Committee on Equal Opportunity
Eliseo Perez-Stable, MD, Chair

MINUTES
Monday, January 9, 2012

PRESENT: Eliseo Perez-Stable (Chair), Patrick Finley, Marguerita Lightfoot, Pam Ling, Janet Shim, Janice Tsoh

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

The Committee on Equal Opportunity was called to order by Chair Perez-Stable on January 9, 2012 at 9:12 a.m. in room Suite 335, Laurel Heights. A quorum was present.

Chair’s Report
Chair Perez-Stable made these announcements:

- At the next Coordinating Committee, Chair Perez-Stable hopes to promote implementation of APM 210 and the BioBib. Ideally, there will be a section in Advance addressing these issues. He hopes to garner support from the Senate, with Vice Chancellor Navarro’s blessing, for an eventual communication to Vice Provost Sally Marshall.
- At the last CFAR meeting, Chair Perez-Stable reported on UCSF’s diversity initiatives. Most alarming is the comparatively low percentage of Latinos at UCSF in comparison to the state population. Chair Perez-Stable aims to determine how much has changed at UCSF since the 1980s and to find ways to make measured progress to increase our numbers.

University Committee on Affirmative Action and Diversity (UCAAD) -- Janet Shim
J. Shim reported that responses to the pay equity survey are filtering in. There are concerns surrounding the dismal outcome and methodology. The UC campuses with medical centers are discussing a joint effort to construct a separate methodology to address pay equity as the medical centers were not included in this survey.

Office of Affirmative Action, Equal Opportunity and Diversity – Michael Adams
M. Adams gave an update on the Federal audit. Pay equity is high on the agenda. The auditors are examining personnel files, recruitment files, and compensation history. They are primarily looking for patterns of inequity and are conducting interviews to ascertain the individual’s sense of belonging. When management is being interviewed, legal counsel is present; when staff are being interviewed, legal counsel is not allowed.

The ultimate concern is penalties for back pay and concerns with negotiating styles as there is data to support the idea that women do not negotiate as well as men and in some Asian cultures, there is reluctance to sell oneself.

Old Business
None.
New Business
None.

Chair Perez-Stable adjourned the meeting at 10:31 a.m.

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