CHANCELLOR’S ADVISORY COMMITTEE ON DIVERSITY
2004 – 2005 EXECUTIVE SUMMARY

Following appointment for the 2004-2005 year by Chancellor J. Michael Bishop, the Advisory Committee on Diversity held a retreat on November 19, 2004. During the retreat we were able to share the committee’s charge, review the goals, and re-establish the five major subcommittees through which specific goals are addressed. The committee puts forth five recommendations to be considered to enhance and promote diversity at UCSF.

RECOMMENDATIONS

1. Re-administer the Campus Climate on Diversity survey and perform an analysis of progress since the first survey in 1996.
   It has been nearly 10 years since we gathered data with the first Campus Climate on Diversity survey. Gathering data now would allow us to assess where progress has been achieved and if any areas may be overlooked or depict an adverse trend.

2. Hold a ½ day forum on the impact of Proposition 209 on Diversity
   Misunderstanding or improper interpretations about Proposition 209 are interspersed on this campus, which does not enhance the achievement of diversity. The committee is working with Academic Diversity Ambassador Brody and Director of AA/EO/D Michael Adams to host a campus-wide educational forum on this topic.

3. Establish a part-time position to support the UCSF Diversity Website
   The UCSF Diversity Website requires the continuous support of a dedicated person to update and maintain its content. Additional information and improved presentation are also important for providing a public face for UCSF’s ongoing efforts toward diversity.

4. Support an information exchange process for individuals developing and promoting student outreach and recruitment activities, which was an integral part of the Policy Board on Student Outreach and Recruitment.
   A request to amend goals 6, 7, 8, and 9 and approve 3 new goals recommended by the Diversity Subcommittee on Student/Housestaff/Postdoc (SHP) Issues was submitted for consideration March 16, 2004. The request included the reconstitution of the Policy Board on Student Outreach and Recruitment. The SHP subcommittee continues to advocate for such a board to support the
exchange of information related to outreach and recruitment efforts across the campus. Approval and guidance is pending.

5. **Launch the academic search process supplemental questionnaire pilot.**

The Diversity Subcommittee on Faculty Issues worked three years developing a Supplemental Questionnaire to be piloted with 2 Academic Searches within each school. The goal is to collect and analyze best practices information that can be shared with search committees campus-wide. The faculty subcommittee is working with the Academic Diversity Ambassador to implement the pilot questionnaire.

**Ongoing Efforts**

The committee continues monitoring progress on the Staff Development Proposal for Respiratory Therapists initially submitted on May 21, 2004. Chancellor Bishop forwarded the proposal to Mark Laret, Medical Center CEO, for further action. Follow-up on the progress of establishing this program have been made by Co-Chair Clifton Louie, at COMO meetings and other opportunities. We look forward to this program beginning within the year.

Progress is being made in regards to the Diversity Trophy Proposal that was submitted for review May 21, 2004 and remanded back to committee for more background information. An update will be provided before fiscal year end.

As a coordinating body for groups of individuals concerned with diversity at UCSF, the Advisory Committee on Diversity has 1) supported the recommendations put forth to the Chancellor by an Ad Hoc Working Group on Diversity, 2) co-sponsored a diversity informational forum with Dr. Joan Reede, Dean for Diversity and Community Partnerships from Harvard Medical School, and 3) developed plans for collaboration to host forums that will promote communicate across campus units on Proposition 209 and outreach and recruitment activities.

The committee report of activities, which follows this executive summary, provides information, work plans, and progress made during our tenure as Co-Chairs. The committee has been productive in setting a course of gaining knowledge of where UCSF is in regards to diversity, collaborating with other advisory committees and groups, and seeking solutions to as many of the 19 goals as possible. We are pleased to have had this opportunity to lead this committee in making a positive impact toward enhancing and improving diversity at UCSF.

Clifton Louie          Nola Hylton
2003-2005 Co-Chair    2004-2006 Co-Chair