Black affirmative action in doldrums at UCSF

By Charles Pillar

Assistant Managing Editor

Deservedly, the programs (medicine, pharmacy, dentistry) boast extremely high levels of minority students — 45.3 percent affirmative action for this area. Asians alone comprise more than half of this figure. Blacks are 6.6 percent of the current minority enrollment, down from 8.5 percent in 1973.

UC’s programs

Systemwide’s Ed Apodaca told Synapse that UC’s programs in this area — with a current budget of $5 million — have remained largely unchanged over the last eight years. The university’s recruitment takes place on two levels — early outreach, which attempts to encourage minority youths in grades 7 through 11 to pursue post-secondary education; and intermediate outreach, designed to draw minority high school and community college students into the UC system. The Equal Opportunity Program aids both minority and disadvantaged students to work through the system — with special services, counseling, financial aid and other assistance. In addition, each campus has its own distinct programs.

At UCSF, overall coordination of affirmative action is handled by the Affirmative Action Office, but each school has individual responsibility for its programs. A significant problem, according to UCSF officials, is that some schools have put a major effort into increasing minority numbers in their ranks, as well as providing services to the students — and impressive figures over the years have been the result.

One reason for this success may be the Health Sciences Special Services Program, which works with all the schools, but most closely with the Medical School. While BSSS does both early and intermediate outreach, and sponsors special programs, such as summer experiences for minority high school students. It tries to assist students in an overall way, providing them with information, to campus services for minority applicants and students.

The School of Dentistry, which enjoys a 53.4 percent minority population, uses a “Recruitment, Admissions and Retention” program, which has relied on staff, faculty and students to visit schools, community centers and conferences in California and other states. It also provides counseling and assistance to minority applicants.

In contrast, the graduate division, with more than two dozen degree programs, began formalized affirmative action activities only in the last two years. Its percentage of racial minorities is correspondingly low.

The evaluation process

The California Pout Secondary Education Commission evaluates all such efforts, on both the campus and system.

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Insensitivity, lack of role models plague education

Kevin Grumbach

The change comes as a result of the "casting for role models," a school official said.

In a classroom at UCSF, a lecturer is explaining how to diagnose a certain syn- drome through the systems. The lecturer has one of the best affirmative action records in the system. In fact, the student, who is a prominent Advisory Committee — a group charged by the state legislature to review the affirmative action program — will be featured in the upcoming edition of the UC catalog. AUCSF has enjoyed a national reputation in health care issues. The college has also been involved in the recruitment and training of minority students.

For black medical students at UCSF, the outlook is not too bright. While many minority students have been successful, there is a feeling among some students that they are not treated as well as their white counterparts. In one case, a black student was denied admission to the medical school because of his race. The student's parents, who had been active in the civil rights movement, were shocked by the decision. They had hoped that their son would have an equal chance to pursue a career in medicine.

The case, which is similar to many others at UCSF, highlights the need for more role models in the medical profession. Many students, especially those in minority groups, feel that they lack role models to look up to. They often feel that the system is biased against them and that they are not given the same opportunities as their white counterparts.

The problem is not unique to UCSF. Many medical schools across the country have similar issues. The lack of role models for minority students is a major concern, as it can hinder their progress and limit their opportunities. The need for more diversity in the medical profession is critical, as it can help to improve patient care and ensure that all patients receive the best possible treatment.

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**Commentary**

**Caucus founder urges strong coalition to protect affirmative action**

By David Johnson, Supervisor, Affirmative Action Outreach Committee, Black Action Caucus.

The past, the not too distant past, I might add. It is the year 1968. I would like to share with you an experience I had during those days prior to the founding of the Black Caucus. We numbered approximately 40. Our jobs were mostly in the lower level classifications, i.e. janitors, lab helpers, patient counselors, janitors, and bus drivers, truck drivers and laborers. A few were in professional positions, such as employment, clerical, and supervisory jobs. The vast majority of blacks were employed by the General Services Administration, specifically the construction crew.

It was the modern version of the urban plantation. The plantation was complete. It had its own leaders—prominent jive talkin’ field niggers. The boss hired and fired and chastised based on his whim, at the most often the concerns for and black people on campus worked for this plantation boss. His methods and prac- tices were communicated at a very low level, with the administration. Higher level positions were at that time unavailable to blacks. The Black Caucus endeavored to change that.

The founding conference produced the “Black Manifesto,” which listed the demands of the caucus members. The President of the University, Dr. Millbury, at the time, publicly engaged in the discussion of the committee’s proposals. The Black Caucus had achieved its first major victory. Numerous activities followed, in- cluding the successful adoption of a health care policy, a medical school, and a students’ health care program.

In 1970, in answer to the issue of student grievances, the Affirmative Action Committee of the University of California, San Francisco, presented a report that dealt with the issue of minority placements for each professional school. We pressed the campus to begin extending minority placements to each faculty. To this date, the medical school has not extended minority placements.

The Black Caucus was able to achieve the professional school of medicine and the responsiveness of the faculty to the needs of minority students. The Dean’s Committee on Medical Educa- tion, I have met with the AAMC Com- mittee and was pleased to find that the idea that the same standards were being expressed. I don’t mean to imply that there are no problems and that occa- sionally we don’t meet with some iner- rity in trying to implement change, but I do see clearly from my vantage points on the medical School Admission Committee, Education Committee and other commit- ttees, that we have made significant ad- vances in the field of health care and the teaching of these skills to our students.

Dr. Wolpert also upset about spend- ing too much time in the classroom. “eight hours a day of completely passive learning” and the lack of hands-on experience in the first two years of medical school. He also wanted to see that the clinical interaction he was looking for he cites two cases of insensitive patient care that we have received. I’d like to direct responses to each of these areas. First, all medical students years for early clinical responsi- bility, but without clinical and basic science knowledge it would be too difficult (if not impossible) to allow earlier clinical responsibility. After all, aside from training physicians, we have a responsibility to protect and care for our patients. Therefore, the classroom time must be kept at a minimum as medical students attend class only four days a week. Furthermore, it is extremely few “hours of passive learning,” since a special effort is made to break up each day with seminars, discussions, groups, labs, and practical clinical experience as in the In- troduction to Clinical Medicine courses. As a matter of fact, if SB 50 has been so successful, it is due to the fact that the KKK-style groupnote for its daily brutality toward Richmond’s Black com- munity.

On Tuesday, March 1 the Interna
tional Solidarity Committee at UCSF will sponsor a lunchtime slide show and discussion about these issues. This show is scheduled for the present day, with particular emphasis on KKK activities in California and the Bay Area. This well researched presentation also documents the history of black people’s resistance to the Klan, and the Black Liberation Movement today.

The show will be from 12:00 to 1:30 P.M. in Room C-130. All UCSF students and staff concerned about the rise of white supremacist violence are encour- aged to attend.

Member, John Brown Anti-Klan Committee

**Letter**

**Continual Klan show here next week**

To the Editor:

Racist violence is on the rise, all across the country and right here in the Bay Area. In the last few years, the Bay Area has become a meeting ground for Third World people with shootings, arson and cross burnings. Last November, a con- flict between Black Action Caucus and RPD has caused the arrest of several people.

Black Action Caucus demands for the University of California, San Francisco, to appoint an affirmative action officer or a coordinator in order to protect the rights of minority students, and to prevent further violations of the rights of the University’s minority students.

As a matter of fact, if SB 50 has been so successful, it is due to the fact that the UCSF Board of Trustees has directed the medical school to provide minority students with opportunities to participate in the decision-making process and to ensure that minority students are provided with the same educational opportunities as their non-minority counterparts.

The Black Action Caucus is a group of students who meet on a regular basis to discuss issues of concern to minority students. The caucus is committed to the principle of affirmative action and to the goal of achieving a diverse and inclusive educational environment.

I am a member of the Black Action Caucus and I would like to share with you some of the challenges we face in our efforts to create a more equitable educational environment.

The caucus has been involved in a number of initiatives aimed at increasing minority participation in the university community. We have worked to ensure that minority students have access to the same educational opportunities as their non-minority counterparts. We have also worked to ensure that minority students are treated with the same level of respect and dignity as their non-minority peers.

We have faced many challenges in our efforts to create a more equitable educational environment. One of the biggest challenges is the lack of diversity in the faculty and staff at the university. This lack of diversity has made it difficult for minority students to feel welcome and included in the university community.

We have also faced challenges in our efforts to ensure that minority students have access to the same educational opportunities as their non-minority peers. This includes challenges in terms of funding, support and recognition.

In conclusion, I want to thank you for reading our letter. We appreciate your support and look forward to working with you to create a more equitable educational environment.

Sincerely,

[Signature]

Member, Black Action Caucus
In observance of Black History Month, the Synapse would like to honor two blacks who were instrumental in organizing the Black Caucus at UCSF: David Johnson and Paul Freeman Bradley. David Johnson was the Personnel Department and Freeman Bradley of Research and Development.

David Johnson, a transplant from Jacksonville, Florida came to San Francisco in 1946 with the intention of studying photography. After attaining a diploma in photography however, Johnson found that job prospects for black photographers were virtually nonexistent. Disillusioned, he accepted a job with the postal service. It was there that Johnson’s skills as an organizer and diplomat blossomed. "I was very active in the postal workers union," recalls Johnson. There was a move to form a union for black employees, but the enthusiasm was chaste. In 1957, however, with the help of Johnson and his organizational skills, the National Alliance of Postal Employees, San Francisco Chapter, came to life with David Johnson as its president. Johnson remained president of the union for four years and was responsible for increasing the union membership from about 15 to 500 members. The union was unique. "In the forties and fifties, prior to the civil rights movement, there were few unions that solely represented black workers," Johnson told Synapse. "We championed rights for women and minorities to get jobs. There was for the most part no legislation that protected the civil rights of minorities and women."

He also became an active member of the local Republican Party. "My rationale was that there was a lot of black people within the Democratic Party, and the results produced by the Democrats for blacks were disproportionate in terms of their black support," explained Johnson. "The Republican Party offered more political opportunities for me." Through his ties with the Republican Party, Johnson was able to generate more interest in minority affairs within that organization. In 1967, with the endorsement of the local Republican Party, Johnson launched an attempt to attain public office. He ran for the position of sheriff of San Francisco county. He received substantial support, but was unable to defeat the incumbent sheriff Matt Carberry. Shortly after this unsuccessful attempt, Johnson came to work at UCSF. He was hired as a recruiter of minorities, with the personnel department. Later he became responsible for reviewing the recruitment of minorities within the Black Caucus. He received grievances against the university. "This was indeed a powerful position," admits Johnccals.

Johnson has been active both within the university and in the neighboring Haight-Ashbury community. He was one of the founding members of the Black Caucus at UCSF. His efforts at UCSF promoting minority advancement are well known. In 1976, he was awarded the Chancellors Public Service Award. Johnson will retire at the end of this March. He will be missed by many.

Like Johnson, Freeman Bradley also is a transplant from the South. Born and raised at the famous Tuskegee Institute in Alabama, Bradley grew up with many notable black scholars. "As a young child, I worked in the lab of George Washington Carver," recalled Bradley. (Carver, a black scientist, made legendary research achievements in biochemistry and agriculture.)

After completing his secondary education at the Dunbar High School in Washington, D.C., Bradley entered Howard University, where he received an undergraduate degree in biology. With the limited number of blacks in the academic field of basic sciences, Bradley decided to enter a graduate program in biology. In 1954, after leaving Howard University, Bradley was given a job at the National Institute of Health in Maryland. He was one of the few blacks employed as a research associate. Four years later he came to San Francisco and was given a job with the Cardiovascular Research Institute at UCSF. His research included the respiratory changes associated with various anesthetia.

Bradley was one of the few black research associates ever to attain the title of Staff Research Associate. IV, (S.R.A. IV), the highest non-academic title for researchers within the UC system. In 1968 when the Black Caucus was formed, Bradley became one of the most active members. He was often called upon to represent the caucus in dealings with the administration. Bradley’s quiet style of diplomacy has at times been criticized by his peers within the Black Caucus. "I felt that we could achieve far more in a calm and organized manner than in a head on confrontation with the university," recalls Bradley. "A direct confrontation with the administration would be like an ant colliding with a baseball bat — we (the caucus) would get crushed." In December of 1977, Bradley was appointed Director of the Research and Development unit, a position he currently holds. Under Bradley, this unit has been responsible for the development and improvement of medical equipment. One of the more recent innovations to come out of his laboratory is a specialized surgical unit for transportation of neonates.

"One of the major problems on this campus today," Bradley told Synapse, "is the lack of role models for black youth. Blacks in academics are almost non-existent." Bradley believes the presence of such role models would help recruit minorities in the health sciences and academic schools. There may be a need for more minority role models, but the character and achievements of Freeman Bradley serve as a model for all people.
Lack of UC commitment deters affirmative action plans

Continued from page 4

wide levels, and reported to the state legislature. The legislature sets UC policy on affirmative action, via supplemental language attached to the UC budget each year.

With $5 million a year, sophisticated evaluation procedures, and committee after committee at each campus, why has progress slowed over the last few years? Associate Professor John Watson, former chair of the medical school admissions committee, feels that by and large, UC is a pretty good school on this issue — far better than most. He reflected on the long fight against racism. “To reverse overt efforts to deny (University entry and success) takes time...historical deprivation of opportunity diverts people from their major pathways.” Eventually a minority student may get back on the track, Watson explained, but there still are cultural, financial and racially motivated barriers to overcome.

Watson believes that UCSF deserves credit for its relative success — the result of “active participation on multiple levels,” including administration, students and faculty. But that doesn’t mean everyone on campus, he cautioned. “There are forces that are looking, and forces that are trying to hide.”

Affirmative action is more than a numbers game. The problem is not just getting minority students in the door, it’s also keeping and supporting them once they’re here. And administrative practices at the large programs. Although specific programs may be doing good work, said Apodaca, “the university as a whole has failed to be committed to the programs.” And this has not yet happened, he added, giving an example: “Quite a few minority students apply (to UC) and get admitted, but do not enroll — perhaps about 40 percent.”

This failure to enroll relates to questions of housing, financial aid and timing of acceptance to the university. Apodaca explained that on the undergraduate level, many minority applicants are “marginal” cases — with grade point averages of 3.4. These students often are required to wait for the arrival of their last semester of high school transcripts before being admitted into UC, which requires a 3.5 GPA. But during the spring, they choose one of their other offers, often a state university. Student Academic Services is attempting to make this procedure more flexible.

While Apodaca feels that the early outreach programs have in fact been very successful, he said that underrepresented racial groups “are going into post-secondary education, but not necessarily the university.” In the past, early outreach has focused on getting these students into a college, period. Apodaca sees this approach changing to an explicit effort to increase UC’s share of the minority applicant pool.

Trends in this minority applicant pool are an influence on affirmative action not directly related to UC’s efforts. Watson points out that the total number of black applicants to medical schools nationwide was 2,200 this year, and Latino applicants numbered only about 700. This is not the kind of increase from previous years that had been hoped for. Minority students made tremendous gains in the late sixties and early seventies. In part, this was because UC was more open than many other schools. But that has changed. Increased efforts by many other schools to recruit third world students — the consequence, in part, of a 1972 legal mandate — has resulted in a slowing of growth of minority populations here. The key problem, argues Watson, is to increase the applicant pool.

And competition is fierce. Stanford Medical School, for example, has a high proportion of black students. According to Apodaca, Stanford makes a more serious effort than the public schools to keep minorities happy, with special programs that attract the best needs.

Part of the competition lies in monies that may be available. Because state of California funds cover only efforts focused on undergraduates, UCSF has had to rely on the federal government and its own resources, according to UCSF affirmative action analyst Rachel Bernstein. Under Reagan, federal monies have dried up. With only a modicum of relief from systemwide administration, the San Francisco campus — unique in that it consists almost entirely of graduate students — was left high and dry.

“You know how it is when the gold isn’t flowing,” Watson remarked, “people reorder their priorities...but affirmative action’s priorities should not change just because it’s hard times.”

Unfortunately, it has changed. Mark Perez, vice president of the Associated Students of UCSF and a fourth year dental student, says that after the Dental School lost its federal grant for special support programs two years ago, only a fraction of the total was able to be covered by the university. Tutorial services are now at 10 percent of their former level. Review for the dental boards has been dropped altogether, and many faculty in preclinical labs are gone.

At one of the most significant events for affirmative action in the past decade was the U.S. Supreme Court decision to require UC Davis to admit Allen Bakke, a white man, into its medical school in 1978. Bakke sued the university, claiming he had unfairly been denied admission due to UC’s affirmative action quota system. The decision sounded a death knell for quotas, and some feared even further degradation to minority admissions as a whole.

Yet, five years later, it’s clear that affirmative action survived that blow. The chief impact of Bakke, Apodaca believes, has been an “over-cautious” attitude on the part of UC, an unwillingness to raise the visibility among minority applicants to medical schools, who feel they may have lost an important edge on the competition.

Watson, director, downplaying the impact of the Bakke. “Relative to today, Bakke is nothing.” His point is that this one decision seems comparatively insignificant when generations of institutionalized racism are considered. Instead, it is a student’s attitude that counts. Students need to apply to medical school at UC or elsewhere, says Watson, students who have other options may choose to attend schools they interpret to have a more supportive overview environment. He feels this contributes to UC’s affirmative action record — one of the worst in the system.

Perez identified another problem — a lack of third world faculty in policy-making roles. Although the Dental School has some blacks in responsible positions — for example, an assistant dean, and the head of the dental hygiene program — there is not one third world person (or woman) on the school’s Academic Senate.

Apodaca believes “we can expect a tremendous change in the next few to five years.” He attributes the relatively poor showing in the past few years to a complacency which followed the major gains of the sixties and seventies. From his vantage point, a sweeping reeducation to action is going on throughout the university, which will result in “tremendous growth” of minority roles. The dental School has some blacks in responsible positions — for example, an assistant dean, and the head of the dental hygiene program — there is not one third world person (or woman) on the school’s Academic Senate.

February 24, 1983

The Haight Ashbury Free Medical Clinic needs Volunteers’ 3rd & 4th yr. Medical Students, Doctors, or Nurse Practitioners. Afternoons and evenings, please call

31-7147
Commentary
Black Caucus needs direction, unity
Continued from page 2

off after the AA office was set up. I consider this a mistake. Pressure must be continued to get it applied.

So much for the past. The real question is, what about now and the future? The notion of the BC is an organizational in a vacuum. There is a leadership or vision. Past leaders have thetrimmed to dictate to the new leaders. There is apathy in the ranks. New staff need know little of the past victories, and in some cases care little. Organizing in this kind of climate is difficult, if not impossible. I am a pragmatist; I try to see the world realistically. If the caucus is to survive, new directions must be found. New methods must be adopted. The rank and file must become excited that something can be done. And that something must be clearly identified and supported. The crucial question is: how long can an organization live off of past victories?

So, we find ourselves in 1983, not able to affect the kinds of changes that took place in the sixties. This is different from what occurred with different issues. However, racism still exists. Affirmative action at its best can never be a substitute for being a part of a larger, more friendly, and more integrated group. So what do we do? I don’t propose to be a sage, and I am not presumptuous enough to think I have the answer. However, I do have some thoughts on the subject.

During the sixties, a supportive climate existed here, and the events of history were on our side. The caucus in practice was more with the world. It consisted of concerned whites, staff, labor, students, and faculty. This broad support gave added strength to the movement. I believe that the third world people at UCSF today must unite. We have divided ourselves around ethnicity, culture and sex. Cultural and ethnic groups have their places, but what good is a weak Black Caucus, a weak Latin American campus union, a weak Asian organization, and a weak women’s group?

We need people, I think: a united caucus. The time has come to stop participation in a divide-and-conquer process. You must remember, the present federal administration is hostile, and affirmative action programs are under attack. I believe that the third world people at UCSF today must unite. We have divided ourselves around ethnicity, culture and sex. Cultural and ethnic groups have their places, but what good is a weak Black Caucus, a weak Latin American campus union, a weak Asian organization, and a weak women’s group?

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Women’s Week events here

The following is a calendar of events for International Women’s Week at UCSF, March 7-11. (All events are free.)

Monday, March 7
Film: Good Monday Morning. Presents working women talking about their feelings and fears; child care: the boredom of automated offices and the new health hazards they find there. Hear how they have joined together to solve their problems. Cole Hall, 11:30 a.m.
Film: Working For Your Life. Women who have been actively involved in correcting job health hazards highlight the dangers they face. Cole Hall, noon.

Tuesday, March 8:
Music: Nicholas, Glover and Wray. They blend jazz, contemporary rock rhythms and three-part harmony. Their sound is unique, sophisticated and electric. MU Gym, 11:30 a.m. and 12:30 p.m.
Speaker: Eva Jefferson Paterson on After The E.R.A. A talk on the need for feminists to develop an all-encompassing agenda arrived at through cooperation with other groups committed to creating a world free of racism, sexism, class bias and militarism. MU Gym, noon.
Information tables 11 a.m. to 1:30 p.m. Find out about campus and community resources for women.

Wednesday, March 9:
Panel Discussion: Women in Health Care in the 80’s: Where Do We Go From Here? Dr. Beverly Hall, Associate Professor and Chair, Department of Mental Health and Community Medicine, Nursing. Dr. Carol Jessup, Instructor of Medicine, Medical Student Coordinator. Dr. Loma Flowers, Assistant Professor, Psychiatry. Dr. Cheryl Ruzik, visiting lecturer, Social and Behavioral Sciences, Nursing, Cole Hall, noon.
Entertainment: The Women Medical Students. Back by popular demand. Performing a skit that expresses with critical care and arresting humor, the plight of women in medicine today.
Thursday, March 10
Poetry reading: Frances Carney, Director of Alumni, School of Medicine; Gala Fitzgerald, Administrative Editorial Assistant in Interventional Radiology; Myrli Glass, Director of the Child Care Study Center; Miriam Gould MD, Psychiatrist for Student Health Services; Ada VSW Red, Resource Director for Aging Health Policy Center; Carol Tarlen, Secretary in Family Medicine, C-130, noon.
Twilight concert: Casselberry and Dupree. After a half hour reception with food and drinks Casselberry and Dupree will perform their songs of universal appeal, speaing gospel grace notes to raw folk blues. Their magical and contagious blending of voices is based in the folk idiom. MU Lounge, 4:30 p.m.
This program is being cosponsored by Women’s Day Committee, Women’s Support Network at UCSF, GSA, Committee for Arts and Lectures, Rape Prevention Education Program, AVMCE and UCSF Medical Center Employees Union, Women Medical Students, Landberg Center for Health and Ministry, Chinese Student Association, Amnesty International, Campus Network, Committee for Health Rights in Central America, Health Care Rights Alliance, Public for Nuclear Responsibility, Latin American Campus Association, Filipino Employee Organization, Coalition for the Medical Rights of Women, Committee to Defend Reproductive Rights.

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What’s the finest barbecue restaurant in town?

Heaven only knows.

Announcements

Maimonisde Society meeting tomorrow

The Maimonisde Society is having Larry Moses, of the Bureau of Education, come to speak about Purim tomorrow, February 25 in HSW-303, at noon. All are welcome to attend.

Lunchtime slide show on KKK

On Tuesday, March 1 the International Solidarity Committee at UCSF will sponsor a lunchtime slide show and discussion about recent race Klan Klan and anti-Klan activities. The slideshow presents the history of the KKK From the nightriders and lynching mobs of Reconstruction to the present day, with special emphasis on Klan activities in the Bay area. The presentation also documents the history of resistance to the Klan. The program will be from 12 to 1:30 p.m. in C-130. All UCSF students and staff are welcome to attend.

UCSF winter-quarter dance tomorrow

Come spend an evening dancing and socializing with your friends and classmates Friday, February 25 from 9 p.m. to 1 a.m. in the MU Cafeteria. Live music by the band Phase II. Admission is $2 with free refreshments available. Co-sponsored by ASUC, BSHA, CHE. Come and dance the night away.

Amnesty International meeting March 3

The campus network of Amnesty International will meet on Thursday, March 2 at 5:30 p.m. at St. John of God Church, Irving St. entrance, 1290 5th Ave. All faculty, students and staff are welcome. Bring your own goodies.

Physical Therapy class lecture series

The Physical Therapy class of 1982-83 cordially invites the UCSF Medical community to a lecture series entitled: “Pharmacology & the Physical Therapist.” The lecture February 25 will be given by Grace Fong, Pharm. D., and will address “Pharmacology of the Autonomic Nervous System.” It will speak from 11:12 in HSW 300. On March 11, John Fliberty, Pharm. D. will address “Drugs Used in Cardiology,” from 11:12 in HSE 317, and on March 18, The Vasey Network, Pharm. D., will speak on “Drugs Used in the Management of Rheumatoid and Osteoarthritis.” It is in HSE 317 from 11-12. The series is sponsored by the UCSF Students Curriculum in P.T. All are welcome.

Physical Therapy bake sale

Has food become a crutch in your life? Are you hypoergic in need of a sugar cane treat? Then the Physical Therapy Class of 1982-83 knows you at their bake sale (to mobilize their grades for graduation). Look for homestead’s goodies. Thursday, February 24 (today), Thursday, March 8 and Thursday, March 31.

Tax workshop for foreign students and scholars

The Foreign Students and Scholars Office is sponsoring a tax workshop for foreign students and scholars Thursday, March 3, from noon-1, in HSW-301. A representative of the Internal Revenue Service will discuss federal taxes and answer questions at that time.

Third Annual membership and community meeting

The Coalition for the Medical Rights of Women is holding its Third Annual Membership and Community Meeting Friday, March 4 at the American Indian Center, 225 Valencia St., San Francisco, beginning at 6 p.m. Guest speakers at the potluck event are Blytte Avery, Project Director of the Black Women’s Health Project and Don Aroner, consultant to the California Assembly Human Resources Committee. All are welcome. For more information, call 621-8020.

Network surveying gays and lesbians

Lesbians and gay men who have attended or been employed at the University of California at any time since 1977 are being sought for participation in a survey designed to document heterosexism within the university. The Lesbian and Gay In terdepartmental Network, a coalition of gay and lesbian organizations from all nine UC campuses, is conducting a survey through March 31, 1983 as part of its campaign to get the words “sexual orientation” added to the University’s non-discrimination policy.

UC Regent Linda Sabo is assisting the Network in its efforts, and she urges lesbian and gay students, staff and faculty to complete the Network’s questionnaire so that she can “demonstrate to other Regents that such changes in University policy are needed.” Questionnaires can be obtained from either Liz Norell (864-5) or Alana Schilling (5-1334). The questionnaires take as little as 15 minutes to fill out, and respondents can remain completely anonymous.
RECREATION

MILLBERRY UNION RECREATION

MU Calendar

February 24, 1983

FILM: Mephisto. Hungarian director Lavaz Szabo takes another look at Germany's horrific 20th century heritage. The film is an absorbing, compelling drama of human tragedy, suffering and loss. It is the story of a young Jewish man, Mephisto, who is forced to choose between the seductive power of the Nazi regime and the enduring values of faith and humanity. The film is a powerful reminder of the horrors of war and the importance of standing up for what is right.

FRIDAY, MARCH 4

FILM: The Secret of NIMH. A widowed field mouse must summon the courage to defy man, beast and nature. With the help of a crow and the mysterious rats of NIMH, she finds the strength and courage to expose the obstacles that threaten her family. Based on an award-winning book, this film is filled with action, suspense and humor. 6:30 and 8 p.m. in Cole Hall Auditorium. See March 4 listing for details.

SPRING 1983 WORKSHOPS

SUNDAY, MARCH 6

WORKSHOP: Teaching 101: How to feel comfortable when teaching a larger class. This workshop will cover strategies for effective classroom management and ways to engage and motivate students.

TUESDAY, MARCH 8

WORKSHOP: Grant Writing for the Small College. This workshop will provide information on how to write successful grant proposals and will include tips for maximizing funding opportunities.

THURSDAY, MARCH 10

WORKSHOP: The Art of Public Speaking. This workshop will cover techniques for delivering effective and engaging speeches, including how to prepare and deliver presentations.

FRIDAY, MARCH 11

WORKSHOP: Creative Writing: Fiction. This workshop will focus on developing narrative skills and will include workshops on generating ideas, character development, and plot construction.

SUNDAY, MARCH 13

WORKSHOP: Yoga for Stress Relief. This workshop will introduce participants to the principles of yoga and its benefits for stress reduction.

TUESDAY, MARCH 15

WORKSHOP: Digital Photography Fundamentals. This workshop will cover the basics of digital photography, including camera settings and techniques.

THURSDAY, MARCH 17

WORKSHOP: Audio Recording for Beginners. This workshop will introduce participants to the basics of audio recording, including equipment selection and techniques for capturing high-quality sound.

FRIDAY, MARCH 18

WORKSHOP: Introduction to Computer Programming. This workshop will provide an introduction to programming concepts and will include hands-on practice using a programming language.

SUNDAY, MARCH 20

WORKSHOP: Meditation and Mindfulness. This workshop will introduce participants to mindfulness meditation and its benefits for mental and physical health.

TUESDAY, MARCH 22

WORKSHOP: Public Speaking for Business Professionals. This workshop will focus on developing skills for effective communication in a business context, including how to deliver presentations and conduct meetings.

THURSDAY, MARCH 24

WORKSHOP: Digital Video Production. This workshop will cover the basics of digital video production, including equipment selection and techniques for capturing high-quality video.

FRIDAY, MARCH 25

WORKSHOP: Introduction to Web Development. This workshop will provide an introduction to web development, including HTML and CSS basics.

SUNDAY, MARCH 27

WORKSHOP: Non-Fiction Writing Techniques. This workshop will cover techniques for developing engaging and informative non-fiction writing, including research methods and writing strategies.

TUESDAY, MARCH 29

WORKSHOP: Creative Writing: Poetry. This workshop will focus on developing poetic skills, including how to write and revise poems.

THURSDAY, MARCH 31

WORKSHOP: Graphic Design Fundamentals. This workshop will cover the basics of graphic design, including design principles and software basics.
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