the Faculty Development Awards in the bylaws for now.
- Eliseo sat on the review committee for RAP, who has taken his place?

Presidential Policy on Sexual Harassment and Sexual Violence

Additional languages are lauded, however, the Chinese is incorrect. EQOP will continue to review over email.

University Committee on Affirmative Action and Diversity (UCAAD)

No report. The next UCAAD meeting is October 15th.

Continued Action Items for 2015-16

- **Chancellor's \$500K Allocation**
- **Continued Refinement of the Definition of "Groups"**
- **Partnership with Committee on Academic Personnel in Revising the Faculty Handbook for Success**
- **Update of the [Strategies and Resources to Develop a Diverse Applicant Pool Document](#)**

Old Business

None.

New Business

None.

There being no further business, Chair Tsoh adjourned the meeting at 11:58 a.m.