Committee on Equal Opportunity
Gordon Fung, MD, MPH, PhD

MINUTES
Monday, September 10, 2012

PRESENT: Gordon Fung, (Chair), Pam Ling, Janet Shim, Janice Tsoh, Audrey Linden, Enrique Terrazo, Eliseo Perez-Stable, Margarita Lightfoot.

GUESTS: Robert Newcomer, Chair, UCSF Academic Senate

The Committee on Equal Opportunity was called to order Chair Fung on September 10, 2012 at 10:06 a.m. in room U 506. A quorum was present.

Chair’s Report
After leading introductions, Chair Fung had these announcements:

• Highlights from the Annual Report and last year included:
  o The Multicultural Resource Center had its soft opening. The official opening is set for October 24, 2012.
  o Continued review of APM 210 which deals with implementation of diversity in the CAP review process.
  o Continued discussion of the bylaws and what to do about the Faculty Development Awards.
• The Committee on Campus Climate, Culture and Inclusion (4CI) has been working on a system-wide survey. It will be rolled out in November of this year.
• This year the Committee’s primary charge will be laying the groundwork for measuring salary equity.

University Committee on Affirmative Action and Diversity (UCAAD) -- Janet Shim
J. Shim reported that UCAAD has been on hiatus over the summer. The first meeting is upcoming and likely topics include continued tracking/implementation of APM 210 and the Climate Survey. She can only attend half of the meeting. Janice Tsoh volunteered to attend the second half of the meeting. Analyst Patel will relay this to the Committee on Committees for approval.

APM 210 Implementation
Chair Fung asked for the Committee’s input on addressing implementation of APM 210 through the Advance system:

• Currently, there is no specific box dedicated to diversity efforts.
• It needs to be included in the prose, preferably in the Chair’s letter box.
• Psychiatry is now using the “Additional Information” box.
• The Committee agreed to continue to push for better placement in Advance. In the event that a specific box cannot be added, the Committee agreed that the next best practice would be to implement what Psychiatry has been doing – use of the “Additional Information” box for diversity activities.
• Other suggestions included: (1) having the HR Analysts incorporate it into the template they send out (2) integration into the model CV.

**Salary Equity Review – R. Newcomer**

About two years ago, office of the president commissioned a survey for all campuses except this one. It was a poorly designed survey which gave a cursory review of the “loyalty penalty”. Chair Newcomer is tasking EQOP to determine (1) How much can we build around the existing data? (2) What can we do to strengthen the data pool? It would be important for us on this campus to know by faculty series as well. The eventual report will include race and ethnicity. Since there is no indication that each campus has to follow a particular method, he hopes EQOP can devise a tool that is specific to UCSF’s unique needs.

**Old Business**

None.

**New Business**

None.

Chair Fung adjourned the meeting at 11:23 a.m.

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