

Committee on Equal Opportunity
Janice Tsoh, PhD, Chair

ANNUAL REPORT
2015-2016

Primary Focus Points for the Year:

- Chancellor's \$500K Allocation
 - Continued Advocacy for Funds to Sponsor a One Year Trial Membership to the [National Center of Faculty Diversity and Development](#) (NCFDD)
 - Funding to RAP for Applications submitted to the Under-Represented Faculty Research Award Mechanism
 - Interactive Diversity Theater
 - NCFDD Faculty Success Program (Boot Camp)
- 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
- Review of the Office of the President's Policy on Sexual Violence and Sexual Harassment
- Review of the UC Retirement Options Task Force Report
- Review of the UCAADE's drafted suggestions for future Faculty Salary Equity Analyses
- Inaugural EQOP Retreat

2015-2016 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)

Marguerita Lightfoot, PhD, (M)

Katherine Julian, MD, (M)

Anil Sapru, MD, (M)

Jae Sevelius, PhD, (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/committee/7>

Systemwide Business

The Academic Senate Committee on Equal Opportunity took up the following System-wide issues this year:

- **Review of the Office of the President's Policy on Sexual Violence and Sexual Harassment.** In the 2015-16 Academic Year, EQOP reviewed the University of California's [Policy on Sexual Harassment and Sexual Violence](#) and submitted comments to both Academic Senate and to UCAADE ([Appendix 1](#))
- **Review of the UC Retirement Options Task Force Report.** On February 1, 2016, EQOP reviewed and submitted comments regarding the retirement Options Task Force Report with focus on concerns regarding the potential negative impacts on URM faculty recruitment and retention. ([Appendix 2](#))
- **Review of the UCAADE's drafted suggestions for future Faculty Salary Equity Analyses.** EQOP reviewed UCAADE's recommendations for future faculty salary equity studies. EQOP invited VPAA Alldredge and VC Navarro to provide input and submitted comments to UCAADE. ([Appendix 3](#))

Divisional Business

Chancellor's \$500K Allocation:

Background

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 4](#))

In 2014-15, EQOP expended those funds towards collaboration with the Research Allocation Program (RAP) to fund grants related to research affecting URM populations. Additionally, EQOP partnered with Vice Provost Alldredge's to fund 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 5](#))

2015-16

RAP URM Faculty Award

In 2015-16, EQOP again secured \$40K to support one RAP Under-Represented Faculty Research Award. While five applications were submitted under this mechanism in the Spring 2016 cycle, none fell within the fundable range. The Committee brought concerns to RAP/ Research Development Office (RDO) leadership and conducted a preliminary review of the redacted version of the review critiques of the 5 unfunded applications. EQOP's preliminary analyses resulted in two primary questions that should require further investigations: 1) whether URM faculty investigators need more support or mentorship; and 2) whether there could be bias or gaps in the review process and unaddressed system issues. These conclusions were submitted to RDO Director Dr. Kiser and CTSI. EQOP hope to explore collaboration with RDO and ODO in investigating further using data collected via RAP. ([Appendix 6](#))

Diversity Training Interactive Theater

EQOP partnered with the Office of Diversity and Outreach (ODO) to host an interactive diversity theater. The event was held at two venues – May 3rd at Parnassus and May 4th at Mission Bay. The Senate venue

at Parnassus focused on faculty participation. The ODO venue focused on administrators. The Senate venue was well attended and based on evaluations, well received. ([Appendix 7 & 8](#))

NCFDD Boot Camp (Faculty Success Program)

The program is designed for faculty to improve research productivity through intense accountability, coaching, and peer support and to propel their work-life balance and personal growth to a whole new level.

EQOP, in collaboration with the VPAA and the [Campus Council on Faculty Life](#) (CCFL), subsidized half of the cost of enrollment (\$1600) for six faculty members to attend the Summer Session (May-August, 2016). The call was issued on April 12, 2016 and garnered a total of 16 applications. EQOP members reviewed applications submitted rankings and reviewed by CCFL (VPAA Alldredge and Assistant VP Leathers). The top six ranked by EQOP were fully funded and all applicants confirmed participation. ([Appendix 9](#))

CCFL had received very positive feedback from the Boot Camp faculty participants and indicated interest to collaborate for co-sponsoring the next round of Faculty Success Program, tentatively for the 2017 January session.

Revision of the Document: 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.

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.

At the 2016 EQOP retreat, the group decided to decommission the document and instead work with the newly appointed Equity Advisors to work on revised content.

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 2016-17 Academic Year, especially if funding from the Chancellor’s \$500K allocation continues. ([Appendix 10](#))

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. Of note, in February/March of 2016, new enhancements to the MyCV format in Advance was released, which included a new separate section in the CV to document contributions to diversity.

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.

In 2015-16, following this bylaw change and the initial revisions, CAP convened a subcommittee to review the handbook. L. Centore and K. Julian represented EQOP on this subcommittee. EQOP’s major edits surrounded revisions to APM 210(d) pertaining to documented and recognizing faculty’s contributions to diversity. EQOP spent time to craft specific examples of possible contributions to diversity. ([Appendix 11](#))

Campus Collaborations

In the 2015-16 year, EQOP met with various members of the campus community to forge partnerships in an effort to further diversity and inclusion efforts across the university.

- March 2016: Discussed obtaining CCFL Mentoring Program data with Associate Vice Provost Feldman. Met with VPAA Alldredge and CCFL Coordinator Irene Merry who indicated currently lacks resource in obtaining gender or ethnicity data but agreed data are important and would include in future database refinement for the mentoring program.
- April 2016: Reviewed faculty data from ODO with VC Navarro. The committee strongly recommended that the data be broken down by gender and rank.
- May 2016: Discussed faculty diversity and reviewed SOD diversity related data during visit with Dr. George Taylor, Associate Dean for Diversity and Inclusion of SOD (provided powerpoint). Associate Taylor and EQOP shared concerns related to data collection and availability.
- June 2015: Discussed campus diversity initiatives with ECVF Lowenstein who welcomed EQOP's direct input and future partnerships. He has agreed to visit the committee on an annual basis.

Other Advocacy Work To Promote Diversity and Inclusion at UCSF:

- Statement of Support and Solidarity for the Muslim Community: In December, 2015, EQOP submitted a statement to the Academic Senate and the [statement](#) was reviewed and endorsed by the Coordinating Committee.

Issues for Next Year (2016-2017)

- Planning for next Chancellor's 500K Allocation
- Strategies to Sustain Academic Senate's sponsorship of Under-Represented Faculty Awards
- To conduct further analyses in collaboration with RDO and ODO to understand if there are systemic issues (e.g., diversity of reviewers) or unaddressed mentoring needs for URM Faculty given the observed low success in receiving funding from RAP.
- How to Sustain Funding for the Interactive Diversity Theater
- Collaboration with the Office of VPAA and ODO to sustain the institution campus Membership to the NCFDD
- Continued refinement of the URM 'groups' definition
- Collaboration with ODO in developing metrics with equity benchmarks and goals in assessing faculty diversity data (e.g., modeling from UC Berkeley's Equity Benchmarks [Reports](#))
- Collaboration with ODO's Equity Advisors in revisiting guidelines/ resources for Faculty Recruitment and Retention
- Continue collaboration with CAP in Faculty Handbook revisions and explore new collaborative initiatives (e.g., participate in CAP's proposed online mentoring resources via the Chancellors Faculty Funds)