



COMMITTEE ON EQUAL OPPORTUNITY

Ruth Malone, RN, PhD, Chair

MINUTES DRAFT

Meeting of April 15, 2004

PRESENT: R. Malone (Chair), F. Lu, O. Plesh, A. Stewart, P. Braveman

ABSENT: F. Ramos-Gomez, L. Santiago, R. Taylor, S. Youmans, D. Wara

GUEST: Dr Harvey Brody, incoming UCSF Faculty Ambassador

The meeting of the Committee on Equal Opportunity (EQOP) was called to order by Chair Malone on Thursday, April 15, 2004 at 9:07 AM. A quorum was present.

Minutes

A motion to approve the minutes of March 18, 2004 (Attachment 1) was seconded and unanimously approved by the Committee.

Chair Report

Chair Malone reported the EQOP communication to Executive Vice Chancellor A. Eugene Washington is being reviewed by Leonard Zegans, Chair, Academic Senate. After Zegans has approved, it will be finalized and delivered.

Chair Malone reminded EQOP Committee members of the special meeting on Thursday, May 6, 2004 in Room S-30 from 9:00-11:00AM. Campus leaders on diversity issues have been invited to discuss a proposal to initiate an online clearinghouse of diversity resources for the benefit of students, faculty, and staff at UCSF, ideally with a link to the main webpage of UCSF and to discuss coordination of diversity efforts. Chair Malone remarked that there is a lot of enthusiasm for the proposal among invited guests. Committee members strongly support the proposal and thanked Chair Malone for her outreach efforts.

Discussion with Incoming Faculty Ambassador, Dr. Harvey Brody

Dr. Harvey Brody, DDS, M.Ed., joined the Committee to discuss his new role as the UCSF Faculty Ambassador. While much of Dr. Brody's past experience has focused on directly serving the needs of underrepresented minority students, he is enthusiastic about this new opportunity to influence systemic and institutional factors that could create greater diversity among UCSF faculty. Initially, Dr. Brody is conducting outreach to and collaboration with individuals on campus, including EQOP members, to assess the needs of this new effort. After this assessment, he will begin compiling resources, including recruitment of staff support.

Dr. Brody outlined a plan to work with a selected department chair to broaden the pool of candidates for a given search committee. Dr. Brody hopes to use an early success as publicity for the Ambassador Program, and to encourage other department chairs to take advantage of this new program. EQOP members are encouraged to send ideas and/or contact information regarding potential search committees to Dr. Brody.

The Committee agreed that Dr. Brody should be invited as a permanent guest to all future EQOP meeting, and that the Ambassador Program in general be made a permanent agenda item.

The Committee suggested that the School of Dentistry publish the success of its Post-Bacc program, which Dr. Brody developed and implemented. Octavia Plesh reported that efforts to do so are currently underway.

The Committee asked that Marilyn Winkelby, PhD, founder and director of the Stanford Medical Youth Science Program, be invited to UCSF to discuss this innovative program for low-income high school students who are interested in careers in the health professions.

Review and Discussion of a Draft Diversity Resources Framework, prepared by Anita Stewart

Committee members reviewed topic areas and target audiences for categorizing diversity resources, as proposed in the draft matrix (Attachment 2) developed by Stewart. Stewart was thanked by the Committee for her good work. The updated matrix and list of diversity resources (Attachment 3) will be used as background for the special meeting on May 6, 2004 in Room S-30.

Discussion and Review Assignments for the Faculty Handbook

Senate Analyst J. Whittick reported that a complete draft of the revised Faculty Handbook is nearly ready for dissemination to the Committee for review and editing. Chair Malone indicated that the Committee’s review will be primarily editorial in nature.

All members are asked to complete their review/editing assignments, and then return draft sections to Senate Analyst Janet Whittick (jwhittick@senate.ucsf.edu) for compilation. The deadline is Tuesday, May 18, 2004 by close of business.

Meeting Attendance Record – Committee on Equal Opportunity 03-04

MEMBERS	9-23-03	10-16-03	11-20-03	12-18-03	1-15-04	2-19-04	3-18-04	4-15-04	5-20-04	6-17-04
Ruth Malone (N) Chair	X	X	X	X	X	X	X	X		
Francis Lu (M) Vice Chair	EXS	X	X	X	X	X	ABS	X		
Octavia Plesh (D)	X	X	X	X	X	ABS	ABS	X		

Lydia Santiago (M) Clinical Rep.	X	EXS	X	X	X	ABS	X	EXS		
Anita Stewart (N)	X	X	X	X	X	X	X	X		
Robert N. Taylor (M)	EXS	X	X	X	EXS	X	X	EXS		
Sharon Youmans (P)	X	X	EXS	EXS	EXS	X	ABS	ABS		
Paula Braveman (M), Academic Freedom Rep., ex officio <i>Member as of 10-03</i>	-	EXS	EXS	X	X	X	X	X		
Ruth Greenblatt (M) Chair P&T, ex officio	X	EXS	EXS	ABS	EXS	ABS	ABS	ABS		
Diane Wara (M) Chair UCAAD Rep., ex officio	EXS	X	EXS	X	EXS	X	X	EXS		

X: Present

EXS: Excused/RSVP absence

ABS: Absent

Senate Staff:
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