

Communication from the Committee on Equal Opportunity
Linda Centore, PhD, ANP, Chair

March 30, 2017

To: Ruth Greenblatt, Chair, UCSF Academic Senate
From: Linda Centore, Chair, Committee on Equal Opportunity (EQOP)
Cc: Todd Giedt, Executive Director, UCSF Academic Senate

Re: Comment on the APB/ Helen Diller Fund Task Force Recommendations

Dear Chair Greenblatt,

Thank you for facilitating EQOP's review of the Task Force's guidance on utilization of the philanthropic gift from the Helen Diller Fund to recruit and retain of UCSF faculty. EQOP commends the Task Force's thoughtful deliberation used to inform its stewardship principles and recommendations.

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. The Committee suggested as a first step, the application process prioritize underrepresented minority faculty (URM) as a criterion of receiving a Distinguished Professorship or Faculty Scholar award. In addition, EQOP recommends clarification of *underrepresented* in the statement *underrepresented faculty are encouraged to apply*. We recommend using the same definition of "underrepresented" as used by the UCSF Office of Diversity and Outreach, <https://diversity.ucsf.edu/about/diversity-best-practices>.

Additional comments from EQOP sought to equalize distribution of the funds across the schools. As recommended by the Task Force, distribution of funds based on the number of faculty in each school greatly disadvantages smaller schools.

EQOP also offered additional suggestions for program funding models for the Executive Council to consider. EQOP members discussed the possibility of using some of the Diller funds to support faculty in service departments that have extraordinary difficulties attracting philanthropic support, as these faculty do not have direct access to patients in the same manner as the departments of surgery or medicine. Faculty in the Department of Neurology for example, currently have 30 endowed professors and do not work alone; they rely on neuroradiology or neuropathology, whose number of endowed professorships is 1 and 2 respectively. EQOP would like UCSF's leadership to understand this disparity and perhaps leverage some of its gift from the Diller Fund to support faculty working in less-visible, but equally important quaternary care specialties.

Other recommendations EQOP identified were to:

1) Address cost of living through childcare subsidies, and additional UCSF campus day care that is available for faculty.

2) Address cost of living by subsidizing cost of housing and availability of faculty housing both in Mission Bay and by Parnassus.

We thank you for the opportunity to help guide this historic investment in our current and future faculty.

Sincerely,

Linda Centore PhD ANP

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