

**Committee on Equal Opportunity**  
**Katherine Julian, MD, Chair**

## ANNUAL REPORT 2017-2018

**Primary Focus Points for the Year:**

- Chancellor's Fund allocations
- Use of diversity statements for faculty recruitment
- Use of diversity statements for faculty advancement

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**2017-2018 Members**

**Katherine Julian, MD, Chair**  
**Jae Sevelius, PhD, Vice Chair**

Linda Centore, PhD, ANP  
Esther Chen, MD  
Kim Dau, RN, MS, CNM,  
Lukejohn Day, MD  
Nancy Hessel, MSPH  
Joan Hilton, DSc, MPH  
Christine Glastonbury, MD  
Errol Lobo, MD, PhD

**Ex Officio Members**

J. Renee Navarro, PharmD, MD

<http://senate.ucsf.edu/committee/7>

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**Number of Meetings: 10**

Academic Senate Staff:

Karla Goodbody, Senior Analyst

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## Systemwide Business

The Academic Senate Committee on Equal Opportunity (EQOP) helped shape the systemwide and local implementation of contributions to diversity statements for faculty recruitment. In consultation with the Office of Diversity and Outreach, EQOP reviewed the current practices of all UC campuses to guide discussion among systemwide Senate committees. Once an option utilized by individual campuses, the Office of the President now requires these statements to be a part of the faculty recruitment process. [Guidelines from the Office of Diversity and Outreach](#)

## Divisional Business

### **Chancellor's \$500,000 allocation to the Academic Senate:**

Since the fall of 2014, Chancellor Hawgood has allocated \$500,000 each year to support activities that benefit UCSF faculty. Known as the Chancellor's Fund, standing committees submit proposals to the Senate's Executive Council between November and December, for implementation during the following calendar year. For 2018, EQOP received \$16,100 to implement two of its proposals.

1. Faculty Success Program Boot Camp

Sponsored by the National Center for Faculty Development and Diversity ([NCFDD](#)), the Boot Camp is designed to help faculty improve their productivity through accountability, coaching, and peer support while increasing the satisfaction levels of their work-life balance and personal growth.

In collaboration with the [Campus Council on Faculty Life](#), EQOP subsidized the full cost of enrollment (\$9600) for three faculty members to attend the Boot Camp. EQOP members reviewed applications and selected faculty that received the highest scores. Five of the six applicants were from the School of Medicine, and one applicant was from the School of Nursing.

2. Faculty workshop: [Building a Publishing Pipeline](#).

Building on the collaboration with the National Center for Faculty Development and Diversity's (NCFDD) Faculty Success Boot Camp, EQOP, the Office of Diversity and Outreach and the NCFDD will host a half-day workshop in the fall aimed at supporting early and mid-career female faculty.

### [Statement on the Deferred Action for Childhood Arrivals \(DACA\) program](#)

In response to the Trump Administration's rescission of the DACA program and the subsequent lawsuit filed by President Napolitano against the Administration, EQOP and the Senate's Executive Council issued a joint statement supporting President Napolitano, Chancellor Hawgood and the University's students impacted by the program's rescission.

### Use of diversity statements for faculty advancement and promotion

Following the systemwide implementation of diversity statements for faculty recruitment, EQOP drafted guidelines on the evaluation of diversity statements for faculty advancement and promotion with the Committee on Academic Personnel (CAP). While CAP determined it could not recommend implementing diversity statements as criteria for faculty advancement, CAP pledged to continue working with EQOP to disseminate these guidelines to faculty.

### Service to campus and systemwide committees

The following faculty serve as EQOP's representatives on these campus and systemwide committees:

1. Jae Sevelius represented EQOP on the [Council on Campus Climate, Culture and Inclusion](#) (4CI) and the University Committee on Affirmative Action, Diversity and Equity (UCAADE).
2. Lukejohn Day serves as EQOP's representative on the UCSF Faculty Climate Survey Task Force. The Task Force was convened by Vice Provost of Academic Affairs Brian Alldredge to address the findings of the [2017 Faculty Climate Survey](#). The Task Force is expected to present its action plan to Chancellor Hawgood and Executive Vice Chancellor and Provost Dan Lowenstein by April 2019.
3. Joan Hilton served as EQOP's representative on the Faculty Salary Equity Review Committee. The Committee's report may be reviewed [here](#).
4. Kim Dau represented EQOP on the Faculty Family Friendly Initiative (3FI). Recommendations from this committee were released in January 2017 and can be reviewed [here](#).

The Committee invited the following guests to enrich its discussion on topics under review and to learn more about new initiatives:

- Brian Alldredge, Vice Provost for Academic Affairs, discussed the results of the Faculty Climate Survey and requested EQOP representation on the Task Force he would soon be convening.
- Jeff Critchfield, Chair of the Committee on Academic Personnel, met with EQOP to discuss guidelines on contributions to diversity statements for advancement and promotion.
- Howard Pinderhughes, Chair of the Department of Social and Behavioral Sciences in the School of Nursing, introduced the Committee to the concept of an anchor institution at UCSF and current efforts to complete the Anchor Institution Assessment.
- Kirsten Bibbins-Domingo, Vice Dean for Population Health and Health Equity, addressed integration across UCSF to address community care.

### Issues for Next Year (2018-2019)

- Review the Faculty Climate Survey Task Force Action Plan
- Review the report from the Faculty Salary Equity Review Committee.
- Draft Chancellor's Fund proposals
- Continue dialogue with CAP on diversity statements for faculty advancement
- Invite past participants of the NCFDD Faculty Success Program to EQOP.