

**Communication from the Committee on Equal Opportunity**

**Linda Centore, PhD, ANP, Chair**

May 10, 2017

TO: Ruth Greenblatt, Chair of the UCSF Academic Senate  
FROM: Linda Centore, Chair of the Committee on Equal Opportunity  
CC: Todd Giedt, Executive Director of the UCSF Academic Senate

RE: Review and comment on revisions to UC Academic Senate bylaw 336

Dear Chair Greenblatt,

Among its core duties, the Committee on Equal Opportunity (EQOP) reviews the status of underrepresented groups within its jurisdiction and reports on the Division's progress on achieving equal opportunity for underrepresented groups.

At its May 8 meeting, EQOP reviewed the second round of proposed revisions to the UC Systemwide Academic Senate bylaw 336, governing Privilege and Tenure (P&T) hearings. After careful analysis and discussion, EQOP recommends adding the following language in underlined text.

**Section D. Hearing and Post-hearing Procedures**

1. "... The Hearing Committee should consist of at least three Division members, and include a minimum of 25% representation from women or faculty of color. At least two of the members shall be members of the Committee on Privilege and Tenure, one of whom shall chair the Hearing Committee. The Committee shall confirm each Hearing Committee nominee is in compliance with its campus' Sexual Harassment & Sexual Violence training prior to the nominee's appointment to the Hearing Committee. The Committee may not appoint nominees who have not completed their campus' most recent Sexual Harassment & Sexual Violence training, or members of the department or equivalent administrative unit of any of the parties to the Hearing Committee. "

The cases heard before Privilege and Tenure Hearing Committees are often complex and summon hearing committee members to weigh and deliberate evidence, and recommend sanctions through an unbiased lens. Therefore, EQOP strongly supports including aspirational language to this section that prioritizes unconscious bias training as highly recommended for members of the Hearing Committee in the absence of a Division mandate.

The Committee on Equal Opportunity appreciates your facilitation to comment on revisions to this important bylaw.

Sincerely,



Linda Centore, PhD, ANP

cc: Todd Giedt