

**Committee on Equal Opportunity**  
**Linda Centore, PhD, ANP, Chair**

## ANNUAL REPORT 2016-2017

**Primary Focus Points for the Year:**

- Chancellor's \$500K Allocation
  - Continued advocacy for funds to sponsor faculty registration to the [National Center of Faculty Diversity and Development](#) (NCFDD) Faculty Success Boot Camp
  - Funding to the Resource Allocation Program for applications submitted to the Under-Represented Faculty Research Award Mechanism
- Review of revisions to Academic Personnel Manual 210-6
- Review of Academic Senate bylaw 336
- Review of Revised Presidential Policy on Nondiscrimination and Affirmative Action regarding Academic and Staff Employment
- Review of Open Access 2020 initiative
- Review of the Helen Diller philanthropic gift to UCSF

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**2016-2017 Members**

**Linda Centore, PhD, ANP, Chair (D)**  
**Katherine Julian, MD, Vice Chair (M)**

Paula Braveman, MD, MPH, (M)  
Esther Chen, MD (M)  
Kim Dau, RN, MS, CNM, (N)  
Joan Hilton, DSc, MPH (M)  
Christine Glastonbury, MD (M)  
Ryan Hernandez, PhD, (P)  
Jae Sevelius, PhD, (M)

**Ex Officio Members**

J. Renee Navarro, PharmD, MD  
Vice Chancellor, Office of Diversity and Outreach

<http://senate.ucsf.edu/committee/>

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**Number of Meetings: 9**

Academic Senate Staff:

Karla Goodbody, Senior Analyst  
415.476.9683 [karla.goodbody@ucsf.edu](mailto:karla.goodbody@ucsf.edu)

## Systemwide Business

The Academic Senate Committee on Equal Opportunity (EQOP) took up the following systemwide issues this year:

[Review of revisions to Academic Personnel Manual 210-6 \(Appendix 1\)](#)

EQOP's comments on this review clarified language.

[Review of Academic Senate bylaw 336 \(Appendix 2\)](#)

EQOP's interest in this review concerns faculty review committees in faculty misconduct hearings.

[Review of the Revised Presidential Policy on Nondiscrimination and Affirmative Action regarding Academic and Staff Employment \(Appendix 3\)](#)

EQOP's comments on this review clarified language.

## Divisional Business

### **Chancellor's \$500,000 allocation:**

#### **Background**

Since the fall of 2014, Chancellor Hawgood has allocated \$500,000 to the Academic Senate each year to support faculty activities not covered by departments or through grants. This process, spanning over 8 months, includes all Senate committees.

[Research Allocation Program faculty award](#)

Since the 2014-2015 academic term, EQOP expended funds from the Chancellor's allocation to the [Research Allocation Program](#) (RAP) to fund research proposals submitted by faculty who identify as an URM and from faculty whose proposals impact URM populations. In 2016-2017, EQOP secured \$40,000 and successfully funded one of two faculty who applied for funding. The RAP is housed within the [Research Development Office](#). (RDO)

At its February meeting, EQOP invited Dr. Gretchen Kiser, Executive Director of the Research Development Office (RDO) to continue the conversation regarding how EQOP can support RDO's response to the campus' Equity and Inclusion Initiative, with particular interest in supporting Underrepresented Minority (URM) faculty. Members focused their discussion on the RDO's [Resource Allocation Program](#), which include awards for early career and established investigators.

Dr. Kiser shared that applications submitted under RAP's URM mechanism have historically scored low. EQOP believes this presents an opportunity to develop outreach to increase the number of successful applicants through assistance with application preparation and mentoring. Dr. Kiser affirmed her interest in collaborating with EQOP on this outreach. Dr. Kiser also announced the RDO added a Diversity Advisor to its Executive Committee of the RAP review board, and shared RDO is now collecting race/ethnicity and other data on reviewers across its programs.

[NCFDD Boot Camp \(Faculty Success Program\)](#)

This program is designed to help faculty improve their research productivity through intense accountability, coaching, and peer support, while increasing the satisfaction levels of their work-life balance and personal growth.

EQOP, in collaboration with the [Campus Council on Faculty Life](#) (CCFL), subsidized the full cost of enrollment (\$9600) for three faculty members to attend the Summer & Fall sessions. EQOP members reviewed applications and selected faculty from the Schools of Medicine and Nursing.

## Open Access 2020 Expression of Intent

Dr. Rich Schneider, Chair of Committee on Library and Scholarly Communication talked with EQOP on the [Open Access 2020](#) Initiative and requested EQOP's support to add UCSF as a signatory to the Initiative's non-binding [Expression of Interest](#). The overarching goal of Open Access 2020 is to allow authors to retain copyright & assign a copyright license of their publications to the institution with whom they are affiliated. Following a robust discussion, EQOP agreed to support the Expression of Interest ([Appendix 4](#)).

## Helen Diller Foundation philanthropic gift to UCSF

### Background

In early 2017, the Helen Diller Foundation pledged a transformative gift of \$500 million to support the University of California, San Francisco. Of this, \$200 million will be used to retain outstanding current professors, recruit preeminent faculty to UCSF, and to support early- and mid-career scientists. In response to the Chancellor's invitation for faculty guidance on this gift, the Academic Planning and Budget Committee formed a Task Force to make recommendations on the utilization of the philanthropic gift. Overall, EQOP believes the investment from the Helen Diller Fund to retain and recruit faculty provides a pathway for UCSF to fulfill the mission of the University of California's Diversity and Inclusion Initiative. Following the Task Force report, EQOP offered the following recommendations to the Senate's Executive Council:

1. Prioritize underrepresented minority faculty (URM) as a criterion of receiving a Distinguished Professorship or Faculty Scholar award.
2. Clarify use of *underrepresented*, using the definition from the UCSF Office of Diversity and Outreach, <https://diversity.ucsf.edu/about/diversity-best-practices>.
3. Equalize distribution of the funds across the schools. As written, distribution based on the number of faculty in each school greatly disadvantages UCSF's smaller schools.
4. Use some of the gift to support faculty working in less visible, but equally important quaternary care specialties, who have difficulty attracting philanthropic support in the same manner larger, more visible departments have.
5. Address cost of living through childcare subsidies, and additional UCSF campus day care that is available for faculty.
6. Address cost of living by subsidizing cost of housing and availability of faculty housing at Mission Bay and Parnassus campuses.

### Issues for Next Year (2017-2018)

- Response to [Faculty Climate Survey](#)
- Response to the [Faculty Family Friendly Initiative](#) report
- Identify EQOP representative for Faculty Climate Survey Action Planning Committee
- Hold focus group with URM faculty, Vice Provost of Academic Affairs, Vice Chancellor Renee Navarro.
- Planning for Chancellor's Fund
- Analysis of criteria for search firms and search committees for Deans and Division Chairs.

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## Appendices

- [Appendix 1](#): Communication from the Chair to Senate Chair Ruth Greenblatt concerning revisions to Academic Personnel Manual 210-6
- [Appendix 2](#): Communication from the Chair to Senate Chair Ruth Greenblatt regarding revisions to SB 336
- [Appendix 3](#): Communication from the Chair to Senate Chair Ruth Greenblatt concerning revisions to Presidential Policy on Nondiscrimination and Affirmative Action regarding Academic and Staff Employment.
- [Appendix 4](#): Communication from the Chair to Rich Schneider, Chair of the Committee on Library and Scholarly Communications.