The Committee on Equal Opportunity was called to order by Chair Perez-Stable on October 24, 2011 at 9:10 a.m. in room Suite 335, Laurel Heights. A quorum was present.

**Chair’s Report**
Chair Perez-Stable led introductions, queried the group regarding the utility of having a meeting on November 7, and discussed possible agenda items for the year, which included the Salary Equity Report and Implementation of APM 210.

**University Committee on Affirmative Action and Diversity -- Janet Shim**
Faculty Development Awards (FDA)
Most UC campuses have similar programs to the FDA that are administered differently. At UC Davis, there is a $1000 fellowship for faculty who have a disproportionate service burden. As this model is not terribly cost prohibitive, she suggested exploring a similar model at UCSF.

**Salary Equity Review Report**
The results from this report were released last spring. UCSF and other UC campuses with medical centers were not included. J. Shim contacted Academic Senate Chair Bob Newcomer along with EVC Jeff Bluestone to see whether or not our campus can come up with comparative data. Sally Marshall has been compiling this data and will have the results sometime this year. Chair Perez-Stable requested that this issue remain on our agenda with status updates from both Rene Navarro and Sally Marshall.

**Survey from the UC Advisory Council on Campus Climate, Culture and Inclusion**
The UC Advisory Council on Campus Climate, Culture and Inclusion will be rolling out a survey to all ten campuses. The survey will include faculty, staff, students, and fellows. This year, the Council will focus on the planning process. Additionally, the Council will be working to formulate a core set of administrative mandates. Each campus will be able to customize the survey based on what is more relevant to them. Rene Navarro and Joe Castro will be representing UCSF; however, EQOP agreed that there needs to be faculty representation on this Council. Vice Chair Fung agreed to contact Joe and Rene.

**Implementation of APM 210: Advancement and Promotion.**
UCAAD has been discussing the implementation of APM 210 which was amended to include a diversity component. Each campus has dealt with the amendment in varying ways. UCAAD wants to calibrate the implementation and make sure all Committees on Academic Personnel (CAP) are on board with these changes. Analyst Patel will bring in the original mandate from UCAAD regarding these changes and EQOP’s communication to UCSF CAP regarding implementation of these changes.

**Office of Affirmative Action, Equal Opportunity and Diversity**
No report.

**Report from the Chancellor’s Committee on Diversity -- Gordon Fung**
Vice Chair Fung updated the Committee on the status of the audit conducted by the federal government. The federal government visited UCSF and reviewed salary and recruitment efforts with regards to diversity. UCSF is currently waiting for the final report. Vice Chair Fung suggested asking Rene how we can best be involved.

**Discussion of Objectives for the Year**
Chair Perez-Stable summed up the three biggest issues facing the committee for the 2011-2012 year:

1. Salary Equity
2. Campus Culture and Climate Survey
3. Implementation of APM 210

He is also tasked the committee to seek out diversity data for the campus: What does the landscape look like? What are the demographic changes? In terms of the LGBT population, is it appropriate to query for this data?

The Committee agreed to continue discussing these issues at the November 7, 2011 meeting.

**Old Business**
None.

**New Business**
None.

Chair Perez-Stable adjourned the meeting at 10:54 a.m.

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