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

MINUTES
Monday, November 2, 2009

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

The Committee on Equal Opportunity was called to order by Chair Kools on November 2, 2009 at 10:10 a.m. in room S-30. A quorum was present.

Chair’s Report
Chair Kools led introductions and reviewed the Committee charge. Particularly, she engaged the group in a discussion of whether or not EQOP was the correct body to be reviewing the Faculty Development Awards. Members agreed that unless the guidelines are rewritten to included diversity, the Awards should most likely not be reviewed by EQOP.

Meeting With the Chancellor
Vice Chair Ikediobi reported on her meeting last month with the Chancellor. While it is clear that the Chancellor is committed to diversity, she seems confused as to what all of the various diversity committees are doing. She spent much of the meeting trying to discern what precisely was needed from her. There was also much discussion regarding fostering the correct environment for diversity and what exactly that environment would look like.

Faculty Recruitment Toolkit
The Committee agreed to review the Toolkit and have their comments and edits to the analyst by Thanksgiving for an eventual January 1st, 2010 publication.

Meeting with Department Chairs
Chair Kools gave the new members some background on the Committee’s recent work regarding interviewing of Deans and Department Chair’s and their diversity practices. The interviewees were selected based on data supplied by Michael Adams. The Committee agreed that the interviews should continue based on the most recent data and the two new deans should be invited for interviews. Chair Kools hopes the Committee can develop a quantifiable layer of accountability.

University Committee on Affirmative Action and Diversity
No Report.

Discussion of Other Objectives for the Year
• Tackling the issue of retention and environment. Committee Analyst suggested reviewing the report from the Task Force on Retention, Recruitment and Promotion. The Committee agreed to review the report and drill down the questions to focus on underrepresented minorities.
• Consideration of a diversity symposium for associate professors.
• Inviting Rene Navarro to a future meeting.
Old Business
None.

New Business
None.

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

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