Committee on Equal Opportunity  
Susan Kools, RN, PhD, FAAN

NOTES  
Monday, March 29, 2010

PRESENT:  S. Kools (Chair), P. Braveman, G. Fung, E. Riley

PERMANENT GUEST(S):  Michael Adams

The Committee on Equal Opportunity was called to order by Chair Kools on March 29, 2010 at 10:10 a.m. in room S-30. A quorum was not present.

Chair’s Report  
Chair Kools led the group in a review of the toolkit and preparation for Navarro. G. Fung suggested contacting the newly appointed Executive Vice Chancellor, Jeffery Bluestone. The Committee agreed that any initial meeting with the EVC would serve more as an introduction to who we are and our charge rather than just the toolkit.

Toolkit Comparison  
Overall, the Committee felt that most of our Toolkit content was not in conflict with the Academic Affairs website content. While there did seem to be some overlap, the Committee did not view that to be a problem. Lastly, the Committee agreed that the toolkit should be prefaced by some introductory remarks.

Faculty Development Awards  
Proposals for the 2011 Faculty Development Awards have been received by the Senate Office and will be assigned and distributed for review shortly. After this review, the Committee will revisit the issue of whether or not EQOP is the appropriate Committee for this review.

Report from the University Committee on Affirmative Action and Diversity  
The University Committee on Affirmative Action and Diversity (UCAAD) discussed these items at their last meeting:

1. The Gould Commission on the Future and its five working groups – the size and shape of UC, education and curriculum, access and affordability, and funding and research strategies – will meet through March 2010 to consider, among other issues:
   a. What is the right size and shape of the University going forward? Where should it grow, or should it?
   b. What educational delivery models will both maintain quality and improve efficiency for UC’s future?
   c. How can UC maximize traditional and alternative revenue streams in support of its mission?

2. Continuation of Discussion on Evaluating Contributions to Diversity for Appointment and Promotion (APM 210) Guidelines for all Academic Disciplines. The University of California
Academic Personnel Manual policy governing faculty appointment and advancement (APM 210) was amended effective July 2005 so that faculty contributions to diversity receive recognition and reward in the academic personnel process. At the last UCAAD meeting, Berkeley Vice Provost Sheila O’Rourke was instrumental in the development of the policy amendment in her previous Academic Advancement (UCOP) role, discussed the content of the document and led a discussion on how to put it into practice. Members will continue to discuss how to break out of the administrative inertia that surrounds this effort: a lack of institutional will or basic lack of understanding of how to implement the policy as well as other means to overcome key challenges, e.g., current procedures that could be modified as well as specifying mechanisms to monitor compliance or measure progress.

3. Continuation of Discussion on First Annual UC President’s Report to the Regents on Diversity. President Yudof presented the first ever UC President’s Report on Diversity to the Regents at their Nov. 8-10 meeting at UCLA. At the last UCAAD meeting, it was discussed with members the need for more faculty/staff metrics as well as a dedicated survey to measure campus climate for faculty/staff is needed. The metrics should be measureable and easily accessible. Members will continue discussion on metrics and specified outcomes for the report.

**Old Business**
None.

**New Business**
None.

Chair Kools adjourned the meeting at 11:17 a.m.

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