synapse

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Black affirmative action in doldrums at UCSF

By Charles Piller
Assistant Managing Editor

Despite large efforts on both the systemwide and campus levels in recent years, UC has shown a checkered performance on student affirmative action since the early 1970s. While large gains for minorities have been won by Asians — who have become a significant ethnic component of programs all over the UC system — blacks have taken a beating in admissions to most university department in recent years.

In general, according to figures from systemwide Student Academic Services, the 1975-81 period saw a virtual standstill for increasing overall minority percentages of UC enrollment. The exceptions to this trend have been Asians, and in some programs, Filipinos and Latinos have made small to moderate gains. The percentage of black students actually declined in some areas, on both the undergraduate and graduate levels. (See tables, page 4.)

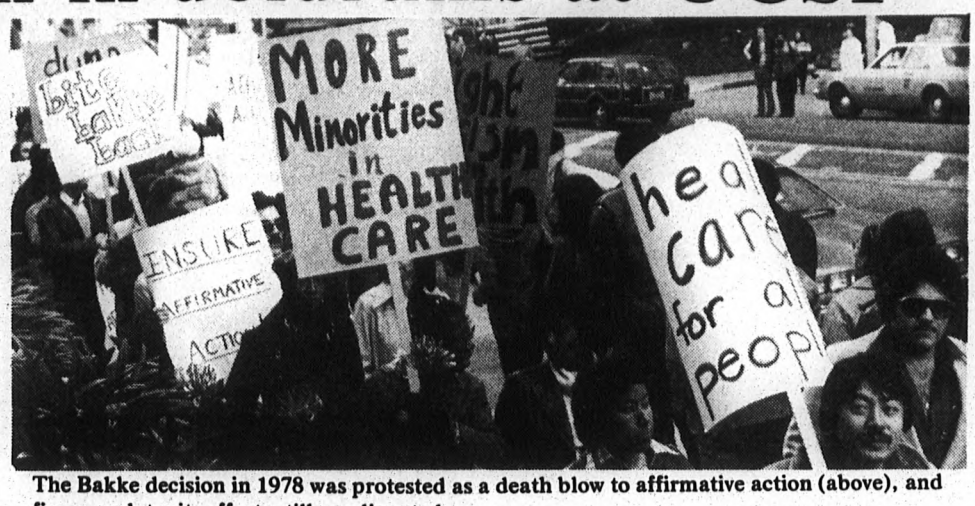
Here at UCSF, the trend seems to hold true, although in general, this campus has one of the best affirmative action records in the system. In fact, the Student Affirmative Action Advisory Committee — a group charged by the state legislature to review the affirmative action process — maintains that "compared with other colleges and universities, UCSF has enjoyed a national reputation — ranking fourth in the nation for minority admissions..."

Despite declining figures for black enrollment at this campus, the graduate professional programs (medicine, pharmacy, dentistry) boast extremely high levels of minority students — 45.3 percent for this academic year, although Asians alone comprise more than half of this figure. Blacks are 6.6 percent of the current 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 white students once inside the system — with special services, counseling, financial aid and other assistance. In addition, each campus has it's own distinct programs.

At UCSF, overall coordination of affirmative action is handled by the Affirmative Action Office, but each school here has individual responsibility for its programs. In general, the professional 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.



The Bakke decision in 1978 was protested as a death blow to affirmative action (above), and five years later its effects still are disputed.

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. The HSSSP 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 some informal counseling and orientation. 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 student affirmative action activities only in the last two years. Its percentage of racial minorities is correspondingly low.

The evaluation process

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

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BLACK HISTORY MONTH

Insensitivity, lack of role models plague education

Kevin Grumbach
Associate Editor

In a classroom at UCSF, a lecturer is explaining how to diagnose a certain syndrome of hormonal excess. "One of the most distinctive signs of the disorder," says the professor, "is the spots of hyperpigmentation resembling sun tan on the patient's skin."

Slides are projected as illustration. Photos of white patients: brown spots on the fingers, hyperpigmented areas behind the knees. And while the professor readily moves on to a detailed discussion of nanogram variations of hormone levels, what is not explained is how one is to recognize the "tell-tale" sign of "hyperpigmentation" should the patient happen to be a person with black skin.

For black medical students at UCSF, the oversight is but one of many reminders that medicine remains an art taught by and large through the eyes of white instructors to an audience of predominantly white students. And while explicit racism may not be as prominent a phenomenon as in the past, what often remains, suggest black students who talked with *Synapse*, is a lack of sensitivity about racial issues in the training of physicians.

Many times, the issue is as simple as instructors neglecting to appreciate that the color of a patient's skin may have some bearing on the approach to physical examination and diagnosis. "Teaching needs to be directed at all types of people," says second year student Helen Duplessis. "Too often it's limited to the seventy-kilogram, white male stereotype."

Another class, another professor. The teacher is discussing syphilis, and mentions the "Tuskegee study" of the long-term effects of syphilis in humans. The subjects in the Tuskegee study were poor blacks in the rural South. The experiment was widely condemned in the 1970s when it came to light that the scientists had withheld appropriate medical treatment to infected subjects. In the UCSF classroom, although the professor mentions that the ethics of the study have been questioned, he directs students' attention mainly to the study's "scientific" findings and the investigators' rationale for their conduct. To many in attendance, the professor's tone creates the impression that perhaps there is some question remaining about whether the study was in fact racist and unethical.

A black medical student feels compelled to take it upon herself to research the study and present a more rigorous critique to the class following a subsequent lecture in the course. The student commented, "The professor gave a completely distorted presentation of what went on in the experiment. I've seen students in our class get disturbed over issues of dogs being used in physiology lab, and in this case it seemed that students were being insensitive to the issue or they really didn't understand what the experiment was about. After talking to students, I realized they didn't understand the gravity of the study — that it was presented as a legitimate scientific study."

If at times there is a lack of sensitivity about racial issues on the part of instructors, it can hardly be considered surprising given the lack of integration of the UCSF faculty. One second year medical student explains, "In one and one-half years of medical school, I have had only one lecture given by a black professor — and on that occasion the professor was called in to substitute for the regularly scheduled lecturer."

The dearth of black faculty at UCSF points to the greater problem of a general lack of physician role models for black students. For most black students, there are very few footsteps — either of relatives, friends, or community members — to follow onto the path of medicine. "Someone once asked me before I came to UCSF what I thought of black doctors," remarked one student. "I told him I didn't know any."

For some students the lack of black faculty is compounded by UCSF's status as an academic center skewed towards tertiary care medicine. "I came to UCSF interested in becoming a primary care practitioner working in a black community," stated first year student Andy Logan. "Since I've been here, I haven't really had exposure to anyone — particularly a minority physician — I could consider a role model" for a career in community-based medicine.

With relatively few blacks enrolled in medical school at UCSF, black students often stand out among a sea of lighter skins and white coats. "When you miss a class, it's obvious you're not there to the instructor," says a student. 'I'm the only black student in my small clinical medicine group, and it seems the teacher always learns my name first."

Being noticed doesn't always translate into being recognized as an individual, however. A different black student who works in a clinical medicine group with another male black student expressed his exasperation over the number of times instructors have mixed up their two names.

Their small numbers, the recurring attacks on affirmative action programs, the undercurrent of challenge to their competency — all serve to place an extra burden on UCSF's black medical students. "With so few of us in the class," asserts Duplessis, "the pressure to do well and perform is that much greater. Each of our performances reflects on all of us."

Classmate Larry Wells concurs. "In many ways we're all standard bearers for each other. Sometimes the need to ensure that black students now and yet to come are seen in a favorable light may interfere with my more individual goals and aspirations."

Indeed, a prominent concern voiced by the students interviewed was that of keeping the doors of medical training open to future black students. Those students involved with UCSF admissions committees comment with regret on the declining size of the black applicant pool. They attribute the problem to poor college career counseling, the impact of a recessionary economy, the repercussions of the Bakke decision, and the university's own failure to more aggressively recruit and support applications from minorities.

Whatever the reasons, the impact on UCSF's black medical students, believes

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REMINDER: Students who are applying for financial aid for the 1983-84 year must submit copies of their 1982 tax returns no later than tomorrow. Applicants who will not file tax returns must sign a Certification of Non-filing by this date.

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BLACK HISTORY MONTH

Commentary

Caucus founder urges strong coalition to protect affirmative action

By David Johnson,
Supervisor, Affirmative Action Outreach

Come with me on a brief journey into the past, the not too distant past, I might add. It is the year of 1968. I would like to share with you what it was like for blacks during those days prior to the founding of the Black Caucus. We numbered approximately 1,000 to 1,200. Our jobs were mostly in the lower level classifications, i.e. janitors, lab helpers, patient escorts, maids, laundry workers, clerks, truck drivers and laborers. A few were in professional positions, such as employment representatives, lab. techs and supervisory jobs. The vast majority of blacks were employed by the General Services Department. This department was the modern version of the urban plantation. The plantation was complete. It had a plantation boss, house niggers and field niggers. The boss hired and fired and chastised based on his whim, at the moment. At least 85 percent of the black people on campus worked for this plantation boss. His methods and practices were condoned by higher campus administration. Higher level positions were at that time unavailable to blacks. The system clearly communicated to us, "do not apply. You will not be accepted."

It was the sixties, and the country was suffering from national racial unrest. The campus had made some feeble efforts to recruit minority students under the leadership of the late Dr. Nat Burbridge. This effort did not change appreciably the composition of the professional schools. The school of dentistry had not graduated black students for 19 years, it was reported. It is fair to say that UCSF's commitment to equal opportunity was shameful and shocking. It was not an environment in which minorities, especially blacks, faired well.

But outside events were beginning to have their effects on campus. S.F. State University was experiencing racial crisis, as were other places across the nation.

The sudden death of Dr. Martin Luther King Jr. sent shock waves through the nation. His assassination raised the consciousness of the entire campus, especially the black community. Blacks at UCSF felt the time to act had come.

Enter the Black Caucus

Less than a month after the death of Dr. King, Jr. the Black Caucus was organized. On May 4, after a series of organizational meetings, the Black Caucus called the entire black community together in our first major campus general meeting. Top administration was concerned. Our task was clear. The time was ripe to deal with the pangs of racism that had too long gone unchecked and unchallenged. We were dedicated in our resolve to bring about the kind of change that ultimately would improve our lives at UCSF.

The founding conference produced the "Black Manifesto," which listed brilliantly the concerns that we faced on this campus. The Black Manifesto listed numerous complaints and one specific request: that the plantation boss be dismissed. The document was delivered to the late Dr. Williard Fleming, Chancellor. Chancellor Fleming presented to each department mentioned in the Black Manifesto, a request that they answer the charges made by the Black Caucus. All of the departments complied except the General Services. The plantation boss chose to resign. The Black Caucus had achieved its first major victory. Numerous activities followed, including the development of an apprenticeship program for minorities, on-the-job training for advancement and reclassification of minorities who previously had been turned down. We also turned to the issue of student recruitment. The campus adopted a 25 percent goal of minority placements for each professional school. We pressed the campus to increase the hiring of black faculty. In 1970, in answer to Black Caucus demands, the Affirmative Action Office was set up. The BC successfully urged the campus to hire more minority youths, resulting in the beginning of the Chancellor's summer youth program. This program continues today.

The BC was able to have the Personnel Department look into the question of why UC Berkeley's custodians were classified as custodians, while UCSF classified its maintenance workers as janitors and paid them less than the custodial salary. Research indicated that the duties were very much the same. This campus changed the janitors' classification to custodian, and gave them an 18 percent salary increase.

A little-known change which the BC was responsible for is opening up the Millberry Union membership to staff. Prior to the BC, staff could not become members in the MU. It also should be mentioned that the White Caucus was formed not in opposition to the Black Caucus, but in support of it. The White Caucus consisted of concerned whites from the staff and faculty. The Black Caucus was highly successful in bringing together student, staff and faculty in a united front to fight racism on this campus. No other campus in the UC system was able to accomplish this feat. The results of that effort are still with us. The danger exists, however, that important gains are being lost; this is evidenced by the decline of blacks from the campus.

Since about the late seventies, the BC has undergone a series of ups and downs. The issues were not as clearly defined later as during the late sixties. Those willing to serve in leadership roles were difficult to find. New employees coming on campus were not as in-tuned with the goals of the caucus. At times, we had difficulty articulating just where the emphasis should be placed. This resulted in representing black employees on a one-to-one basis. We found ourselves handling more and more grievances, rather than making the broad institutional changes which I personally think the caucus does best, and should be doing. The campus affirmative action program did not deliver what many of us thought it should.

There appeared to be confusion as to just what affirmative action should be doing. The affirmative action office is staff to line management. It is not, as some would like it to be, an advocate for protected groups. Perhaps we expected much more. The problem is that without a strong pressure group, affirmative action left alone is nothing. The BC slacked

Continued on page 5

Letter

Controversial 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 KKK has attacked black and other Third World people with shootings, arson and cross burnings. Last November, a confederation of eight Klan groups — which claims a membership of over 60,000 — tried to march in Washington, D.C. and was only stopped by the militant resistance of the black community and anti-Klan demonstrators. In Richmond, the police are accused of murdering six black men in the last year. And inside the RPD operate the Cowboys — a racist, KKK-style group notorious for its daily brutality toward Richmond's Black community.

On Tuesday, March 1 the International Solidarity Committee at UCSF will sponsor a lunchtime slide show and discussion about these issues. The sideshow presents the history of the KKK from the nightriders and lynch mobs of reconstruction to the present day, with particular emphasis on Klan 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 program will be from 12:00-1:30 P.M. in Room C-130. all UCSF students and staff concerned about the rise of white supremacist violence are encouraged to attend.

Member,
John Brown Anti-Klan
Committee

Commentary

Doctor argues positive changes more easily made from within system

I would like to take this opportunity to respond to the article in *Synapse* on February 10, 1983 regarding what *appears to be* the emergence of a martyr named Dan Wolpert who is presented as an "unusual breed" in a majority of uncaring or apathetic health care professionals. If in fact Mr. Wolpert's choice to leave medical school in his second year is *solely* based on his concern for and dissatisfaction with "the system," then I submit that his decision has been shortsighted in that it is based on a very limited experience in the health care field and is analogous to making a diagnosis without a complete history and physical exam.

Students' testimony to the AAMC panel hearings on medical education are introduced into the article as further substantiation of Mr. Wolpert's claim that we are "not training healers." Several years ago, while a medical student at UCSF, I was involved in similar hearings as the student chairperson of the medical school reaccreditation committee. This committee identified problems and goals in medical education at UCSF and discussed them with the AAMC committee. The AAMC committee, which accredits and therefore has closely scrutinized all medical schools in the U.S., not only granted UCSF its reaccreditation but also made a special point of informing us how impressed they were with our progressive curriculum, the overall satisfaction of the student body, the amount of input the students had in their medical education and the responsiveness of the faculty to the student needs. More recently, as a member of the Dean's Committee on Medical Education, I have met with the AAMC Committee and was pleased to find that many of the same sentiments were again being expressed. I don't mean to imply that there are no problems and that occasionally we don't meet with some inertia in trying to implement change, but I do see clearly from my vantage points on the medical School Admission Committee, Education Committee and other committees *over the years* as a student and resident that we have effected significant changes and will continue to do so as long as our overall goals are directed at the improvementg of patient care and the teaching of these skills to our students.

Mr. Wolpert also is upset about spending 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. Moreover, when he did get the clinical interaction he was looking for he cites two cases of insensitive patient care that are purported to be representative of the standard of care our patients receive. I'd like to direct responses to each of these areas. First, all medical students yearn for early clinical responsibility, but without clinical and little basic science knowledge it would be impossible (if not criminal) 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 is necessary. At UCSF this is already minimal as medical students attend class *only* four days a week. Furthermore, there are extremely few "eight hour days of passive learning," since a special effort is made to break up *each* day with seminars, discussion groups, labs and practical clinical experience as in the Introduction to Clinical Medicine courses. As a matter of fact, UCSF has been a leader in the early introduction of clinical experience to the curriculum. With regards to the insensitivity Mr. Wolpert perceived in his early clinical experiences: I, first as a student and more recently as a surgeon have spent many hours at interdisciplinary conferences regarding the social, ethical, and moral decisions involved in the care of my patients. This is not the exception but more the rule in the physicians I have encountered at UCSF. Occasionally we encounter insensitive or uncaring individuals, as Mr. Wolpert may have. However, this should not result in an indictment of the system that although not perfect, is the standard for the rest of the world.

Medical school provides us with the basic skills necessary to become good physicians and the foundation for continued learning. Compassion, caring, empathy, honesty and the determination to serve the whole patient are most likely based on the inherent personality characteristics of each medical student. Our curriculum gradually has been changing to reflect the important contemporary evolving concerns in medicine such as preventive medicine and a more humanistic approach to health care. However, one must remember that modern medicine is still quite young, as is the "disease centered approach" of health care that Mr. Wolpert speaks of. It is unfortunate that most of our patients only call on us when diseased; however, in recent years we have begun to teach our patients about prudent healthy living. We are indebted to the relatively new and growing field of Epidemiology which has provided us with much of the armamentarium to thrust preventive medicine into the forefront of all of our teaching and practices.

Lastly, I would like to add that medical school *does not* dictate how one practices medicine. It would, therefore, seem more rational to me that Mr. Wolpert should have taken what good he could have derived from medical school and eventually practice medicine to the best of his ability. Furthermore, if truly dissatisfied he could work to change the system by demonstrating that his beliefs are superior to the present system. Incidentally, these changes could certainly be implemented more easily as a medical student or physician rather than from outside the health care system as a gardner, which is what Mr. Wolpert has presently chosen to do.

Richard Carmona, M.D.
Surgical Research Fellow
SFGH/UCSF

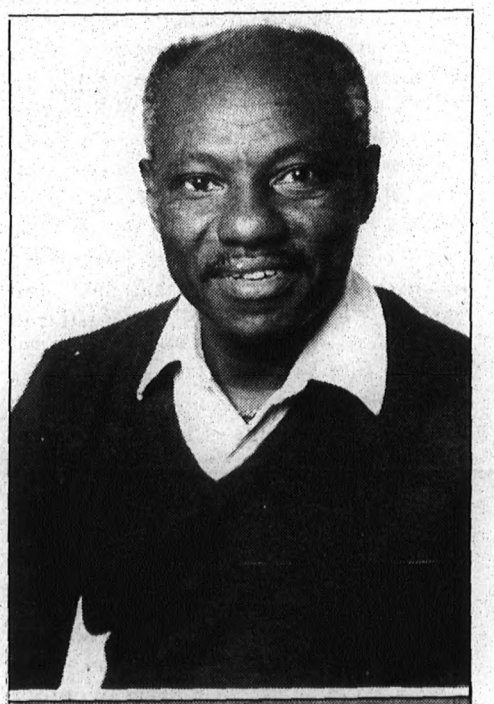
BLACK HISTORY MONTH

David Johnson, Freeman Bradley—Black Caucus leaders

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 of 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 here that Johnson's skills are 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 chaotic. 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."



DAVID JOHNSON

He also became an active member of the local Republican Party. "My rationale was that there were 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.

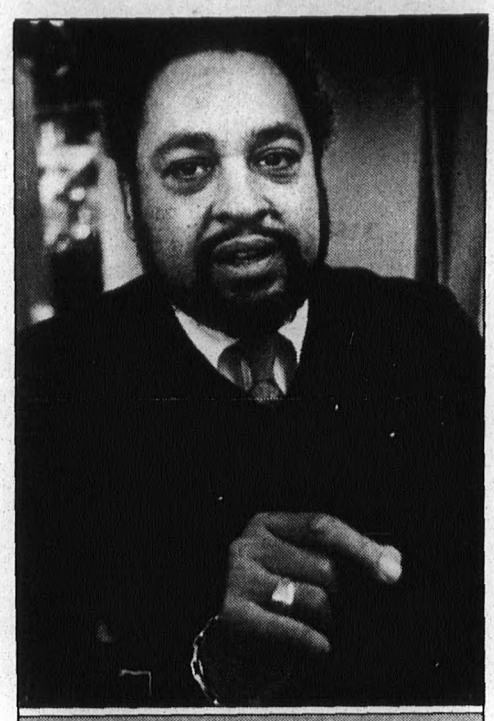
Shortly after this unsuccessful attempt, Johnson came to work at UCSF. He was hired as a recruiter of minorities with the personnel department. Later he became responsible for reviewing the records of UC employees who had filed grievances against the university. "This was indeed a powerful position," admits Johnson.

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. David 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 anesthesia.



FREEMAN BRADLEY

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.

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BLACK HISTORY MONTH

Lack of UC commitment deters affirmative action plans

Continued from page 1

wide levels, and reports 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 can thwart progress. Although the specific programs may be doing good work, said Apopdaca, "the university as a whole has 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.

UCSF enrollment by division and selected racial minorities* (percentages)

	Graduate[1] Professional			Graduate[2] Academic		Post-Graduate[3] Professional	
	1973	1979	1982	1979	1982	1980	1982
Black	8.5	6.2	6.6	2.4	1.9	3.9	4.9
Asian (not Filipino)	21.4	19.4	25.0	7.2	10.1	7.6	9.4
Hispanic	7.1	10.6	11.1	1.8	2.0	4.0	4.7
Total Minority	36.9	38.2	45.3	12.4	15.4	16.3	19.7

*All data from UCSF Affirmative Action Office. Data for graduate academic division unavailable prior to 1979. Post-graduate professional data unavailable prior to 1980.
1 - MD, Pharm.D and DDS programs
2 - M.S. and PhD programs
3 - MD, Pharm. D and DDS residents

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 and attention to their needs.

Part of the competition lies in monies set aside for such special support. Because state of California funds cover only efforts focused on undergraduates, UCSF has had to rely on the federal government and its own resourcefulness, 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 priority 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 it's federal grant for special support programs two years ago, only a fraction of the total was made up 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.

The most significant event 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 UCD's affirmative action quota system. The decision sounded a death knell for quotas, and some feared even greater damage 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 UCD, and discouragement among minority applicants to medical schools, who feel they may have lost an important edge on the competition.

Watson disagrees, downplaying the impact of Bakke. "Relative to lynching, Bakke is nothing." His point is that this one decision seems comparatively insignificant when generations of institutionalized racism are considered. Instead of making students reluctant to apply to medical school at UCD or elsewhere, says Watson, students who have other options may choose to attend schools they interpret to have a more supportive overall environment. He feels this contributes to UCD'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 four 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 early seventies. From his vantage point, a sweeping rededication to affirmative action is going on throughout the university, which will result in "tremendous growth" of minority populations. As evidence, Apodaca cites last year's legislative mandate for a new "five year plan" for student affirmative action. He expects discussion of the plan to have some impact in budget hearings this April.

In preparation for these hearings, a coalition of students from all UC campuses met at UCSF last weekend to develop policy recommendations. Perez reports that students are working closely with Assemblyman Peter Chacon (D-San Diego), a long-time advocate of affirmative action, and they feel their comments will carry some weight. Pushing hard for increased recruitment may be the key, says Perez, to putting across the point that "it's time for the university to make a reaffirmation of affirmative action."

UC enrollment* and population figures by racial groups (percentages)**

Race	UC Enrollment	California Census	UCSF Enrollment
Undergraduate			
White	75.23	70.40	79.55
Black	3.9	7.03	1.70
Spanish Origin	5.85	17.51	3.98
Asian/Pacific Islander	14.50	5.06	13.64
American Ind.	.52	—	1.14
Graduate			
White	80.94	70.40	69.45
Black	3.73	7.03	4.70
Spanish origin	5.81	17.51	7.82
Asian/Pacific Islander	8.88	5.06	17.48
American Ind.	.64	—	.48

*Figures from systemwide affirmative action office, 1981 data
**Figures from 1980 US census data

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BLACK HISTORY MONTH

Racial awareness lacking

Continued from page 1

Phil Shields, president of the UCSF Student National Medical Association (a black student organization), is that many of them "are forced to spend a major portion of their time on recruitment." The SNMA and other campus black student organizations devote considerable effort to finding and encouraging potential applicants to UCSF.

The belief that each is a "standard bearer" of sorts for the other suggests a degree of solidarity among UCSF's black students. "There is a sense of cohesiveness," agrees one student, "but it's not different from the cohesiveness of any other group of students" that may happen to study or socialize together. What the students admit to resenting is the attempt to homogenize them, to impose a group identity that defies the particular interests and identity of each individual. Often, suggest the students, people jump to misassumptions about black students as a "group." Black students also are quick to reject the "myth" that they are somehow collectively privy to special information or study material.

While most medical students, regardless of their racial identity, find medical school a time of self-doubt and uncertainty, for some students the question of race is an additional factor that enters into the equation summing up their medical school experience.

One black medical student told of a patient refusing to let him perform a history and physical as part of a second year class exercise. It is not an unusual occurrence for patients to refuse a "voluntary" student exam, and the student says he "didn't assume" that his being black had anything to do with it. "Still, it leaves some question in my mind exactly what the patient's rationale was. It might be nothing, but you're never quite sure...You can't help but wonder."

As long as racism and prejudice remain very real aspects of American culture — as long as there remain those in the profession who look at black medical students as "black" first and "medical students" second — the question of race will continue to influence the opportunities and experiences of blacks pursuing careers in medicine. There will continue to be those moments when, for black medical students, "you can't help but wonder."

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 continuously applied.

So much for the past. The real question is, what about now and the future? The now of the BC is of an organization without a direction. There is a leadership vacuum. Past leaders are prone to want to dictate to the new leaders. There is apathy in the ranks. New staff 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 quesiton is: how long can an organization live off of past victories?

So, we find ourselves in 1983, not able to effect the kinds of changes that took place in the sixties. This is different era, with different issues. However, racism still exists. Affirmative action at its best cannot deliver us.

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 practical terms was a coalition. 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 now, more than ever before, a strong coalition is needed, dedicated to affirmative action and improved social climate. If we are to survive the present crisis, we must work toward this end.

Financial Aid Column

Scholarship information

Students who are members of Phi Betta Kappa and are pursuing advanced study during the coming academic year may now apply for a $1,000 scholarship offered through that organization. The application deadline is May 11. For information and applications contact Dr. James Morris, U-411, ext. 2363.

Consumer checkbooks available

A Bay Area publication called The Consumer Checkbook is available in the Financial Aid Office. Recent issues devote articles to food purchase and some comparisons of local stores and their prices, and cheap car repair information. Students are welcome to come by to read the material.

Tax returns due tomorrow

Students who are applying for financial aid for the 1983-84 year must submit copies of their 1982 tax returns no later than tomorrow, February 25. Applicants who do not plan to file a return must sign a Certificate of Non-Filing by this deadline.

GSA Column

GSC meeting March 3

The next meeting of the Graduate Students' Council will be on Thursday, March 3 at 5 p.m. This meeting will be held in the Chancellor's Conference Room, S-118.

New guidelines for research conference travel funds

The GSC has recently approved new guidelines for the awarding of travel funds to graduate students attending research conferences. Basically, there will be four award periods for travel funds. If you plan to attend a research conference between April 1 and June 13, it will be necessary for you to submit your application by March 1 in order to be considered. If you have any further questions about the guidelines, call the GSA office at ext. 2233.

Research contest winners announced

The final presentations of GSA's Basic Science Research Contest were held Thursday, February 17. Vernon Daniel Madison was awarded first prize ($250) and will represent this campus at the National Student Research Forum to be held at Galveston, Texas in April. His research showed that the output of CNS neurons is modulated by two potassium currents. Dan is a student in the neuroscience program. Dr. Roger Nicoll, Department of Pharmacology is his research advisor.

Second prize, $100, was awarded to Michael Stern of the Biochemistry Department. Richard Kao (Pathology), David Litman (Pharmacology), and Eric Widmaier (Physiology) each received "honorable mention" and a $50 prize. Abstracts describing the research of all five finalists are posted in the GSA display case at the top of the east stairs (main floor) Millberry Union.

Staff Column

Confidentially and release of information: what the UCSF community should know

In the past few years several laws relating to privacy of and access to information have been inacted that apply to the University of California. The Information Practices Act restricts the collection, use, maintenance and dissemination of information relating to individuals. The disclosure of medical information is covered in the Confidentiality of Medical Information Act. This new law further prohibits the unauthorized use or disclosure by a provider of health care. Under the Lanterman-Petris-Short Act, disclosure of psychiatric information is prohibited except in very specific cases. The Federal Family Education Rights and Privacy Act outlines the rights of students to access their own educational records and limits the access of this information to third parties.

On March 9 from 9 a.m. to noon, a workshop will be held to help campus employees understand how these various laws relate to their work with records. Contact Development and Training for registration, ext. 4032.

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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 research on 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 coalition 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 Behavorial 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; Meryl Glass, Director of the Child Care Study Center; Miriam Gould MD, Psychiatrist for Student Health Services; Ida 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 drink, Casselberry and Dupree will perform their songs of universal appeal, spanning gospel grace notes to raw silk 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 Network at UCSF, ASUC, GSA, Committee for Arts and Lectures, Rape Prevention Education Program, AFSCME 1650-UC 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 Student Alliance, Alliance for Nuclear Responsibility, Latin American Campus Association, Filipino Employee Organization, Coalition for the Medical Rights of Women, Committee to Defend Reproductive Rights.

DANCE
UCSF Winter Quarter dance, Friday, February 25, 9 p.m.-1 a.m. in the Millberry Union Cafeteria, with live band Phase II. Co-sponsored by the ASUC, BSHA, CHE. $2 admission with free refreshments.

Announcements

Maimonides Society meeting tomorrow
The Maimonides 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 Ku Klux Klan and anti-Klan activities. The slideshow presents the history of the KKK From the nightriders and lynch mobs of Reconstruction to the present day, with particular emphasis on Klan activities in California and 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 3 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." She will speak from 11-12 in HSW 300. On March 11, John Floherty, Pharm. D. will address "Drugs Used in Cardiology," from 11-12 in HSE 317; and on March 18, Tim VanMaiwerik, Pharm. D., will speak on "Drugs Used in the Management of Rheumatoid and Osteoarthritis," 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 hypoglycemic in need of a sugar cane treat? Then the Physical Therapy Class of 1982-83 kneads you at their bake sale (to mobilize their plans for graduation). Look for homemade goodies Thursday, February 24 (today), Tuesday, 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 Byllye Avery, Project Director of the Black Women's Health Project and Dion Aroner, consultant to the California Assembly Human Resources Committee. All are welcome. For more information, call 621-8030.

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 Intercampus 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 nondiscrimination 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 Neville (864-S) or Alana Schilling (S-1334). The questionnaires take as little as 15 minutes to fill out, and respondents can remain completely anonymous.

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MILLBERRY UNION RECREATION

MU Calendar

Thursday, February 24
FILM: *Mephisto.* Hungarian director Istvan Szabo takes another look at Germany succumbing to Hitler, from the point of view of a left-learning actor from Hamburg who has a weak handshake and an ability to trim his beliefs to whatever seems safer. Cole Hall Auditorium, 5:45 p.m. ONLY, $2.25/2.75/1.25.

Friday, February 25
FILM: *Mephisto.* See Thursday, February 24 for description. Cole Hall Auditorium, 8 p.m. ONLY, $2.25/1.75/1.25.

Friday, March 4
FILM: *The Secret of N-I-M-H.* 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 to overcome 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, $1.25 children; $2.25/1.75. This is the last of the Cole Hall Winter series.

Nicodemus, leader of the rats, gives wise counsel to Mrs. Brisby in this scene from *The Secret of NIMH,* presented as the last of three Cole Hall Winter series Friday, March 4 in Cole Hall Auditorium. See March 4 listing for details.

Outdoors Unlimited

Sign-ups for these activities are taken at the Outdoors Unlimited Center, 24 Kirkham Street, Monday through Friday, 11:30 a.m. - 1:30 p.m. and 4-6 p.m. For more information about these activities and other Outdoors Unlimited services call 666-2078 or 666-1800.

Monday, February 28
Sign-ups begin for:
Basic Climbing Clinic, 3/8, 12
Snow Camping Clinic, 3/9, 10, 12, 13
X-C Ski Trip, So. Tahoe, 3/12-13
Whitewater Boating, Upper Cache Creek, 3/12-13
Flat Water Boating/Tournament, Lake Merced, 3/20

Monday, March 7
Sign-ups begin for:
Big Boat Sail, San Francisco Bay, 3/19
X-C Ski Trip, So. Tahoe, 3/19-20

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INSTRUCTION

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DREAM WORKSHOP FOR WOMEN FORMING. Starts Wednesday, February 23, 7 p.m. 527 Irving St., San Francisco. Call Louise Atcheson, Ph.D.: 731-1095.

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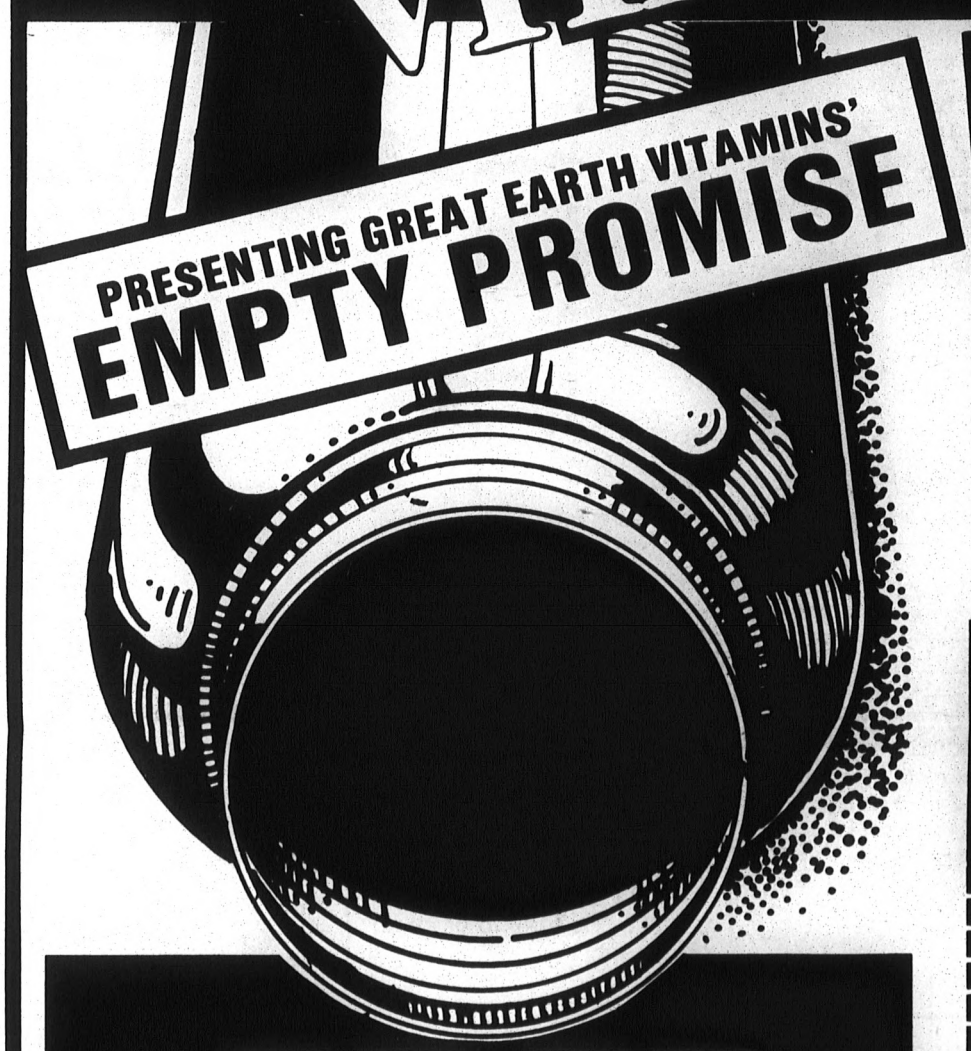

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