

Annual Report to the Chancellor

CACSW Activities for FY 2009-2010

Chancellor's Advisory Committee on the Status of Women

August 2010

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This report from the UC San Diego Chancellor’s Advisory Committee on the Status of Women summarizes our activities and recommendations from the 2009-2010 academic year. For the format of this report, we have attempted something new --- an easy-to-read one page executive report that presents the main CACSW activities and recommendations followed by detailed reports from our four sub-committees. In 2008-2009 we established five sub-committees, but after much discussion and experience we decided to fold Family Friendly Issues into the existing sub-committees since family friendly issues transcend constituency groups.

Much of the work of the CACSW happens within our sub-committees and it is from this work that our overall CACSW recommendations are drawn. Thus, pages 3-8 (as well as Appendices A-D) should be read thoroughly for background information, context, and rationale. The CACSW became stronger and more active as a group in 2008-2009 when these sub-committees were first established and so we wish to highlight and applaud their work.

Appendices E-H represent reports from our key partners who also do much work to improve the status of women on our campus (or in the UC system writ large) and so we are pleased to include here a summary of those activities and efforts that align with the charge of the CACSW.

The CACSW remains honored to continue advising the Chancellor on the status of women on our San Diego campus and we hope that this report provides useful information in pursuing that goal!

CACSW 2009-2010 EXECUTIVE REPORT

SUMMARY of 2009-2010 CACSW ACTIVITIES

1. **2nd Annual All-Staff Women's Conference:** "(Re) Defining the UC San Diego Woman: Striking the Balance"
2. **Fall Welcome event for new female students**, in collaboration with the Women's Center
3. **TWIN AWARD** was awarded to Dr. Diana Bergen, Senior Landscape Architect.
4. **Guest Speakers** attended meetings to provide information on UCSD activities that affect female students.
 - a. **November, 2009** – female undergraduate, graduate, medical students and residents discussed with us the issues they face at UCSD
 - b. **January, 2010** – Judy Goodman Fermin (CAPS) and Debbie Pino-Saballett (Student Health Services) presented the committee with statistics of UCSD male vs. female student health and national female student health.
 - c. **February, 2010** – Penny Rue, Vice Chancellor Student Affairs discussed particular issues facing UCSD female students.

See Appendix C, Student Issues Sub-Committee Report, for more information and suggestions stemming from these meetings.

OVERALL RECOMMENDATIONS TO THE CHANCELLOR

1. **Improve Student Representation on CSW.** Not only is it difficult to get AS and GSA appointments (so our slots are seldom full), but class schedules can conflict with meetings and so attendance is sporadic. Perhaps we can identify interested students with the help of our consultants and then ask AS and GSA to appoint those particular students as Standing and Alternate members (with alternates filling in during quarters when standing members are not available).
2. **Increase Access to Commuter Lounges.** Female students **expressed safety, wellness, and isolation concerns** (see Student Issues Subcommittee report), especially while on campus at night or on weekends because they do not have access to all available spaces (e.g., a Revelle student would have to walk from North Campus to Revelle to access a commuter lounge). We recommend the Chancellor ask the VCSA to work with the colleges to open all commuter lounges to all commuter students.
3. **Investigate the Possibility of a Mentorship Program for new Students.** Students seem to be unable (for a variety of reasons) to access existing resources for addressing social, personal and academic problems and a "mentor" was repeatedly mentioned throughout the year as a solution to that problem (see Faculty Issues and Student Issues Subcommittee reports). Perhaps the Chancellor's Office can encourage the colleges to look into peer-to-peer and/or faculty-student mentorship programs such as the one in Muir College.
4. **Investigate the Possibility of a TRITONS 101 Class.** New students, not just females, need education on wellness, diversity, and other issues (see Student Issues report). While the idea of class for new students has been suggested as a remedy for several particular issues (e.g., wellness), we strongly recommend that UCSD considers one socialization class for all new students and avoid the creation of "silo" classes that treat issues (e.g., wellness, diversity, academic integrity) in isolation. This class could be piloted with one college or with on-line modules.
5. **Institutionalize the Women's Conference.** The second annual women's conference replicated the success of the first annual, impacting hundreds of female staff (see Staff Issues Subcommittee report and Appendices A-D). This is clearly now a campus initiative---over 80 volunteers organized the conference while several departments provided financial support. It seems appropriate, then, that CSW no longer funds the conference out of our limited annual budget of \$2500. We strongly recommend that the Chancellor's Office ensures the continuation, success and impact of the Women's Conference by providing it with its own budget line of \$4000.

STAFF ISSUES SUBCOMMITTEE REPORT

In FY 2009-2010, the Staff Issues subcommittee acted on the recommendation of the previous year's subcommittee and focused their attention on offering and coordinating the second annual All-Staff Women's conference. This year, the subcommittee made a concerted effort to involve more campus-wide volunteers (over 80 in total), expanded the resource fair, and increased sponsor donations for the purpose of attracting and accommodating more attendees. Our theme for the conference was "(Re) Defining the UC San Diego Woman: Striking the Balance" and the goal was to provide women staff, through the experiences of other working women, some useful advice and tools to find and maintain balance between the pressures of work life, family life, personal relationships and other educational and external pursuits (**See Appendix A for conference announcement**). We thought the theme was especially appropriate given current world affairs and challenging economic times.

The subcommittee collaborated with Human Resources, Staff Education and Development, Academic Computing & Media Services, and other UCSD support offices throughout the planning and development of the conference and streamlined the registration process by using Enrollment Central. The conference was well-attended by over 600 staff members representing all VC areas and over 100 attendees via podcast on the Blink website. Survey results were favorable showing that over 93% of the respondents thought the conference was well-organized and over 88% of the respondents were inspired by the keynote speaker and would attend again. Overall, the conference was a success and served to promote the visibility of the Chancellor and UC San Diego's support and validation of women's issues for staff (**see Appendix B for conference program**).

The keynote speaker, Linda Morris Williams (Chair of the UC SACS), was so impressed with the event that she invited CACSW to give a presentation about it to the system-wide CSW committee in May 2010 (**see Appendix C for presentation**). The presentation went well and the other campuses were receptive and excited about the opportunity to partner and collaborate to expand the All-Staff Women's conference to include a broader audience across several UC campuses.

There was a strong interest of a UC "South Women's Conference" with Irvine, Los Angeles, Riverside, and Santa Barbara along with San Diego. The combining of resources and expenses as well as webcasting to reach an even broader audience. They suggested that each Chancellor from each campus could contribute and every year a different campus could host. Linda Williams was supportive of approaching OP about funding and market it as a system-wide CSW conference.

RECOMMENDATION: The CACSW recommends that UC San Diego continue this annual All-Staff Women's conference and pursue collaborative opportunities with other UC campuses to avoid duplication of efforts and to save money while expanding outreach to women staff members (**see Appendix D for summary of survey responses to the 2009 & 2010 conferences**). While CACSW identifies the purview of this event to be within its mission, we also acknowledge that the role of our committee is not specifically in conference planning. Thus, we recommend that the Chancellor invite participation and collaboration from other relevant units on campus as well, to formally establish a Conference Planning Committee with steering from CACSW and membership from Human Resources, the Women's Center, Staff Education and Development, the Staff Association and other appropriate affiliates.

In addition, CACSW offers the following planning suggestions to next year's conference committee: establish the conference date sooner to allow for more planning and development of speaker themes and resource relations; solicit applications and conduct interviews for the subcommittee chair positions and panelist speakers to ensure that each person understands their responsibilities and/or talking points; invite more planning representation from female staff from Health Sciences and SIO; use the survey feedback to choose and develop the theme for next year's conference; consider ways to possibly involve staff who have received the Exemplary Staff Award; and look into having breakout sessions that are more tailored to staff at different levels of career development or are in different fields of work (e.g., student affairs, health sciences, human resources, etc.).

CACSW provided \$3500 for the conference this year using its carry forward funds from previous years. With over 600 attendees and a cost of less than \$6 per person, the conference was a cost-effective way to offer professional development to staff and improve morale. Since the annual CACSW budget allocation is \$2500, the CACSW recommends that the conference be funded separately by the Chancellor's office to ensure an adequate level of funding for other initiatives involving other women faculty and student constituent groups.

Sharing the conference planning work with other interested parties could allow the Staff Issues subcommittee to have more time to address other pressing issues involving staff representation on CACSW. For example, the 2010 UCSD Career Staff Workforce Summary shows that women continue to be underrepresented in higher management group levels comprising only 30% of the senior management group and 49% of the management and senior professional group. These are low rates considering that women comprise 65% of the staff workforce. So perhaps the Staff Issues subcommittee could research the factors that possibly contribute to the lower rates of female representation in higher management groups and develop recommendations to help improve the situation.

Lastly, it is clear to CACSW that more outreach needs to be conducted with female staff from Health Sciences and SIO as we received few staff committee applications from those VC areas this year. This is an issue that the Staff Issues subcommittee should act upon to ensure broad campus representation of female staff on the CACSW.

FACULTY ISSUES SUBCOMMITTEE REPORT

This year the focus was on the students. Academic subcommittee recruited medical student, resident and M.D.-Ph.D. student participation in the student discussions. Members of the Academic Subcommittee participated in the discussions and wish to emphasize several repetitive themes.

1. Faculty mentoring of students is of key importance. This issue has been discussed on 3-4 separate occasions, when addressing student mental wellness, student life, medical student support while on different rotations, and support of underrepresented female students. As a result, we think that UCSD should:
 - a. identify specific needs and best practices in faculty mentoring of students
 - b. develop strategic/intentional undergraduate and graduate mentoring programs at UCSD
2. Students do not always feel safe on campus. Specific examples include heightened concern after recent sexual assaults and racially motivated incidents. As a result, we think that UCSD should:
 - a. educate faculty about available resources for students
 - b. increase faculty responsibility for recognizing these fears and issues and providing support.
3. With next year's emphasis on the faculty, the academic subcommittee has identified the following themes for exploration/discussion: junior faculty development/mentoring and unequal distribution of faculty applicants to CSW.
 - a. In parallel with the important themes for our students, female faculty at the SOM, campus and SIO have voiced a significant lack of mentoring. The NCLAM program has been hailed as an excellent model of mentoring for UCSD faculty, however its enrollment is limited.
 - i. An assessment of the mentoring successes and needs of faculty of all levels and locations should be undertaken.
 - ii. The successes in the NCLAM program at the SOM should be highlighted and relevant pieces considered for campus-wide implementation.
 - b. The Subcommittee was struck by the preponderance of School of Medicine faculty that applied for CSW. This fostered a discussion as to the reason for this disparity and the possibility of forming satellite CSWs at the Medical Center and SIO with representation to the main CSW:
 - i. Identify if this disparate response rate is secondary to perceived needs at SOM or decreased interest or email penetration on main campus.
 - ii. Consider the possibility of satellite CSWs.

STUDENT ISSUES SUBCOMMITTEE REPORT

This focus of the entire committee this year was on student issues. Several guest speakers were invited to discuss various aspects of student life and following is a list of 6 issues that arose from those meetings.

1. **Physical and Mental Health.** Speakers reported on the stigma on seeking help for women, their overall lack of self-confidence and the financial strain on all students due to increasing tuition and attendant costs of attending UCSD. Of primary concern for UCSD female students is their adjustment to UCSD and drug/alcohol/eating disorder issues (e.g., increasing number of students on psychiatric medications; binge drinking on the rise for women; illicit use of prescription drugs is increasing). As a result of these issues it was suggested that UCSD institute:

- a. mandatory health wellness tutorial for both incoming students and faculty.

2. **Student life.** Speakers reported on bad experiences with on-campus housing, difficulty for non-traditions students to connect with campus life, difficulty meeting people socially or attending meetings for student commuters. Female medical students reported that they have limited social support, especially in third and fourth years (especially when pregnant or breastfeeding). All of these issues lead to a sense of lack of belonging and connection, especially for commuters, since they are disallowed from using commuter lounges at any at other undergraduate colleges. This is a problem when students aren't enrolled in classes in their own colleges. Those living on campus felt equally 'without a home' since there they reported no formal mechanisms to handle roommate disputes. They also felt social isolation and lack of ability to attend evening meetings. As a result of these issues it was suggested that UCSD develop:

- a. commuter lounge access for students from other colleges
- b. different types of mentoring (see below)

3. **Mentoring.** Issues of how to address which format of mentoring for incoming and continuing students were discussed. Some suggestions were one advisor for everything vs. multiple advisors, peer mentoring vs. faculty/staff mentoring, how to match mentors and mentees. As a result of these issues it was suggested that UCSD:

- a. pilot a centrally-run peer program (independent of colleges) with student volunteers

4. **Drawing Students to Resources.** Many of the resources available to students on campus are used by a small percentage of the student population. Suggestions were made as to how to draw students to existing resources. As a result of these issues it was suggested that UCSD:

- a. better utilize Blink and other technologies like Facebook to disseminate information.

5. **Underrepresented female students.** In light of current events occurring on campus at the time, the committee discussed issues specific to underrepresented female students on campus. Some female students did not feel safe on campus and stated that they were unhappy or felt other students were not friendly. As a result of these issues it was suggested that UCSD:

- a. fix climate and recruit more minority women simultaneously
- b. create a 'Freshman 101 Class' to teach students about diversity and community standards.
- c. conduct an empirical study on campus climate to address issues further.
- d. require faculty/staff to receive some training in diversity, mentorship, and remind them of Principles of Community.

- e. institute more avenues for positive reinforcement for students, staff and faculty similar to the diversity awards, to encourage Principles of Community.

09-10 Activities:

Two programs were co-sponsored by CSW and the Women's Center targeting outreach and education for students:

- **Welcome Week Fest** - highlighted several campus resources and services and welcoming new and returning students back to campus.
- **F.A.C.E.S. Symposium, The Different Faces of Feminism** - while the symposium was originally intended to engage undergraduates in discussions about contemporary feminism, the focus was shifted in light of the aforementioned current events happening on campus. Instead, the symposium focused on issues affecting women of color, student activists, and allies.

WEBSITE and POLICY/BYLAWS SUBCOMMITTEE REPORT

The purpose of this committee is to update the CACSW website pages that reside on the Chancellor's website. The site requires regular maintenance on the layout logic, content development/revisions/archives and ensuring that embedded links are active. In 08/09, CSW charged the committee to develop Bylaws. These were developed and presented to the voting membership in early 09/10. This committee continues to refine the bylaws and expects to finalize them in early 10/11.

09/10 Activities:

- Presented draft Bylaws to the committee.
- Created Blink teasers to promote the CSW membership application drive.
- Maintained "Women on the Move" column. This is a regular feature on the site highlighting UC San Diego women. This requires that individuals are interviewed and photos procured properly.
 - Interviewed Jeanne Ferrante, Associate Vice Chancellor for Faculty Equity at UC San Diego, Associate Dean of the Jacobs School of Engineering and Professor of Computer Science and Engineering.
 - Posted article on Kim Barrett, TWIN awardee 2009. Kim is the Dean of Graduate Studies.
 - Interviewed Naomi Oreskes, new Provost of Sixth College.
- Removed the link to WISE and added a link to GRADWISE in the events section.
- Developed Women's conference content and podcast link.
- Initiated project to re-develop the TWIN and Application forms that resided on School of Engineering servers. These forms automatically route via email to the Diversity Office when the call for nominations are posted. The goal is to move the completed applications to the Publications unit that reports to the Chancellor. This is to ensure continuity and control of the forms. Work should be completed by the end of the calendar year.

Operational Recommendation:

- Formally, review the bylaws at the first meeting of each year to ensure that they are relevant to the membership.
- Formally, seek input on the website content from the membership.

APPENDIX A CAMPUS ANNOUNCEMENT OF CONFERENCE

UCSD
CAMPUS NOTICE
University of California, San Diego

OFFICE OF THE CHANCELLOR

February 18, 2010

ALL STAFF AT UCSD

SUBJECT: 2010 UC San Diego Women's Conference

The Chancellor's Advisory Committee on the Status of Women (CSW) invites UC San Diego faculty and staff to attend the 2nd Annual UC San Diego Women's Conference entitled, "(Re)Defining the UC San Diego Woman: Striking the Balance."

The Conference will be held in the Price Center West Ballroom on Monday, March 22, 2010 from 9:00 a.m. to noon. The Conference is free for staff and will include a keynote address from Linda Morris Williams, former UC San Diego Associate Chancellor, currently Associate Chancellor in Government, Community & Campus Liaison at the University of California, Berkeley. Ms. Williams is also a TWIN Award recipient (Tribute to Women in Industry), which honors women who have made significant contributions and achieved excellence in the workplace. Participants will have opportunities to learn about strategies and tools for professional development, and the conference will feature a Resource Fair to showcase Work/Life programs and campus resources.

Supervisors are asked to allow their staff members to attend this event, as long as absences do not create an undue hardship on work activities or patient care.

Attendance is limited. Please enroll by Friday, March 12, 2010 via Enrollment Central (requires single sign-on):
https://enrollmentcentral.ucsd.edu/sed_course.cfm?&cdcrs=SDWMCNF10

To learn more about the conference and the webcast link, see
<http://blink.ucsd.edu/go/women>

For questions or help registering please email: EmpowerYOU@ucsd.edu.

Marye Anne Fox
Chancellor

2nd Annual UC San Diego Women's Conference

"(Re)Defining the UC San Diego Woman: Striking the Balance"

Sponsored by the Chancellor's Advisory Committee on the Status of Women



PROGRAM AGENDA

Monday, March 22, 2010
9:00 am - 12:00 pm
Price Center West Ballroom

Time	Session	Presenters	Vice Chancellor Area Represented
9:00 am -9:30 am	Registration and Resource Fair		
9:30 am -10:30 am	Keynote Speaker	Welcome by Chancellor Marye Anne Fox Linda Morris Williams, Associate Chancellor Government, Community & Campus Liaison UC Berkeley	All
<i>Break / Resource Fair (10:30 am - 10:45 am)</i>			
10:45 am -11:45 am	Panel - Professional Development Resources and Personal Perspectives	MODERATOR: Grace Balch, Director-Staff Education & Development	External & Business Affairs
		Amanda Chavez, Work/Life Program Coordinator	External & Business Affairs
		Tammy Clay, Programmer/Analyst	Medical Center
		Jennifer Gasner, Executive Assistant	Student Affairs
		Alma Palazzolo, MSO - Political Science	Academic Affairs
		Sandy Ray, Manager - Business & Financial Services	Business Affairs
		Edwina Welch, Director Cross Cultural Center	Chancellor's Office
11:45 AM	Closing Remarks	Tricia Bertram Gallant, Co-Chair Chancellor's Advisory Committee on the Status of Women	All

APPENDIX B:
CONFERENCE PROGRAM
Annual Report of CACSW for FY 2009-2010

APPENDIX C: PRESENTATION TO SYSTEM-WIDE CSW

UCSD Women's Conference

Tricia Bertram Gallant, CSW Co-Chair

Earline J. Ventura, Staff Association Rep to CSW

First, there was 2009

- **Identified (the Issue):**
 - talent management/succession planning/leadership
- **Generated (a Response):**
 - Women's Leadership Conference
- **Implemented (the Response):**
 - (Re)Defining the UC San Diego Woman: Empowering YOU During Changing Times
 - Helping female staff see possibilities for career advancement
 - Empowering female staff to take career into own hands

The Planning

- **Chair** - Tricia Bertram Gallant
- **Marketing & Registration Chair** - Earline Ventura
- **Program Chair** - Jennifer Holland
 - With Debbie Ambrose
- **Facilities & Catering Chair** - Rebecca Otten
- **Resource Fair Chair** - Rosemarie Mirano-Del Mar
 - With Paula Doss

Collaborated With

- Women's Center
- Staff Education & Development
- Human Resources

Sponsored By...

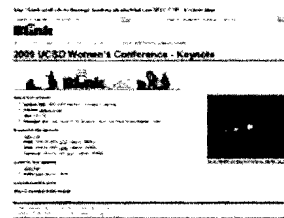
- Staff Education & Development
- Hospitality & Catering
- Media Services
- Other departments (e.g., for printing)

2009 UC San Diego Women's Conference
"Redefining the UC San Diego Woman: Empowering YOU During Changing Times"



Webcasting

- The event was broadcasted in real time
- The event was also then archived in "Blinkcasts" – podcasts for staff
 - * Mary Hart's Keynote
 - * Panel #1
 - * Panel #2



Highlights

- Over 400 women attended
- CSW cost was only \$1500!
- Price Center vendors offered 10% food discount
- UCSD Bookstore offered 25% discount
- Over 300 viewed on the web

"Glitches"

- Failed to consult on speakers widely
 - * Added a LGBT representative "last minute"
- Room was too small!
 - * But we planned for that & had overflow room
- Registration was not smooth
 - * Used EmpowerYou@ucsd.edu email address and excel for list

And then there was 2010...

(Re)Defining the UC San Diego Woman: Striking the Balance

- Chair – Alma Palazolla and JoAnne Tenbroeke
- Marketing & Registration Chair - Earline Ventura
- Program Chair - Jennifer Holland
- Facilities & Catering Chair - Rebecca Otten
- Resource Fair Chair – Millicent Daniels

Changes from 2009

- Reduced to 1 keynote and 1 panel
- Expanded the Resource Fair
- Added a Vendor Fair (\$25 fee)
- Podcasted only the Panel
- Increased cost to CSW of \$3500
 - Still only a cost of \$5.60/person

2nd Annual UC San Diego Women's Conference "Re)Defining the UC San Diego Woman: Striking the Balance"

PROGRAM AGENDA

Time	Topic	Speaker	Keynote/Panel
8:30 AM - 9:00 AM	Registration & Resource Fair		
9:00 AM - 9:30 AM	Keynote: "The Power of Women's Leadership"	Linda Williams	Keynote
9:30 AM - 10:30 AM	Panel: "Striking the Balance: Career, Family, and Community"	Alma Palazolla, JoAnne Tenbroeke, Jennifer Holland, Rebecca Otten, Millicent Daniels	Panel
10:30 AM - 11:30 AM	Breakout Sessions		
11:30 AM - 12:00 PM	Lunch		
12:00 PM - 1:00 PM	Panel: "The Future of Women's Leadership"		Panel
1:00 PM - 2:00 PM	Breakout Sessions		
2:00 PM - 3:00 PM	Panel: "The Future of Women's Leadership"		Panel
3:00 PM - 4:00 PM	Breakout Sessions		
4:00 PM - 5:00 PM	Panel: "The Future of Women's Leadership"		Panel
5:00 PM - 6:00 PM	Panel: "The Future of Women's Leadership"		Panel

- Over 600 women attended
- Over 60 volunteers!
- Linda Williams ☺
- Added closed-captioning
- Used Staff Ed & Development for registration
 - Much smoother!
- Vendors donated prizes for raffle

"Glitches"

- Panel not as well received as 2009
 - too many people and not sufficient time for stories?
- Room was cold! ☺
- Monday may not be the best day
 - (chosen based on Chancellor's schedule)

Summary Statistics

How attendees found out about the event:

	2009	2010
BLINK	36%	23%
Chancellor's Campus Notice	34%	26%
Co-Worker/Colleague	18%	18%
Supervisor	18%	8%
Other (e.g., poster, bus/price center/email)	12%	49%

The VC area attendees work in:

	2009	2010
Academic Affairs	27%	34%
Business Affairs	30%	15%
External Relations	4%	3%
Health Sciences/Medical Center	18%	27%
Resource Management and Planning	2%	6%
Scripps Institution of Oceanography	2%	6%
Student Affairs	11%	10%
Other:	8%	7%

The percentage of women who agreed or strongly agreed with the following statements*

	2009	2010
The conference was well organized	97%	93%
The conference content was applicable to my life	92%	80%
The keynote address was inspiring	97%	88%
The conference gave me ideas to empower my own career	92%	63%
I would attend the conference if offered again	93%	88%
I would recommend other women to attend the conference	96%	88%

The percentage of women who were satisfied or very satisfied with the following elements of the conference*:

	2009	2010
Pre-Conference Information	95%	97%
On-site Check-In/Registration	96%	94%
Resource Fair	93%	68%
Keynote Address	98%	91%
Panel #1: Mentors & Professional Development	96%	69%
Panel #2: Personal Success Stories	95%	N/A
Conference facilities	88%	92%
Refreshments/food options	95%	N/A
Length of individual sessions	97%	85%
Length of the entire conference	96%	87%

The percentage of attendees who felt that the conference:

	2009	2010
Made them feel more confident as women	n/a	79%
Motivated them to seek further education/career development	n/a	86%
Motivated them to pursue career advancement	n/a	82%
Helped them understand the importance of your contribution to your department/organization	n/a	58%
Inspired them to improve your work/life balance	n/a	81%
Helped them see all the different roles women play on campus	n/a	80%
Helped them network with other women in other departments	n/a	59%
Informed them of resources for women on campus	n/a	80%

- ### LESSONS LEARNED
- Give audience more concrete steps
 - Go for more variety in personal stories
 - Offer opportunities for networking
 - Impact of keynote speaker is CRITICAL
 - Need extra women's restrooms!
 - Do not use the opportunity to "advertise" university offerings
 - Some want a longer conference, some want shorter
 - Include positions beyond administrative (e.g., research)

- ### GREAT QUOTES
- I'm glad this was offered! Nice to have the support and encouragement of others.
 - I felt like it was designed just for me and my issues and concerns in addition to my professional development growth.
 - It gave me the confidence to look for a more challenging position.
 - It reminded me to not give up - to keep trying to obtain my dream job
 - The conference really got me to thinking about going back to school and taking advantage of the networking/mentorship/mentee opportunities.
 - It made me realize how lucky I am to work at UCSD

Great Quotes (cont'd)

- I feel that if these women can achieve what they have achieved, so can I.
- It made me feel like all is not lost - there is hope.
- It showed me that there is much opportunity at the U.
- Motivated me and taught me if I want to excel that I really need to put more into the organization.
- It was a fantastic experience seeing all the women there, we need more event like this one to keep motivated and inspired by other women who are doing it and have done it.
- I gain courage and new dreams to become better and to give more to other women.

Great Quotes (cont'd)

- I arrived with a case of the "Mondays," but left feeling inspired and re-energized.
- It made me feel appreciated to have a conference just for women
- Helped me to feel that I am not alone in my daily struggles as full time staff, single mom.
- Motivated me to be a better person and helped me feel more connected to UCSD by allowing me to feel more part of a "family" rather than just coming to the office daily.
- Kind gesture to add a little positive feedback in our hectic lives.
- Motivated me to maintain my career in the UC System
- We are stronger than we think we are!!!!

Discussion

Can we replicate this at the system-level?

APPENDIX D:

SUMMARY OF CONFERENCE SURVEY RESULTS

	2009	2010
BLINK	36%	23%
Chancellor's Campus Notice	34%	26%
Co-Worker/Colleague	18%	18%
Supervisor	18%	8%
Other (e.g., poster, bus/price center/email)	12%	49%

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Resource Management and Planning	2%	6%
Scripps Institution of Oceanography	2%	6%
Student Affairs	11%	10%
Other:	8%	7%

	2009	2010
Administrative Support	37%	n/a
Services, Trades and Safety	1%	n/a
Information Technology	4%	n/a
Research Technicians and Assistants	2%	n/a
Other Administrative Professional	34%	n/a
Health and Patient Care	3%	n/a
Management and Senior Professional	15%	n/a
UCSD Student Worker	1%	n/a
Other	5%	n/a

	2009	2010
The conference was well organized	97%	93%
The conference content was applicable to my life	92%	80%
The keynote address was inspiring	97%	88%
The conference gave me ideas to empower my own career	92%	63%
I would attend the conference if offered again	93%	88%
I would recommend other women to attend the conference	96%	88%

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Keynote Address	98%	91%
Panel #1: Mentors & Professional Development	96%	69%
Panel #2: Personal Success Stories	95%	N/A
Conference facilities	88%	92%
Refreshments/food options	95%	N/A
Length of individual sessions	97%	86%
Length of the entire conference	96%	87%

	2009	2010
Mentoring	56%	43%
Work/Life Balance	71%	32%
Succession Planning	49%	31%
Leadership	66%	47%
Management	54%	30%
Career Advancement	n/a	62%
Continuing Education	n/a	37%
Networking	n/a	30%
Other	8%	8%

	2009	2010
made them feel more confident as women	n/a	79%
motivated them to seek further education/career development	n/a	86%
motivated them to pursue career advancement	n/a	82%
helped them understand the importance of your contribution to your	n/a	58%
inspired them to improve your work/life balance	n/a	81%
helped them see all the different roles women play on campus	n/a	80%
helped them network with other women in other departments	n/a	59%
informed them of resources for women on campus	n/a	80%

	2009	2010
Yes	27%	n/a
No	73%	n/a

* NOTE: in 2010, attendees were given the option of "neither disagree nor agree" which probably accounts for the drop in % satisfied

I'm glad this was offered! Nice to have the support and encouragement of others. Keynote speaker was awesome.

Everything was great! I felt like it was designed just for me and my issues and concerns in addition to my professional development growth. Thank you!

Hopefully [the attendance] sent a message about the level of interest and investment that we UCSD women are willing to make

It gave me the confidence to look for a more challenging position.

It reminded me to not give up - to keep trying to obtain my dream job & that someones lateral positions are necessary which I have already done.

The conference really got me to thinking about going back to school and taking advantage of the networking/mentorship/mentee opportunities.

It made me realize how lucky I am to work at UCSD

It is helpful to feel represented as a group at UCSD. I feel that if these women can achieve what they have acheived, so can I.

It made me feel like all is not lost - there is hope.

It kind of got me thinking more about the possibilities here and to speak with my supervisor to let her know I am interested in advancing and learning as much as I can.

It showed me that there is much opportunity at the U.

Motivated me and taught me if I want to excel that I really need to put more into the organization.

It was a fantastic experience seeing all the women there, we need more event like this one to keep motivated and inspired by other women who are doing it and have done it. I gain courage and new dreams to become better and to give more to other women.

just the sheer volume of such a large room full of women was an inspiration

reinforced my ambitious nature and steps that I have been taking. reinforced that UCSD is where I want to stay

Taking time out to hear stories from the wonderful women who work at UCSD was pure pleasure

I arrived with a case of the "Mondays," but left feeling inspired and re-energized. It helped to hear about women facing similar challenges to mine.

It helped me ask the question, "Where do I see myself in the next 5 yrs and where do I eventually want to be as I advance in my career?"

It made me feel appreciated to have a conference just for women

To forge ahead with my career in spite of the blocks in front of me.

It was a great boost me up.

Helped me to hear that other women are faced with the same gender-biases from a male-dominated work environment.

It is good to hear Chancellor's own motivating stories. I find it inspiring to know that Chancellor herself has five boys and working so hard to balance her life and career, even in her age.

Encouraging how important higher education is to my career and salary

Inspiring to see all the young women interested in advancing their careers.

Helped me to feel that I am not alone in my daily struggles as full time staff, single mom.

To realize that there are others with the same concerns and struggles that I have.

It provided time for reflection on my own values re: work/life and to think longitudinally about my career.

It was encouraging and informative about other opportunities around campus outside of my department. I look forward to getting more involved in other areas on campus.

motivated me to be a better person and helped me feel more connected to UCSD by allowing me to feel more part of a "family" rather than just coming to the office daily.

Kind gesture to add a little positive feedback in our hectic lives.

It helped see (in one setting) how many women on-campus have and are dealing with the same issues I may be having. I've always known there are a lot of women employed on-campus but to see so many in one place at the same time was very refreshing and upbuilding.

motivated me to maintain my career in the UC System

to have a better idea about women at this time and place.

re-affirms that proud to be a woman feeling and how we are all in this together doing the deal every day.

It was just an overall positive environment.

We are stonger than we think we are!!!!

It was great to connect to the wonderful women working at UC San Diego

APPENDIX E: REPORTS OF CSW REPRESENTATIVES TO OTHER COMMITTEES

SYSTEMWIDE ADVISORY CSW (SACSW)

The first annual report of the SACSW was delivered to the UC President in May 2010. According to the Report, the SACSW “was established in May of 2008 as an outgrowth of the ‘Creating Change Initiative.’...the charge of the Committee is to examine issues regarding the status of women staff, students and faculty, analyze existing policies, procedures and/or programs that affect those issues, serve as a coordinating body for campus committees on the status of women and identify model programs or activities to support institutional goals.”

The report can be downloaded at http://www.universityofcalifornia.edu/diversity/staff/sacsw_may2010.pdf

Linda Williams, who spear-headed the SACSW, was the keynote speaker at UCSD’s 2010 Women’s Conference. As a result of her experience and impression of the conference, she asked three members (Earl Ventura, Tricia Bertram Gallant, and Maureen Halpain) from the UCSD CSW attended the May meeting of the SACCSW to present on the UCSD’s Women’s Conference. The idea of the conference was well received, particularly its local focus and the support it receives from the UCSD community. The differences between the UCSD and USF women’s conferences were noted, particularly the expense and expanse of the USF conference which brings in external speakers and occurs over two days (compared to the UCSD conference which uses UCSD or UC speakers and lasts only ½ day). Discussion ensued about replicating the UCSD model on other campuses or perhaps organizing regional women’s conferences. No concrete plans or next action steps were identified, however.

CHILDCARE OVERSIGHT COMMITTEE

The Childcare Oversight Committee only held one meeting during 2009-2010. This is a concern of CACSW since there are still many childcare issues to resolve at UC San Diego.

CHANCELLOR’S DIVERSITY COUNCIL

The Diversity Council met three times during the 09-10 academic year: October 22nd, February 11th, and April 22nd. Our focus again this year was on the recruitment, admission and yield of underrepresented students. For example, at the February meeting the Council reviewed the changes in UC admissions policies coming in 2012 which are intended to increase the diversity of applicants with “rights to apply” by: eliminating SAT subject tests, expanding eligibility by local context and allowing for comprehensive reviews of applicants who meet eligibility requirements. At the April meeting, we were informed that UCSD was able to increase its African American applicant pool by 20% and the Latino & American Indian pool by more than 10%. **Given what CSW heard from female students in our November meeting, if UCSD is able to continue to increase the yield of underrepresented students specific attention should be paid to how welcome and safe female underrepresented students feel on the campus.**

POSTDOCTORAL SCHOLAR ASSOCIATION (PDA)

We haven’t had a representative on this but will look at reinstating it in 10-11

APPENDIX F: WOMEN'S LEADERSHIP ALLIANCE (WLA) REPORT

AVC-FE Ferrante, Chair of WLA, committed to a heightened collaboration between CACSW and WLA in the future.

WLA has as its mission to promote leadership development, recognition, and networking of women campus leaders at UCSD. Arising from recommendations of UCSD's Gender Equity Summit, WLA is a grass-roots organization and informal network consisting of senior women faculty and other campus leaders. WLA sponsors quarterly meetings with all three components (leadership development, recognition and networking). WLA also sponsors workshops that promote leadership development.

09-10 Activities:

- WLA Meeting with Dean Seth Lerer, Distinguished Professor of Literature, Dean of Arts and Humanities
10/12/2009
- WLA Meeting with Dean Bob Sullivan, Rady School of Management 05/26/2010.

APPENDIX G: WOMEN IN SCIENCE & ENGINEERING (WISE) REPORT

The subcommittee provides programs with topics of interest to women in science and engineering and advises CACSW on important issues concerning the general climate of gender on the UCSD campus. The Subcommittee coordinates at least two events per quarter, such as panel discussions and presentations by a well-known woman scientist discussing her experiences and career path. During the 2009-2010 academic year, our events highlighted negotiation, career development, and highlighted UCSD Distinguished Alumna Eve Marder, PhD, Professor of Neuroscience at Brandeis University, Past President of the Society for Neuroscience.

WISE/GradWISE activities for 2009-10:

- WISE and GradWISE participation in the UCSD Student *Welcome Week Resource Fair* 09/23/2009
- Open House at the UCSD Womens' Center 10/29/2009. Included brief presentations on the theme of *Career Services and Advice for Women in Science and Engineering* from:
 - Joe Cribari, Graduate Student Advisor at the Career Services Center
 - Representative from Alumni Association mentoring program, the Career Access Network (CAN).
- Career Presentation 11/13/2009. Kathy Bowdish PhD, CEO of Anaphore. Topic: *Starting your own Biotech Company: Leadership and Entrepreneurship*
- Highlighting a Woman in Research 03/15/2010. Roundtable discussion with students and presentation to broad audience by Eve Marder, PhD, Professor of Neuroscience at Brandeis University, Past President of the Society for Neuroscience, UCSD Distinguished Alumna. Topic: *Myths, Musings, and History: The Journey from UCSD to the President of the Society for Neuroscience*
- Panel Discussion 04/15/2010. *Negotiation Skills in Academia and Life*. Brief presentations and open discussion about negotiating in academia and skills women can build to effectively navigate both career and life negotiations. Co-sponsored by WISE, GradWISE, CSW, UCSD Womens Center, GSA, and Center for Student Involvement. Panelists included:
 - Dr Gabriele Wienhausen, Associate Dean for Education in the Division of Biological Sciences at UCSD
 - Dr. Tamara Wall, Professor of Psychiatry at UCSD, Associate Chief of the Psychology Service and Director of Psychological Services for the Alcohol and Drug Treatment Program at the Veterans Affairs San Diego Healthcare System, and Associate Director of the Clinical Psychology Joint Doctoral Program between San Diego State University and UCSD
 - Dr. Barbara F. Walter, Professor of International Relations and Pacific Studies and Affiliated Faculty of Political Science at UCSD
- Panel Discussion 05/18/2010. Presentation and discussion on *Scientists and Engineers in STEM Careers that Give Back*. Co-sponsored by WISE, GradWISE, CSW, UCSD Womens Center, GSA, and Center for Student Involvement. Panelists included:
 - Jacquie Azize-Brewer, PhD, Coordinator of UCSD's NSF California Alliance for Minority Participation (CAMP) in Science, Engineering and Mathematics
 - Huong Huynh, PhD, AWIS San Diego Chapter President and Program Coordinator in the Office of Postdoctoral and Graduate Training at the Burnham Institute for Medical Research
 - Glynda Davis, Assistant Chancellor for Diversity at UCSD.
- Career Presentation 06/04/2010. Dr. Laverne E. Ragster. 2010 Recipient of the Professional Achievement Award by the UCSD Alumni Association. Topic: "The Role of UCSD in 'Lessons Learned' in a Lifetime of Learning."

APPENDIX H: REPORTS FROM CACSW CONSULTANTS

CACSW membership includes non-voting consultants representing the three University Centers - Women's Center, Lesbian Gay Bisexual Transgender (LGBT) Center, Cross-Cultural Center, Equal Opportunity/Staff Affirmative Action (EO/SAA), Office of Sexual Harassment Prevention and Policy (OSHPP), Student Safety Awareness & Sexual Assault Resource (SARC) Center and the UCSD Staff Association Executive Board. The primary role of the consultants is to provide monthly updates on the activities and issues of concern of their respective units and to report CACSW initiatives, concerns, and direction back to their units.

CROSS-CULTURAL CENTER: Edwina Welch, Cross-Cultural Center Director

Due to continued scheduling conflicts the CCC has been had a consistent representative to the committee. Staff of the CCC has been kept abreast of committee work through colleagues from the Campus Community Centers. This year the Director of the Center was able to serve as a panelist at the Annual Women's Leadership Conference. We hope in the future to work closely with the committee on programs and events.

EQUAL OPPORTUNITY/STAFF AFFIRMATIVE ACTION (EO/SAA): PAULA DOSS, EO/SAA Director

The mission of Equal Opportunity/Staff Affirmative Action (EO/SAA) is to work in partnership with UC San Diego community members to promote equal opportunity in employment and business contracting, heighten the awareness of the importance of diversity and to maintain UC San Diego's good standing as a federal contractor. In 2009/2010, EO/SAA monitored and reported workforce composition and staff employment actions on a quarterly basis and presented an annual briefing to the Chancellor and Vice Chancellors on workforce diversity and affirmative action progress. In partnership with Staff Education and Development and an external vendor, Diversity Training University International, EO/SAA designed the Culturally Competent Management Program, a multi-media diversity training program for current and aspiring managers and supervisors. Additionally, conciliation services and career development services were provided to UC San Diego staff.

LESBIAN GAY BISEXUAL TRANSGENDER (LGBT) RESOURCE CENTER: SHAUN TRAVERS: LGBT Center Director

In November of 2010 the UC San Diego LGBT Resource Center celebrated 10 years of providing a diverse, open and public space for all members of the University community to explore issues relating to sexual and gender identities, practices and politics. 2009-2010 saw the continued success of group initiated in early 2009, Queer Womyn of Color (QWOC). Many of these students and activists were deeply involved in the critical incidents of the winter and spring quarters on campus. The LGBT Resource Center, in partnership with the Cross-Cultural and Women's Center, issues a statement regarding the incidents, particularly highlighting the intersections of oppression and the sexist, misogynistic nature of the initial invitation to the Compton Cookout.

OFFICE OF SEXUAL HARASSMENT PREVENTION AND POLICY (OSHPP): LORI CHAMBERLAIN, OSHPP Director

The Office of Sexual Harassment Prevention and Policy (OSHPP) strives to educate the entire UC San Diego community about sexual harassment and gender discrimination, and it assists with the prevention and resolution of these issues in a fair and responsible manner. During the 2009-10 year, OSHPP continued to oversee the mandatory training requirement, which was first implemented in early 2005, and assisted in the resolution of approximately 75 reports of sexual harassment. OSHPP was involved in the drafting of the new Student Sex Offense Policy and works closely with the Sexual Assault and Violence Prevention Resource Center, particularly on the *Violence against Women* grant from the Department of Justice. An OSHPP representative serves on the Campus Coordinated Community Response Team.

SEXUAL ASSAULT & VIOLENCE PREVENTION RESOURCE (SARC) CENTER: NANCY WAHLIG, SARC Director

In October 2009, SARC was awarded two federal grants. The Department of Justice grant (2009-2012) is focused on

improving response services to student victims of sexual assault, dating violence, domestic violence and stalking. This improvement in services includes training police and judicial affairs, developing policy and protocol, and educating faculty, staff and students about the issues of violence against women. The Department of Education grant (2009-2011) is focused on educating the campus community on social norms and bystander intervention strategies with sexual assault, dating violence and domestic violence, and stalking. Both grants include policy improvement and training faculty and staff and media campaigns. In December 2009, the Sex Offense Policy was approved and is online at oshpp.ucsd.edu. SARC implemented a campus wide Sexual Assault Awareness Month planning committee this year, which encouraged participation from staff and faculty.

UCSD STAFF ASSOCIATION EXECUTIVE BOARD: EARLINE VENTURA: Executive Board Representative
The 2009-10 UCSD Staff Association Executive Board remains active and maintains monthly meetings with the various Staff Association Chairs and its elected members. The Executive Board continues to be an excellent vehicle for communication and sharing of information regarding updates pertaining specifically to staff as well as the diverse association events that are held throughout the year (i.e. Celebration of Abilities Month, Diversity Day at the UCSD Medical Center, Flavors of Diversity Luncheon hosted by Black Staff Association, Chicano/Latino Association and Pan-Asian Staff Association, Veterans Recognition Ceremony, just to name a few). The Staff Association's major events are open to all staff and are consistently well attended: Staff Appreciation Picnic and Holiday Pancake Breakfast. Unfortunately, due to budget constraints the spring campus wide staff appreciation events were put on hold. However, the Staff Association Scholarship Program continues to award scholarships up to \$350 each to eligible UCSD Staff Association members for completed training activities that aid in their career development. Also, the "UCSD Staff Association Impact Award" is presented every year and honors an outstanding UCSD employee whose actions and leadership have made a clear and significant difference on the job that furthers UCSD's mission: teaching, research, and public service; and/or made a positive impact on the local or global community. The recipient receives a \$500 award. In addition, the Staff Association was a resource fair participant at this year's 2nd Annual CSW UC San Diego Women's Conference and continues to co-sponsor with Faculty Staff Assistance Program the "Learn at Lunch Lecture Series".

WOMEN'S CENTER: EMELYN DELA PENA, Women's Center Director

In 2009-2010 the Women's Center launched its F.A.C.E.S. campaign based on the newly developed Guiding Principles of Feminism, Awareness, Community, Empowerment and Social Justice. The Center kicked off the year with our annual Welcome Week Fest, an opportunity to welcome new and returning students to campus while highlighting resources and organizations that focus on gender and social justice. This year's Welcome Week Fest was hosted in collaboration with CSW. The campaign also included a year-long series of events exploring Feminism and Social Justice from multiple theoretical frameworks and perspectives. Events included a quarterly film series and Dining and Dialogue events. The campaign culminated in a Feminist Symposium co-sponsored by CSW entitled "The Different FACES of Feminism." Workshops and speakers for the symposium addressed issues regarding women of color, feminism, and intersectionality. The Women's Center also partnered with ArtPower! on a Women's Voices in the Arts Series which highlighted women's artistic voices and visions while providing students the opportunity to engage with the arts. Additionally, Women's Center student interns completed Gender Action Projects addressing topics about Migrant Women, Motherhood, Nice Girl Syndrome, Women Around the World, Women in the Military, Sexual Assault, Diversity, and Human Rights. Their project presentations ranged in format from blogs and zines to formal presentations and art installations.

The Women's Center continued its work with the Lactation Services Program campus-wide. Center staff continued to administer the Pregnant Mother parking program with Transportation and Parking Services and was able to secure additional funding to equip two new lactation rooms in the Leichtag Building. Additionally, chairs were replaced in the BSB lactation room to accommodate more users. The Women's Center was also instrumental in the creation of the first student parent support group for primarily undergraduate students. Center staff will continue to work closely with office of Parent and Family Programs to ensure its continued success.