UCSF Academic Senate

COMMUNICATION FROM THE CHAIR OF COMMITTEE ON EQUAL OPPORTUNITY
Janice Tsoh, PhD

October 30, 2015

Ruth Greenblatt, MD, Chair
UCSF Academic Senate
500 Parnassus Avenue, Box 0764
San Francisco, CA 94143

Re: 2015-2016 Chancellor's $500K Allocation

Dear Chair Greenblatt:

The Committee on Equal Opportunity is grateful for the funding received during the 2014-15 Academic Year from the Chancellor's Allocation. $59,521 of the allotted funds went to fund two research grants for faculty members whose work is related to diversity and/or underrepresented populations. The remaining funds were used to fund the Diversity Facilitator Training for the School of Nursing Faculty (these funds were applied for through the faculty enrichment fund) and to partner with the Vice Provost of Academic Affairs (VPAA) to pay for UCSF's subscription for institutional membership to the National Center for Faculty Development and Diversity (NCFDD). NCFDD provides online training resources for all UCSF faculty, postdoctoral fellows and graduate students. *(Appendix 1)*

In our communication dated June 29, 2015, we requested that the RAP/CTSI funds be continued into the 2015-16 year. *(Appendix 2)* We renew that request here. Additionally, since funding of the NCFDD subscription, over 175 UCSF faculty have signed up for the program. Going forward, EQOP would like to continue the momentum towards these important diversity initiatives. Specifically, we strongly urge the Senate leadership to continue to endorse our partnership with RAP/CTSI in sponsoring the Underrepresented Faculty Award mechanism for the coming funding cycle 2015-2016.

In conclusion, EQOP has the following requests:
  (1) Continued $80K pledge towards funding Under-Represented Faculty and Senior Fellows in Clinical and Translational Research Awards via RAP
  (2) $20K for a series of Diversity Training using Interactive Theater Presentation and Discussion to allow participation of a broad faculty audience
  (3) $10K for the NCFDD Boot Camp. On October 16, 2015, the VPAA approached the Senate requesting $10K to partner with the Office of Diversity and Outreach, the Graduate Division and UCOP to fund faculty member attendance to this boot camp which focuses on faculty success. The VPAA will offer staff support to administer this program.

Thank you for your support of EQOP in pursuing these important opportunities to develop and expand diversity at UCSF. If you have additional questions, please do not hesitate to contact me.

Sincerely,

Janice Tsoh, PhD, Chair
UCSF Committee on Equal Opportunity

UCSF Academic Senate

COMMUNICATION FROM THE CHAIR OF COMMITTEE ON EQUAL OPPORTUNITY
Janice Tsoh, PhD

August 6, 2015

Brian Alldredge
Vice Provost, Academic Affairs (VPAA)
Box 0401

Re: National Center for Faculty Development and Diversity (NCFDD)

Dear Vice Provost Alldredge:

Thank you for bringing to our attention membership to the NCFDD at our March 9, 2015 meeting. The Committee on Equal Opportunity (EQOP) has discussed this membership at length. The overarching concern is that we are the only University of California campus that does not hold a membership to this organization. After receiving feedback that this membership is not relevant for our campus due to our health sciences focus and lack of an undergraduate population, members of EQOP reviewed the programs offered through the NCFDD. Upon reviewing the resources the committee agreed that there are legitimately relevant resources which allow faculty the opportunity to broaden their mentoring and professional network. This membership also addresses the need for more mentoring and faculty development opportunities that were identified in prior campus surveys. Accordingly, members of EQOP endorsed a one-year trial run. For reference, comprehensive committee member and past chair comments are attached. (Appendix 1)

While the committee feels that a full commitment from the administration would go a long way, until that is possible, EQOP proposes and has endorsed a $2K investment for a 1-year trial run. Following the trial year, EQOP would be willing to partner with the Office of Diversity and Outreach (ODO) and the VPAA to evaluate usage and utility to faculty and leadership during the first year of the subscription. If results of the evaluation support membership to the NCFDD, going forward, the institution should fund the membership fully.

EQOP is in strong support of a year trial-run of this institutional subscription and urges UCSF leadership to consider this opportunity in an effort to continue to enforce their commitment to develop and expand diversity at UCSF.

Thank you for considering this important opportunity. If you have additional questions, please do not hesitate to contact me.

Sincerely,

Janice Tsoh, PhD, Chair

UCSF Committee on Equal Opportunity
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)

Cc: Farid Chehab, PhD, Chair, UCSF Academic Senate
        Ruth Greenblatt, MD, Vice Chair, UCSF Academic Senate

Appendix 1: Comments from EQOP Members on the National Center for Faculty Development and Diversity Resources

I just looked at the materials myself, which I hadn't done earlier. They look great. I think this would be a good use of the funds. I agree that the cost should be picked up by the institution and covered ongoing, but I think we are more likely to be successful with that if we can give some comments from people who have used the materials for a year. **(Paula Braveman, MD, MPH,** *EQOP Chair 2010-2011* **)**

The resources seem stellar. If we get a membership- I look forward to using them! **(Linda Centore PhD APRN)**

In regard to membership, I think that the numbers on other campuses is impressive, although it is difficult to tell how those numbers have increased over time and how those numbers relate to actual engagement or satisfaction. I agree with others that a pilot phase is essential (1 year), but timely dissemination of the resource will also be important--- whose responsibility will that be? Renee's office? I would also recommend that a handful of early adopters be directly asked to help us trial the resource and help determine it's utility. **(Kim Q Dau, CNM, MS**)

I think it would be crucial for UCSF institutional subscription. I think that the more resources that are available to us and it seems so many other UC campuses are already using it then we won't feel like we are always trying to reinvent the wheel or treading new ground that may have so much rich experience and resource available. Also, it would seem that we would be able to network with others dealing with similar issues both to create a forum for discussion or strategies to resolve these issues. **(Gordon L. Fung, M.D., Ph.D,** *EQOP Chair 2012-2014***)**

This seems like an interesting opportunity. As we discussed at our last meeting, I don't know how widely it would be adopted at UCSF, but I do think it would be worth a trial run. We really don't know until we try. There definitely seem to be some legitimately useful things here, so I'm supportive of a 1 year subscription, and we have a debate with some data in 6-8 months. **(Ryan Hernandez, PhD)**

Looks to be an excellent resource in my opinion. I agree an institutional subscription would be ideal. It will be likely that there will need to be some description or direction about the benefits of the website and resources that are available. I suspect that folks might not think it's relevant because we're in a soft money, non-tenure environment (and some of it appears targeted on tenure related issues), but there looks to be many other relevant resources for our faculty. Plus it allows folks the opportunity to broaden their mentoring and professional network. It also addresses the need for more mentoring and faculty development opportunities that was identified in prior campus surveys, with a limited response by the university (I'm sure driven by lack of financial resources). Maybe we could suggest trying it for a year and seeing if faculty access it and find it useful. **(Marguerita Lightfoot, PhD)**

I recently had a recruiting conversation with a promising potential URM faculty candidate. One of the person's main concerns was that we might be talking a lot about diversity without actually supporting diverse junior faculty to be successful. This group (NCFDD) seems to have a variety of well-developed resources that might help provide a strong support net for URM faculty, and indeed many of the resources could be of benefit to non-URM faculty as well. It is unclear to me why people think the content is not relevant to UCSF. It seems to me that membership might be one of several "good faith" efforts we could make as a campus to ensure that URM faculty feel supported in our institution. **(Audrey Lyndon, PhD, RNC, FAAN)**

In view of the predominate opinion, I think these would certainly be worth a subscription. I think the materials look good and useful. I do remain skeptical about how much resources like these really help. The Institution spends some money, check off a box and makes them feel good. However, does it really change anything? I would try and evaluate usefulness to the faculty and leaders. **(Eliseo Perez-Stable, MD, EQOP,** *EQOP Chair 2011-2012***)**

When I reviewed the resource page looking at the library resources, I found many topics quite appealing and they would be relevant to faculty and trainees across schools and disciplines at our campus. These are also great resources for teaching postdocs - from publishing/research productivity to work-life balance. More relevant to our diversity mission, though limited, there were a few online recordings on this topic, e.g., successful strategies for faculty diversity. **(Janice Tsoh, PhD)**

UCSF Academic Senate

COMMUNICATION FROM THE CHAIR OF COMMITTEE ON EQUAL OPPORTUNITY
Janice Tsoh, PhD

June 30, 2015

Farid Chehab, PhD, Chair
UCSF Academic Senate
500 Parnassus Avenue, Box 0764
San Francisco, CA 94143

Ruth Greenblatt, MD, Vice Chair
UCSF Academic Senate
500 Parnassus Avenue, Box 0764
San Francisco, CA 94143

Re: Approval to Include Academic Senate as a Sponsor on the 2015-16 Resource Allocation Program (RAP) RFA

Dear Chair Chehab and Vice Chair Greenblatt:

The Committee on Equal Opportunity (EQOP) submits supplemental materials to our communication dated June 29, 2015. These materials are provided to augment our request for continued Senate sponsorship of two Under-Represented Faculty and Senior Fellows in Clinical and Translational Research Awards via (RAP). EQOP is requesting a total of $80,000 from the Chancellor's $500K Allocation for both awards in 2015-2016 academic year, should the funds become available.

With your support, the 2014-15 Chancellor's $500K Allocation was used to fund two faculty members who submitted their research grants via the Under-Represented Faculty and Senior Fellows in Clinical and Translational Research Program for the Spring 2015 RAP funding cycle. EQOP has continued to partner with CTSI to refine and expand the award criteria for this award mechanism. Appended is the revised RFA, which includes the following modifications for the 2015-16 RAP cycle:

(1) Increased award amount from $30,000 to $40,000 a year;
(2) Expanded eligibility to all paid faculty at 50% time or more, including K scholars, in any faculty series;
(3) Reincorporation of eligibility criteria to explicitly include persons who are under-represented minorities, members of groups towards whom there have been historic patterns of discrimination, or who are under-represented in their fields in the call for nominations, with the goal of advancing faculty diversity and equity;
(4) Expansion of criteria for fundable projects that lead to a tangible product such as a grant application, paper and/or new or revised curriculum with an emphasis on research.

EQOP seeks continued support of the Senate's sponsorship of the RAP award by approving the inclusion of the Academic Senate as a sponsor of the Under-Represented Faculty Award RFA. Pleased provide your approval by July 7, 2015, the due date of the RFA.

EQOP believes that the Senate's continued sponsorship of the Under-Represented Faculty Awards will amplify UCSF's efforts to nurture diversity. This effort will make a significant difference toward improving recruitment and retention of under-represented faculty and advancing equity and inclusion at UCSF. We strongly urge you to support this request.

Thank you for your support in pursuing these important opportunities to develop and expand diversity at UCSF. If you have additional questions, please do not hesitate to contact me.

Sincerely,

Janice Tsoh, PhD, Chair
UCSF Committee on Equal Opportunity

COMMUNICATION FROM THE CHAIR OF COMMITTEE ON EQUAL OPPORTUNITY
Janice Tsoh, PhD

June 29, 2015

Farid Chehab, PhD, Chair	Ruth Greenblatt, MD, Vice Chair
UCSF Academic Senate	UCSF Academic Senate
500 Parnassus Avenue, Box 0764	500 Parnassus Avenue, Box 0764
San Francisco, CA 94143	San Francisco, CA 94143

Re: 2014-2015 Chancellor's $500K Allocation

Dear Chair Chehab and Vice Chair Greenblatt:

The Committee on Equal Opportunity is happy to report that $59,521 of the $76,336 allotted to EQOP from the Chancellor's $500,000 Allocation were used to fund two research grants for faculty members whose work is related to diversity and/or underrepresented populations. These funds were effectively folded into the already established RAP/CTSI funding mechanisms which resulted in an efficient disbursement of effort and funds.

EQOP has passed the motion to use the remaining $16,815 to support the following:
1) Faculty proposals submitted to the Academic Senate Chancellor's funds that have some diversity emphases or implications;
2) UCSF's subscription of the institutional membership to the National Center for Faculty Development and Diversity (NCFDD) that provides online training resources for all UCSF faculty, postdoctoral fellows and graduate students.

Going forward, EQOP would like to continue the momentum towards these important diversity initiatives. Specifically, we strongly urge the Senate leadership to continue to endorse our partnership with RAP/CTSI in sponsoring the Underrepresented Faculty Award mechanism for the coming funding cycle 2015-2016.

Thank you for your support of EQOP in pursuing these important opportunities to develop and expand diversity at UCSF. If you have additional questions, please do not hesitate to contact me.

Sincerely,

Janice Tsoh, PhD, Chair
UCSF Committee on Equal Opportunity

Under-Represented Faculty & Senior Fellows in Health Sciences Research

Participating Funding Agencies

Academic Senate
CTSI

Project Award Amount $40,000

Description
This grant mechanism provides support for senior fellows, instructors, assistant, associate and full professor faculty from historically disenfranchised racial and ethnic groups that are under-represented in health sciences, or from economically or educationally disadvantaged backgrounds. The goal is to encourage fellows and faculty from these groups to remain in academia for their career and thus increase the diversity of our faculty.

For CTSI funding: Research can be any area relevant to clinical and translational research which includes bench-to-bedside/laboratory-to-human (T1) translational research, clinical research and bedside-to-community/evidence-to-practice (T2/T3) research. Social, behavioral and economic research as it affects health are included. If not directly involving the study of people or populations, the proposed research must be clearly justified as being on the path to potential use in humans.

For Academic Senate funding: Proposed projects must lead to a tangible product such as a grant application, paper and/or new or revised curriculum with an emphasis on research.

Eligibility
Who's Eligible:
Senior Postdoctoral or Clinical Fellows , Specialists or faculty (instructor, assistant, associate and full professors in any faculty) who meet the under-represented group definitions described below.

At least 75% active time (Postdoctoral or Clinical Fellows) or 50% active appointment in all faculty series.

Who's Not Eligible:
Residents.

Under-represented Group Definition:
Please review the definition of under-represented groups below. Each candidate will be asked to submit a half-page explanation of how they meet the definition below with their proposal.

The UCSF Office of Diversity and Outreach uses the NIH definition included in "Section I. Funding Opportunity Description" and is summarized here:

The following racial and ethnic groups have been shown to be underrepresented in biomedical research: Black or African Americans, Latino or Hispanic Americans, American Indian or Alaskan Natives, Native Hawaiians, and natives of the US Pacific Islands.

Individuals with disabilities, defined as those with a physical or mental impairment that substantially limits one or more major life activities.

In addition, we welcome applications with Veteran Status.

Criteria for Review

Fulfillment of eligibility criteria.
Quality of the research proposal and its relevance to clinical-translational research.
Clear statement from the Department Chair in writing that if an award is made, the fellow (postdoctoral or clinical fellows) recipient will have at least 50% time devoted to research or the faculty recipient will have the percent time effort as stated on the application to devote to the proposed research activities.

Postdoctoral or clinical fellows and junior faculty need to identify a research mentor in the content area: include NIH bio-sketch for your mentor and mentor's letter of support. Associate and full professors do not need to identify a research mentor unless this application represents a major change in direction for their research program.

Award Administration
Projects are for one year and are not renewable. To determine what is and is not allowable, please refer to the instructions. Projects that involve human subjects will require human research committee approval before funding is released.

A progress report is required of all recipients of an award at the end of the funding period and at one year and five years following the funding period, identifying resulting publications and subsequent funding obtained to support expanded/extended projects. Any resulting publication must directly cite funding by UCSF CTSI and/or UCSF Academic Senate according to the funding source.

More on individual funding agencies
(Please note, this is provided for informational purposes only since the review process is centralized).

CTSI-SOS
CTSI-SOS cannot fund any international projects or expenses.

Current K scholars are not eligible to receive salary support from CTSI-SOS. K2 awardees are not eligible for CTSI-SOS awards.

Academic Senate
All paid faculty at 50% time or more, including K scholars, in any faculty series (Ladder Rank, In Residence, Clinical X, Health Sciences Clinical, Adjunct, Instructor, and Professional Research) are eligible to receive salary support from the Academic Senate.

Fellows or non-faculty applicants including Specialists are not eligible for support from the Academic Senate.

International projects are not preferred but may be considered under exceptional circumstances