



Committee on Equal Opportunity

Janice Tsoh, PhD, Chair

DRAFT

MINUTES

Monday, November 9, 2015

PRESENT: Janice Tsoh (Chair), Audrey Lyndon (Vice Chair), Linda Centore, Kim Dau, Ryan Hernandez, Kathy Julian, Marguerita Lightfoot, Anil Sapru

PERMANENT

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

The Committee on Equal Opportunity was called to order by Chair Tsoh on November 9, 2015 at 10:07am room U506.

Approval of the October 10, 2015 Meeting Minutes

The minutes of the October 10, 2015 meeting were approved as amended.

Chair's Report

Chair Tsoh had these announcements:

Current Initiatives

- Update the Chancellor's fund request to focus on requests that reach more faculty.
- Finalize and refine committee priorities for the year.

Coordinating Committee

- Academic Senate Chair Ruth Greenblatt has now started posting a Podcast in advance of the Coordinating Committee meeting. A link to the podcast and the transcript can be found [here](#).
 - Faculty Engagement. The Academic Senate has launched a Question of the Month. Responses are [posted](#). The next question of the month will be on UCRP. She encouraged EQOP to come up with a question of the month related to our charge.
- Bylaw Change. Composition of committees. Confusing. Send back to R&J RE Dept Chairs.
- SHSV Presidential Policy. UCSF comments included in UCAAD and Council reports/responses. Tsoh gave a brief overview: (1) mandatory reporting issues (2) some clarification still necessary (3) we will likely not be asked to review again. The full response from Academic Council including responses from UCSF and other campuses and systemwide committees can be found [here](#).
- Chancellor's \$500K Allocation. The fund this year is geared towards engaging as many faculty as possible. EQOP will amend their proposal to focus on requests that serve a greater number of faculty.
- Space Planning at Mission Bay. In response to space issues at Mission Hall, administration has convened seven space planning committees. EQOP submitted the following names:
 - Space at SFGH: Paula Braveman
 - Clinical Sciences at UC Parnassus Hall: Susan Hyde

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

University Committee on Affirmative Action and Diversity (UCAAD)

UCAAD met on October 15th, 2015. Major themes included:

- (1) Recruitment and Retention
- (2) Development of a proposal for early career faculty in terms of target of opportunity program, search waiver.
- (3) Raising the profile of the Presidential Post-Doctoral Fellowship Program
- (4) Presidential Policy on Sexual Harassment and Sexual Violence. The campuses are disparate in their responses. Some campuses have rejected the policy outright. Many campuses expressed significant concern regarding mandatory reporting. The general sentiment is that faculty should not be held expressly responsible.
- (5) APM 210(d). There is still no clear direction in terms of where this is headed.

Full minutes from UCAAD can be found [here](#).

Report from the Vice Chancellor of Diversity and Outreach (ODO)

Renee Navarro Report. Vice Chancellor Navarro was unable to attend, but electronically submitted the following report:

- (1) Potential collaboration with her office with diversity theater.
- (2) Differences Matter Initiative. R. Hernandez wants to follow-up on what the School of Pharmacy's contribution is.
- (3) Equity Advisors will follow Irvine's model
- (4) Recruiting a new director for LGBT Resource Center
- (5) Working on Title IX issues. Chair Tsoh suggested inviting our Title IX Officer Cristina Perez.

Report from 4CI

Chancellor reiterated his remarks regarding diversity. Students were given time to talk about what they see and what they are working on. Representatives from the Muslim Student Associate talked about Islamophobia and steps the University can take to help mitigate the increasingly hostile climate towards Muslims. These students will meet with Vice Chancellor Navarro soon.

Faculty Equity Survey – G. Fung (via email)

The Chancellor has asked the committee to work on action plans of the Faculty Salary Equity Report and to provide recommendations on setting up principles and criteria for the additional discretionary salary adjustment. The deadline is December 14, 2015 for the steering committee to provide feedback to the Chancellor. He will have more details for our January meeting.

Meeting with the Committee on Academic Personnel (CAP) Regarding Handbook Revisions

CAP incorporated some of our suggested edits and will be meeting with them tomorrow to continue collaboration on the revisions. Members of the subcommittee are: Linda Centore and Kathryn Julian from EQOP and Jackie Leung and Jeff Critchfield from CAP.

\$500K Allocation

Chair Tsoh reviewed our proposal and the comments from Coordinating Committee

- Concerns that the \$40K CTSI/RAP grant did not serve enough faculty. After the Coordinating Committee meeting, Chair Tsoh talked with Alice Fishman from CTSI and learned that the criteria for this award has been expanded to include several additional ranks. Also, the definition of groups has been expanded. Until funding is approved, EQOP agreed to keep the Faculty Development Awards in the bylaws for now. Lastly, it is possible that no URM grants will be funded in the spring cycle due to funding cuts. ACTION: EQOP will amend the request to focus

on long-term impact and potential mentoring opportunities. Motion to continue to ask for funding for one \$40K unanimously approved. Analyst Patel will amend the communication to reflect these changes.

- Diversity Theater. Concerns at the Coordinating Committee included: (1) Will faculty actually attend? (2) If the Office of Diversity and Outreach is already doing this, why does the Senate need to? EQOP agreed that the benefit of Senate sponsorship would be that there would be a faculty focus and inclusion of all schools. Motion to reduce the funding request to \$7K for one performance (including a budget for food), was unanimously approved.
- Boot Camp. The Boot Camp offered the NCFAAD is \$3200 with discount. Academic Affairs will be supporting 8 faculty members for \$1000 a piece. They will still have to pay \$2200 out of pocket. Chair Tsoh suggested folding this into the Faculty Welfare call as that is a smaller grant mechanism. Criteria could include requesting feedback, including a paragraph on the impact on diversity.

Motion to subsidize six faculty members at \$1600 a piece was unanimously approved.

Deferred Action Items for 2015-16

- Continued Refinement of the Definition of “Groups”
- 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.