COMMITTEE ON EQUAL OPPORTUNITY
Francis Lu, MD, Chair

MINUTES
Meeting of February 7th, 2005

PRESENT: F. Lu (Chair), A. Stewart (Vice Chair), P. Bacchetti, R. Taylor, L. Santiago, S. Youmans, J. Chen, J. Fike, E. Lobo, L. Santiago

ABSENT: D. Weiss, D. Fried

EXCUSED: P. Braveman,

PERMANENT GUEST: Harvey Brody, Faculty Search Ambassador Program

Chair Lu called the meeting to order at 10:05 am.

Minutes of the January 3, 2005 minutes were approved as amended.

Chair’s Report

• Chair Lu and Dr. Brody plan to attend and upcoming conference on Minority Faculty Development. Dr. Brody, in response to Chair Lu’s request that information be more widely distributed, agreed to distribute the information to the various relevant task forces with which he is associated.
• Chair Lu met with Garrett Chan and they are jointly formulating a letter to EVC Gene Washington regarding diversity needs on this campus. Chair Lu will bring that letter to the next meeting.
• Chair Lu received an email from Senate Director Maimon regarding the faculty handbook. The Committee requested they be allowed to view the gallery for readability before the handbook is published.
• Lastly, Chair Lu is working on two cover letters for the Faculty Search Ambassador Program -- one for the Chairs of the search committees and another for those involved with the search.

Ambassador Program Report – H. Brody

• On March 1st, in Cole Hall, there is an open meeting with Joan Reed, Associate Dean for Community Outreach and Diversity at Harvard Medical School. Dr. Brody plans on attending and encouraged the rest of the members to do the same.
• Dr. Brody shared his increasing frustration with trying to track the applicant pool due to the fact that data collection at UCSF is often incomplete. Dr. Brody again called attention to UC Berkeley’s automated online system of tracking applicants. Their web-based response system enhances data return and Dr. Brody envisions a similar system here at UCSF.

New Business
UCLA Website
Chair Lu distributed print copies of UCLA’s Faculty Diversity Website (http://faculty.diversity.ucla.edu). The Committee was extremely impressed by the level of detail afforded by the site. Many Committee members felt that this high level of transparency attracts candidates and puts UCLA at a distinct advantage. The Committee agreed that this type of data gathering should be heavily advocated at UCLA. Chair Lu informed members that last year’s EQOP Chair, Ruth Greenblatt, recommended having a working group on diversity. After a series of meetings with interested campus members, the group wrote a letter to Chancellor Bishop regarding what steps should be taken to increase and encourage diversity on this campus. Primary on that list was a website to increase transparency. Chair Lu recommended that this committee see to the implementation of that recommendation.

ACTION: The Committee moved unanimously to use UCLA’s website as an example to advocate development of a diversity website at UCSF because it is an important recruitment tool.

ACTION: The Committee will draft a communication to Chair Zegans to be forwarded to Chancellor Bishop recommending that all task forces support this initiative.

Chair Lu will introduce the project to the Coordinating Committee once this Committee has more budgetary information associated with such an endeavor.

Synthesis of Chair Lu’s Attachments – Vice Chair Stewart
Vice Chair Stewart diagrammed the processes associated with fostering a diverse campus community. (Attachment A) She highlighted data sources, accountability, incentives, and climate. The Committee engaged in discussion and generally agreed that this depiction was an accurate rendering of the various processes at work at UCSF.

Diversity Definition
One of the priorities at UCAAD was developing a systemwide statement of diversity. The Committee began with a draft and then solicited feedback from every campus. Chair Lu would like this to be on the agenda for next month so that he can account for everyone’s input on the definition of diversity and why it is integral to the educational mission. Some initial discussion included whether or not spirituality should be included and to more clearly define what the value of diversity is.

There being no further business, Chair Lu adjourned the meeting at 11:54pm.
## Committee on Equal Opportunity Attendance Record 2004-2005

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Senate Staff:  
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**Accountability/Incentives**

**DATA SOURCES**
- UCB Data Collection

** ACTIONS**
- Pipeline
- Applicant Pool
- Apply
- Admitted
- Offered job
- Enroll
- Accept Job
- Remain
- Graduate

**CLIMATE**
- Outreach Ambassador program
- review criteria search committee
- Outreach – Faculty Handbook
- Support Mentoring Tutoring

- Application materials
- Website (UCLA)
- Diversity of faculty/students
- Programs to support URM
- Campus climate and reputation

**UCB Data Collection**