COMMITTEE ON EQUAL OPPORTUNITY
Ruth Malone, RN, PhD, Chair

MINUTES
Meeting of December 18, 2003

PRESENT: R. Malone (Chair), F. Lu (Vice Chair), P. Braveman, O. Plesh, A. Stewart, R. Taylor, D. Wara, S. Youmans

ABSENT: F. Ramos-Gomez, R. Greenblatt, L. Santiago

The meeting of the Committee on Equal Opportunity (EQOP) was called to order by Chair Malone on December 18, 2003 at 9:05 a.m. A quorum was present.

Minutes
The minutes of the meeting of November 20, 2003 were unanimously approved.

Chair’s Report
None.

Report from M. Margaret Dolcini on Faculty Development Award
Chair Malone called attention to the report from M. Margaret Dolcini on the results of the Faculty Development Award she received in July 2001. The Committee noted that a standard format had been previously created for award recipients to submit their reports and requested a copy of the template from Senate Analyst J. Dang.

Retreat of Chancellor’s Advisory Committee on Diversity
Vice Chair Lu reported that the Faculty Subcommittee, of which he is chair, of the Chancellor’s Advisory Committee on Diversity (CACD) held a retreat on December 9, 2003 and continued to discuss the Best Practices Report for search committees (intended to supplement the current Search Process Report).

F. Lu also noted that Christopher Edley Jr. has been named dean of the Boalt Hall School of Law at UC Berkeley. Michael Adams, director of the UCSF Office of Affirmative Action/Equal Opportunity/Diversity, has made contact with him. Professor Edley is interested in creating a West Coast counterpart to his highly regarded Civil Rights Project at Harvard University.

The Association of American Medical Colleges (AAMC) in July 2003 approved a new definition of underrepresented minorities: "Underrepresented in medicine means those racial and ethnic populations that are underrepresented in the medical profession relative to their numbers in the general population.” More information, including the “Frequently Asked Questions and Answers about the New Underrepresented in Medicine Definition” which was distributed at the meeting is located at the AAMC
website: http://www.aamc.org/meded/urm/start.htm. The Faculty Subcommittee also discussed this new definition at its retreat and noted that the definition conflicts with federal practice of using “underrepresented minorities” as the standard term. In addition, local and state practices also differ due to their specific racial and ethnic populations. D. Wara indicated that she had led a committee at the AAMC to study this issue and agreed to transmit its most recent report to Committee members. A conference at UCSF will be held on January 16, 2004, which will focus on health literacy and cultural competency issues. F. Lu agreed to lead a discussion related to the new AAMC definition at the next Committee meeting.

In addition, F. Lu reported that the AAMC published a report assessing the Supreme Court’s ruling in the University of Michigan lawsuit on its affirmative action policies. The report may be accessed at: http://www.aamc.org/publications/assessmedschooladmissions.pdf. P. Braveman indicated that Kevin Grumbach, professor in the Department of Family and Medicine, conducted research on social inequities in health care and she agreed to present documents on this topic at the next meeting.

F. Lu reported that the UCSF Office of Affirmative Action/Equal Opportunity/Diversity has recently distributed the Faculty Survey of Affirmative Action Practices. He agreed to further discuss this at the next meeting.

**University Committee on Affirmative Action and Diversity**

D. Wara reported that the University Committee on Affirmative Action and Diversity (UCAAD) recently was charged with studying faculty diversity at UC. Each campus had submitted a progress report on faculty diversity except UCSF; D. Wara indicated that she would prepare the report to submit to UCAAD.

Revisions to three Academic Personnel Manual sections were discussed, including section 210 which will allow use of activities to increase diversity as a criterion for advancement and promotion. UCAAD also reviewed the “Proposed Revised Policy on Sexual Harassment and Procedures for Responding to Reports of Sexual Harassment” and the “Proposed New Policy on Conflicts of Interest Created by Consensual Relationships.” UCAAD also discussed the decreasing number of admissions to UC due to the budget reductions in state funds.

The Faculty Handbook for Advancement and Promotion at UCSF continues to be revised by D. Wara; Diane Dillon, Director for Academic Personnel; and Tamara Maimon, Director of the Academic Senate Office.

**Ambassador Program**

The Call for the faculty position of the Ambassador Program has been released to the campus. The call may be accessed at http://www.ucsf.edu/senate/2003-2004/CALL-FSC-Ambassador.pdf. The deadline for applications is January 15, 2004.

**Consideration of Support for Work Life Resource Center Program**

In 2002-03, EQOP wrote a letter to APB in support of maintaining the Sexual Harassment Prevention Program and Dispute Resolution and Gender Discrimination programs at their current levels of funding. At the previous meeting EQOP discussed whether a similar letter should be sent forward to APB this year. The Committee had suggested that obtaining some data regarding the number of people served or program outcomes could strengthen such a letter, and requested that staff see if such information was available from the programs for this purpose. Chair Malone indicated that information had been
requested from Alma Sisco-Smith, director of the program and the report will be presented at a future meeting.

The meeting adjourned at 10:20 a.m.

Meeting Attendance Record

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Senate Staff:
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