COMMITTEE ON EQUAL OPPORTUNITY  
Francis Lu, MD, Chair

MINUTES  
Meeting of December 6, 2004

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

ABSENT: D. Weiss

EXCUSED: J. Chen, S. Youmans, P. Braveman

PERMANENT GUEST: Harvey Brody, Faculty Search Ambassador Program

GUESTS: Sandra Avila, Office of Affirmative Action; Sederia Badgett, Assistant to the Ambassador Program

Vice-Chair Stewart called the meeting to order at 10:03 a.m.

The minutes of the October 24th, 2004 meeting were approved as amended.

Vice-Chair’s Announcements
Vice-Chair Stewart introduced the Ambassador Program and reported on her recent joint efforts with Chair Lu and Dr. Brody to develop a broad evaluation process.

Update on the Ambassador Program – H. Brody
Dr. Brody began by giving a background on the program. He expressed his hope that by the end of the presentation, the Committee would accept and endorse the report. Dr. Brody reviewed tables 1-4 whice showed only a slight increase in the number of women and minorities at UCSF from 2000 to 2004.

Some presentation highlights:
- Dr. Brody discussed UCB’s new data tracking system: when an applicant submits an application, administration sends an email soliciting diversity data from the applicant. While the school cannot require a response, they do not inform the applicant that the survey is optional. This systems yields an 87% return rate – a number much higher than UCSF.
- The Committee showed concern with current data collection systems.
- Dr. Brody cited two major self-fulfilling prophecies:
  - “I believe in diversity, but there are no qualified women or minorities in this field” and
“What really is the value added by diversity?” Dr. Brody emphasized that progress will be achieved only where these myths are dispelled.

- Dr. Brody shared with the committee some interesting outcomes from a convention he recently attended in Raleigh, NC. In his efforts to actively recruit applicants, several of the people he approached eventually contacted the search committees. Such incidents have led Dr. Brody to believe that one of the most effective recruitment tools will be the institution of a Junior Ambassador Program. Junior Ambassadors would be trained by his program and supported by the departments to conduct targeted recruitment. (Members seemed to generally agree that this was a good idea.)
- While the School of Medicine has started up its own task force on diversity, Dr. Brody has asked the Schools of Dentistry and Pharmacy to do the same.

Concluding Points:

- Dr. Brody is currently working on a program evaluation system with Chair Lu and Vice-Chair Stewart.
- Dr. Brody plans to document his experience in Raleigh into a series of case studies to supplement his report.

Committee Comments:

- Each department’s system of recruitment should be carefully reviewed before a standard system is implemented.
- The Committee was in strong favor of a Junior Ambassador program and requested a follow up on the program.
- Lastly, the Committee suggested that Dr. Brody examine what mechanisms more successful departments are using and whether or not they can be implemented more broadly.

The Committee acknowledged the report and moved to strongly concur with and endorse the report as it exceeded all expectations. The motion carried unanimously.

Faculty Handbook

The Committee was given the most current permutation of the handbook including Counsel’s changes. The Committee was told to review the book for any errors as it is too late to make stylistic changes without resending to counsel.

January Meeting

Chair Lu charged the committee to make recommendations (up to 1 page) on their assigned reading. They will receive 45 minutes to make an oral presentation. The remaining time will be spent synthesizing the recommendations.

The being no further business, Chair Lu adjourned the meeting at 12:00pm.
### Committee on Equal Opportunity Attendance Record 2004-2005

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