

Committee on Equal Opportunity
Jae Sevelius, PhD, Chair

ANNUAL REPORT
2018-2019

Primary Focus Points for the Year:

- Chancellors Fund Projects
 - *NCFDD Workshop*
 - *NCFDD Faculty Success Program Boot Camp*
- Diversity, Equity, & Inclusion Statements for Advancement/Promotion
- Dignity Health Affiliation
- Faculty Survey Task Force
- Bylaw Revisions
- UCSF Hiring Metrics & Practices

2018-2019 Members

Jae Sevelius, PhD, Chair

Christine Glastonbury, MD, Vice Chair

Katja Brueckner, PhD

Esther Chen, MD

Kim Dau, RN, MS, CNM,

Lukejohn Day, MD

Nancy Hessol, MSPH

Joan Hilton, DSc, MPH

Christine Glastonbury, MD

Errol Lobo, MD, PhD

Katherine Julian, MD

Ex Officio Members

J. Renee Navarro, PharmD, MD

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

Number of Meetings: 9

Academic Senate Staff:

Kirstin McRae, Senior Analyst

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Systemwide Business

The Academic Senate Committee on Equal Opportunity (EQOP) actively participated in the ongoing discussions concerning the use of Diversity, Equity, and Inclusion (DEI) statements for advancement and promotion. EQOP also engaged with its system-wide counterpart, the University Committee on Affirmative Action, Diversity, and Equity (UCAADE), in discussions over the proposed UCSF/Dignity Health Affiliation.

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 2018-2019, EQOP received \$22,800 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. This year, EQOP subsidized the full cost of enrollment (\$15,800) for four faculty members to attend the Boot Camp. EQOP solicited applications from faculty in January and February and received seven applications for sponsorship. Each application was reviewed and scored twice by randomly assigned Committee Members and funds were awarded to the top four scores.

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 also requested funds (\$7000) to sponsor a half-day NCFDD workshop (to be held in fall 2019) aimed at supporting early and mid-career female faculty.

Diversity, Equity, and Inclusion (DEI) Guidance Document

Following the systemwide implementation of diversity statements for faculty recruitment, EQOP began collaborating with the Committee on Academic Personnel (CAP) to develop a guidance and resource document for the evaluation of diversity statements for faculty advancement and promotion. EQOP began developing the initial draft of a Diversity, Equity, and Inclusion (DEI) guidance document in fall 2018, which was then sent to CAP members for review and comment. After CAP members reviewed and approved the document, it was then sent to VPAA Brian Alldredge for review and comment prior to the May 1st CAP Retreat. Chair Sevelius attended the CAP Retreat and spoke on behalf of EQOP's contributions to the document so far. CAP Retreat attendees responded favorably to the document and began discussing some of the logistics of implementing and requiring a DEI section for all faculty advancement and promotion reviews. The retreat discussion was particularly focused on how to help people identify and translate the work they are already doing through a DEI lens. Moving forward, the next step will likely involve CAP and EQOP working together to develop a communication to faculty that helps to explain why DEI efforts are an important aspect of a faculty member's packet, despite not being an official requirement. Overall, the goal would be to implement the statement as an "opt-in" section for all faculty packets starting in July 2020.

EQOP will continue working in 2019-2020 to identify outreach opportunities and demonstrate to faculty the significance of DEI work to both UCSF and the UC system.

Dignity Health Affiliation

The UCSF Senate approved a proposed affiliation with Dignity Health during its November 2018 Executive Council Meeting. In the months following, a number of other Senate Divisions began to express

opposition to the proposed affiliation, despite a long history of consultation between the UCSF Senate and UCSF Health. In April, Divisional Chair David Teitel addressed the growing controversy in a [statement to the Academic Council](#).

In May, EQOP held discussions in order to consider the proposed affiliation in the context of EQOP's charge and to address some concerns that had been raised at UCAADE's most recent meeting on the same subject. Following those discussions, EQOP voted to draft a letter of support ([Appendix 1](#)) joining the Committee on Clinical Affairs' (CAC) earlier request that the Executive Council re-engage UCSF Health CEO Mark Laret on the recommendations of the [Joint Senate-Administration Review Committee on Campus Policy 100-10](#). In late May, Chancellor Hawgood announced a decision to "not [to] continue to pursue the affiliation as it had originally been envisioned."

Faculty Survey Taskforce Findings

Lukejohn Day, EQOP's representative on the UCSF Faculty Climate Survey Taskforce, presented a report on 2017 Faculty Climate Survey and Task Force findings to EQOP in February. The 2017 Faculty Climate Survey was a follow-up to the 2001 and 2011 Faculty Climate Surveys. These surveys are typically done every ten years; however, the 2017 survey was pushed up to capture the changing landscape of UCSF. The 2017 survey had ~1158 responses (39% response rate), which was a significant decrease from the 2011 response rate of 61%.

Some key findings included:

- More than ½ of faculty who responded plan to stay at UCSF for careers
- Intellectual stimulation and collaboration and opportunities for collaboration cited in high regard
- Faculty mentoring program associated positively with almost every need and issue tested through survey
- Progress made towards improving climate for women and URM faculty has either stalled or worsened
- Perception of inadequate compensation and concerns about difficult commutes were found throughout survey data responses
- Few than half of respondents expressed satisfaction w/ incomes; overall satisfaction with income has declined compared to 2001 and 2011

Bylaw Revisions

As part of the 2018-2019 Senate Office audit of all committee/council bylaws/regulations, the Rules & Jurisdiction Committee conducted a review of EQOP's bylaws in December and drafted suggested revisions and points of clarification concerning EQOP bylaw 122.A.1-6. In January, EQOP members reviewed and approved the proposed revisions and addressed the points of clarification. ([Appendix 2](#))

Representation on Campus and Systemwide Committees

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

1. Christine Glastonbury represented EQOP on the University Committee on Affirmative Action, Diversity and Equity (UCAADE) at the system-wide level.
2. Lukejohn Day served as EQOP's representative on the UCSF Faculty Climate Survey Task Force.
3. Esther Chen served as EQOP's representative on the Faculty Salary Equity Review Committee. The Committee's 2019 report may be reviewed [here](#).
4. Kim Dau represented EQOP on the Faculty Family Friendly Initiative (3FI). The most recent 3FI update (released July 2019) can be found [here](#)

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

- 2018 NCFDD Boot camp Funding Recipients (Matthew Bucknor; Maria Chao; Urmimala Sarkar), reported on their respective experiences participating in the NCFDD boot camp program, and provided personalized assessments of the benefits gained. .
- Sanziana Roman, SOM Dean's Diversity Leader for Leadership, Equity, and Inclusion, presented an overview of how DEI is being tracked and incorporated in search/hiring metrics
- Renee Navarro, Vice Chancellor of Diversity and Outreach, provided periodic updates concerning campus diversity initiatives and strategic planning.

Going Forward

Ongoing issues under review or actions that EQOP will continue to address into 2019-2020:

- Development of Chancellor's Fund Projects
- Continued partnership with CAP on DEI Guidance Document and Resources
- Advancement of Faculty Equity

Appendices

This Annual Report is posted on the [Committee on Equal Opportunity's Web Page](#) on the [Academic Senate Web site](#). Appendices are embedded into this PDF document.

[Appendix 1](#): EQOP Letter of Support re: Dignity Health Affiliation

[Appendix 2](#): EQOP Response re: Inquiry on EQOP Bylaws 122.A.(1-6) and Proposed Revisions