COMMITTEE ON EQUAL OPPORTUNITY
Hobart Harris, MD, MPH, Chair

MINUTES
Meeting of February 5, 2007

PRESENT: H. Harris (Chair), P. Bacchetti, T. Chaffee, M. Winter, M. Gandhi, J. Fike, L. Macera, M. White

ABSENT: F. Lozada-Nur, J. Chen

PERMANENT INVITED GUESTS: Michael Adams, Office of Affirmative Action, Equal Opportunity and Diversity, Harvey Brody, Director, Faculty Search Committee Ambassador Program

The meeting of the Committee on Equal Opportunity (EQOP) was called to order by Chair Harris on Monday, February 5, 2007 at 10:06 am. A quorum was present.

Approval of the December 18, 2006 Meeting Minutes
The minutes of the December 18, 2006 meeting were approved unanimously.

Chair’s Report
No report.

Sally Marshall
Vice Provost Marshall distributed a handout outlining ongoing diversity initiatives originating in the Office of the Executive Vice Chancellor. Some of the highlights included:

Search Waivers
S. Marshall distributed some graphs indicating that waivers in the past have not hurt minorities and have helped women. They are currently in the process of assigning someone on each committee to be in charge of diversity.

Director of Academic Diversity
The call for the new position of Director of Academic Diversity has been released. Vice Provost Marshall indicated that she would like as much Senate participation as possible in the search process. Further, the director, once appointed, will be working very closely with this committee.
**Committee Discussion**

Some committee comments included:

- Investigating ways to administratively change the search process to ensure inclusion of more underrepresented minorities in the pool.
- Conducting audits of recent searches to ascertain whether or not best practices are being used in the recruitment and hiring process.
- The Faculty Search Toolkit needs to be implemented as soon a possible.
- The Committee suggested inviting the Deans to give the group a presentation on their schools respective diversity plans.

There being no more business, Chair Harris adjourned the meeting at 11:30 am.
## Committee on Equal Opportunity Attendance Record 2006-2007

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X = RSVP Attendance, EX = RSVP Absence, ABS = Absent (no RSVP)

Senate Staff:
Shilpa Patel
514-2696
spatel@senate.ucsf.edu
www.ucsf.edu/senate