Dr. Martin-Holland led the meeting. Introductions followed.

Updates

VC Navarro reported that the Regents meeting took place yesterday and today at UCR. Chancellor Desmond-Hellmann presented to the board for the first time her vision for UCSF, strategic goals and her top five priorities. She focused on the business of the University and what it will take to stay financially viable. She asked the board of regents to support our request to explore all of the financial options available to us, examine our relationship with the Regents and the President, and to explore different models of governance structures. Regents agreed to form an exploratory group (including some regents and academic senate members, and possibly members of our foundation) to look at financial model for UCSF. Input is welcome on any of the goals via the Chancellor’s website. Her presentation can be found on YouTube and a campus wide email with the link will be coming out today from VC French’s office.

Other items: 1) VC Navarro will send the Council the link to the Diversity Accountability Sub-Report – an annual report to the Regents on how campuses are doing on diversity. The report focuses on three issues: low enrollment of URMs and women in graduate professional programs, systemwide monitoring of hiring demographics, and lack of comprehensive date on campus climate. At the next meeting the council will discuss the data from our students/trainees. 2) The Campus Climate Survey to be launched in fall 2012, will likely reveal the stress that are students/trainees are under A brief discussion followed about the need for mentorship and transparency, and a response team for all the schools. Faculty also need training to support the students as best as possible. VC Navarro informed the Council that she is exploring the model of equity advisors – a trained group of people on campus who can intervene to help students and faculty navigate these situations and also serve on search committees. How can DIVA modules be utilized for part of this training.

Principles of Community

A final draft was circulated to the group for review. President’s climate council asked each campus to make sure that inclusive and reaffirming terminology and phrases were incorporated into our Principles. With the Council’s vote this revised document will be reprinted and posted on websites and circulated to the campus and included in orientations. The Council feels this is a great improvement of where we were and once edits are completed, the motion is to proceed with amended language.
IMSD Advisory Board Request

The NIH is looking for recommendations for enhancing diversity in research groups for URMs, disabled and those from disadvantaged backgrounds. There is a website where we can post our comments. Dr. Martin-Holland asked the Council if it wants to develop a response to the NIH call for comments due Feb. 4.

Minority Supplement Follow up: VC Navarro partnered with the CTSI to send letters to PIs so we can see our supplement numbers increase.

Faculty Applicant Flow Analysis

Michael Adams and Alan Carpenter presented the applicant flow data for faculty searches. This analysis is done annually to see if we are having an adverse impact on non-dominant groups as we go through the search process. We are required to track this data by the federal government and to report on this information annually.

The stacked charts reflect who applied, interviewed, offered and was hired. The data shows demographics for all applicants including those for wired searches. An applicant flow chart using the 80% rule was also distributed (are the URM groups moving forward in the search process at the same rate as the base groups – Whites). The data shows we continue to have underutilization for Blacks, American Indians and Hispanics. Of note, UCOP has asked for demographic make-up of search committees on an annual basis with the notion that more diverse search committees will lead to an increase in faculty diversity. The ADS has created a benchmark so we can track our progress over time. We need to further discuss what else we can be doing to improve faculty diversity.