



University of California  
San Francisco  
**Academic Senate**  
senate.ucsf.edu

## **Committee on Equal Opportunity** **Janice Tsoh, PhD, Chair**

June 10, 2015

Jae Woo Lee, MD, Chair  
Committee on Rules and Jurisdiction

Re: Response to Committee on Committee's Request to Rules and Jurisdiction (R&J) for Clarification of Senate Bylaw 122(A)(1) pertaining to the Committee on Equal Opportunity.

Dear Chair Lee,

The Committee on Equal Opportunity (EQOP) has reviewed the May 22<sup>nd</sup> request from the Committee on Rules and Jurisdiction (R&J) to review Senate Bylaw (SB) 122(A)(1). Below are our findings.

### **History**

At April 24, 2015 Committee on Committees (COC) meeting, COC was unclear on how to interpret (SB) 122(A)(1), specifically, what a Graduate Division Representative is. COC requested clarification from R&J.

At the May 4, 2015 Coordinating Committee meeting, R&J Vice Chair Catherine Waters informed EQOP Vice Chair Audrey Lyndon that R&J would be sending EQOP some questions to aid in R&J's review of SB 122(A)(1). R&J requested this review on May 15, 2015. ([Appendix 1](#))

### 122. Committee on Equal Opportunity

- A. Membership: This Committee shall consist of at least ten members.
1. The membership shall include at least one representative from each of the Schools and the Graduate Division. [Am 5 June 91, 1 Sep 03]
  2. [Am 1 Sep 03]
  3. The Vice Chancellor of Diversity and Outreach shall serve as a non-voting ex-officio member.
  4. The membership shall include at least one appointee from the Clinical and one from the Adjunct series. [Am 1 Sep 03]
  5. All members shall be voting members except when proscribed by Academic Senate bylaws and regulations. [Am 1 Sep 03]
  6. A quorum shall consist of five voting members. [Am 1 Sep 03]
- B. Duties:
1. To review the status of underrepresented groups in those areas in which the Senate has jurisdiction. [Am 1 Sep 03]
  2. To report annually on the policies and the progress of the Division toward achieving equal opportunity for underrepresented groups. [En 12 May 77] [Am 1 Sep 03]
  3. To serve as the review Committee for the Faculty Development (formerly Pre-Tenure) Awards, originating out of the Chancellor's office. [Am 1 Sep 03]
  4. To review regularly and revise as necessary the Faculty Handbook for Advancement and Promotion at UCSF. The Committee should consult with other Divisional committees,

campus committees, and administrative bodies regarding this handbook as appropriate.  
[Am 1 Sep 03]

**EQOP Review**

**SB 122(A)(1): The membership shall include at least one representative from each of the Schools and the Graduate Division.**

EQOP reviewed this request and had these comments:

- (1) The Committee has not had a designated "Graduate Division Representative" within the last 13 years of recorded membership.
- (2) EQOP had no comment on the interpretation of the bylaw as it falls outside of the purview of the committee.
- (3) EQOP has not been getting the Graduate Division perspective and feels strongly that that unit be represented.
- (4) EQOP prefers that the appointment be of a faculty member, but again, will defer to R&J and their deliberations.

Should you have any further questions, please do not hesitate to contact me or Shilpa Patel.

Sincerely,



**Janice Tsoh, PhD**

Chair, Committee on Equal Opportunity

Senate Staff:  
Shilpa Patel, Senior Analyst  
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## Patel, Shilpa

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**From:** Cleaver, Alison  
**Sent:** Friday, May 15, 2015 12:09 PM  
**To:** Patel, Shilpa  
**Subject:** Bylaw 122.A.1 - Official Email RJC Request to EQOP for more background

Dear Shilpa:

RJC Chair Lee and Vice Waters recently discussed by phone the request from Committee on Committees to interpret the EQOP Bylaw 122.A.1 detailing committee membership as relates to having a representative from the Graduate Division.

That bylaw states:

### **122. Committee on Equal Opportunity**

- A. Membership: This Committee shall consist of at least ten members.
1. The membership shall include at least one representative from each of the Schools and the Graduate Division. [Am 5 June 91, 1 Sep 03]

The request to interpret arose from the EQOP Liaison to COC wondering if they should be seeking such a representative – even though one hasn't sat on EQOP in recent years.

Before RJC can discuss as a committee, they'd like some background information from EQOP – some may overlap in the information they request.

- (1) Considering there hasn't been a Grad Division representative on EQOP in the past decade, is there an actual need for someone from Graduate Division to serve on EQOP?
- (2) From the EQOP perspective, what would such a member contribute to committee discussions?
- (3) Does EQOP feel it's not been getting a Grad Division perspective, by not having such a representative?
- (4) If there is a need, is it EQOP's preference to have a grad student/postdoc – or an Administrator – to be that person?

RJC can add to on their June 2015 meeting agenda.

Thank you.

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