



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

## ANNUAL REPORT 2011-2012

**Primary Focus Points for the Year:**

- Salary Equity
- Survey on Campus Climate, Culture and Inclusion
- Implementation of APM 210

**Issues for Next Year (2012-2013)**

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- Continued promotion of Resources and Strategies for Faculty Recruitment
- Determine more effective ways to liaise with the Chancellor's Diversity Committee to increase efficiency and eliminate duplicative work;
- Follow up on the implementation of APMs 210, 240, and 245 Concerning Diversity and Equal Opportunity;

**2011-2012 Members**

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**Eliseo Perez-Stable, Chair**  
**Gordon Fung, Vice Chair**

Donald Curtis  
Patrick Finley  
Marguerita Lightfoot  
Pamela Ling  
Elise Riley  
Anil Sapru  
Janet Shim  
Janice Tsoh

**Permanent Guests**

Michael Adams, Office of Affirmative Action,  
Equal Opportunity and Diversity;  
Renee Navarro, PharmD, MD  
Vice Chancellor, Diversity and Outreach

**Number of Meetings: 10**

**Senate Analyst:** Shilpa Patel

<http://senate.ucsf.edu/0-committee/g-eop.html>

## Systemwide Business

The Academic Senate Committee on Equal Opportunity took up the following Systemwide issues this year:

### **Recommendations to the Joint Faculty Diversity Working Group Report**

On June 4, 2012, EQOP met to review the recommendations from the Faculty Diversity Working Group. The report and EQOP's response can be found in [Appendix 1](#).

## Divisional Business

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

### **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.

### **Bylaw Update**

EQOP voted to amend the committee bylaws to include the Vice Chancellor of Diversity as an ex-officio member.

## Going Forward

Ongoing issues under review or actions which the Academic Senate Committee on Equal Opportunity will continue into 2012-2013:

- School-by-school analysis of salary inequity
- Creating a mechanism to ensure APM 210 is being followed
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## Appendices

[Appendix 1](#):

Senate Staff:  
Shilpa Patel, Senior Analyst  
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