



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

## ANNUAL REPORT 2009-2010

**Primary Focus Points for the Year:**

- Update and launch of an online version of the Faculty Recruitment Toolkit
- Ascertaining Best Practices for Diversity
- Defining the relationship between EQOP and the Director of Academic Diversity

**Issues for Next Year (2010-2011)**

- Successful launch of the Faculty Recruitment Toolkit
- Chancellor's Diversity Committee in a liaison capacity to increase communications and efficiencies;
- Follow up on the implementation of APMs 210, 240, and 245 Concerning Diversity and Equal Opportunity;
- Work with the Office of the Executive Vice Chancellor and Provost regarding criteria for Faculty Development Awards.

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**2009-2010 Members**

**Susan Kools, Chair**

**Ogechi Ikediobi, Vice Chair, UCAAD Rep**

Shelly Adler

Paula Braveman

Donald Curtis

Gordon Fung

Elise Riley

Anil Sapru

Janet Shim

**Permanent Guests**

Michael Adams, Office of Affirmative Action,  
Equal Opportunity and Diversity

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**Number of Meetings: 7**

**Senate Analyst:** Shilpa Patel

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## Systemwide Business

The Academic Senate Committee on Equal Opportunity did not formally opine on any System-wide issues.

## Divisional Business

This year, the Academic Senate Committee on Equal Opportunity took up the following issues related to the San Francisco Division:

### **Update and Launch of the Online Faculty Search Toolkit**

This year, the Committee on Equal Opportunity resurrected the Faculty Search Toolkit originally created by Dr. Harvey Brody. After extensive revisions and reformatting, the Toolkit was launched online in January 2010. After discussions with the Director of Diversity, Rene Navarro, the Toolkit was removed from the website due to concerns that there was duplicative and inconsistent information than what was posted on the campus diversity website. The Committee has been working with Dr. Navarro to ensure that both sources are consistent and the Committee will meet again in August in an effort to relaunch the toolkit in the fall.

### **Faculty Development Awards**

The Committee reviewed 12 applications for the 2011 Faculty Development Awards. The Committee submitted their recommendations to the Vice Provost. Unfortunately, due to budget constraints, none of the awards were able to be funded.