

Chancellor's Advisory Committee on the Status of Women

ANNUAL REPORT

CACSW ACTIVITIES FOR FY 2011-12

Presented to the Chancellor
August 2012



UC San Diego

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This report from the UC San Diego Chancellor’s Advisory Committee on the Status of Women (CACSW) summarizes our activities and recommendations from the 2011-12 academic year. The report layout has been revised to include a budget summary that will address any concerns of transparency and accountability. The executive summary presents the main CACSW activities, detailed reports from our four sub-committees and overall recommendations followed by the associated appendices.

In addition to the sub-committee reports and the work therein that largely comprise our overall recommendations, pages 3-8 (as well as Appendices A-D) should be read thoroughly for background information, context and rationale. Appendix G represents 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 welcome their contributions to this report.

Please accept our sincerest gratitude and appreciation to (former) Chancellor Marye Ann Fox for your dedication and exceptional leadership in support of this committee over the last eight years. The CSW remains honored to serve in this advising capacity to the Chancellor on the status of women on our San Diego campus. We also look forward to establishing a mutually beneficial relationship with the University’s recently appointed 8th Chancellor, Pradeep Khosla.

2011-12 CACSW MEMBERSHIP ROSTER



FACULTY

Susan Marx, Faculty Co-Chair

David Chang
Nadine George Graves
Jill Leutgeb
Ying Meng
Dawn Meyer

STAFF

Davyda Johnson, Staff Co-Chair

Debbie Deas

Kelly Hudson, Treasurer

Meredith Caccese McConvill
Diana Platero-Lopez
Michelle Session

STUDENTS

Krista Elliot
Tanaaz Jasani
Praveena Marconescu
Sara Nichols
Sharryl Sosa

CONSULTANTS/COMMITTEE REPS/OTHERS

Mary Blair-Loy
Sally Brainerd
Marnie Brookolo
Lori Chamberlain
Amanda Chavez
Mariana Cherner

Wilson Cheung, Herstorian/Recorder

Glynda Davis
Judy Dolan
Leeann Dolbeck
Paula Doss
Tricia Bertram Gallant
Kristina Larsen
Carla Solomon
Cat Thompson
Nadia Tapia
Shaun Travers
Nancy Wahlig
Edwina Welch

2011-12 CSW EXECUTIVE SUMMARY

SUMMARY of 2011-12 CACSW ACTIVITIES

- I. **4th Annual UC San Diego Women’s Conference:** (Re) Defining the UC San Diego Woman: Keeping the Momentum (see Staff Issues Subcommittee Report)

- II. **Guest Speakers** invited to meetings to present on a variety of topics that affect the female population at UC San Diego: (see Appendix E)
 - **October 2011**
 - Barbara Field, Communications Manager, Business and Financial Services - “OpEd Project”
 - Amanda Chavez, Work/Life Coordinator, Human Resources
 - Equilla Luke, Counselor, Faculty and Staff Assistance Program (FSAP)
 - Jenni Leibman, Director, Employee Relations, Work/Life, Benefits
 - Thomas Leet, Assistant Vice Chancellor, Human Resources
 - **November 2011**
 - Debbie Wenck, Principle Compensation Analyst, Human Resources
 - Thomas Leet, Assistant Vice Chancellor, Human Resources
 - **December 2011**
 - Michelle Brown-Shelton, Counselor, Faculty and Staff Assistance Program
 - **January 2012**
 - Therese Rymer, Director, Emergency Preparedness and Response, Facilities Planning Management
 - **March 2012**
 - Debra Wells, Health Care Facilitator, Benefits
 - **April 2012**
 - Paula Doss, Director, Equal Opportunity/Staff Affirmative Action, ACCES, Career Connection

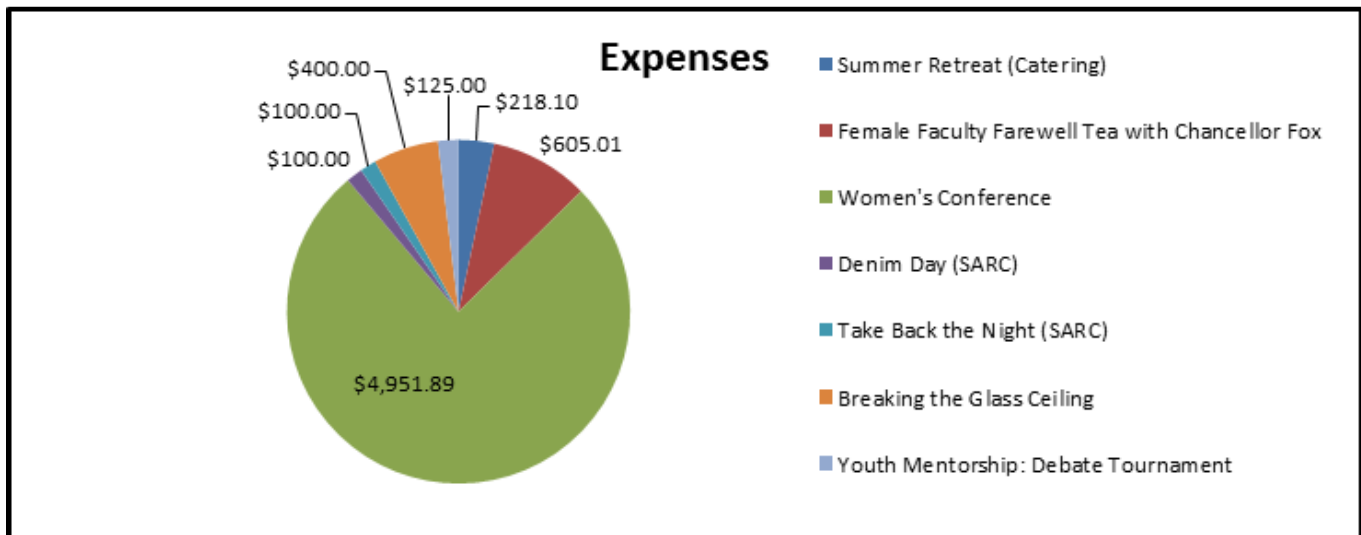
- III. **Breaking the Glass Ceiling for Women in Academic Medicine** (see Appendix G)

- IV. **Stronger Communities through Effective Mentorship: Debate Tournament** (see Appendix H)

- V. **Female Faculty Farewell Tea with Chancellor Fox** (see Appendix I)

BUDGET SUMMARY

CSW received a total allocation of **\$6,500** this year from the Chancellor’s Office which has been expended in its entirety leaving a **zero** balance. Please see chart below for expense details:



STAFF ISSUES SUBCOMMITTEE REPORT

With CSWs annual focus dedicated towards staff this year, the Staff Issues Subcommittee dedicated its' efforts on coordinating and hosting the 4th Annual UC San Diego Women's Conference. In doing so, we accomplished the following goals in response to last year's recommendations and beyond:

1. Successfully raised over \$18,000 in sponsorships and in-kind donations (**Appendix A – Conference Sponsors**)
2. Increased the representation from Health Sciences, SIO, and the San Diego community as speakers/participants
3. Implemented feedback from survey and incorporated break-out sessions (**Appendix B – Program Agenda**)
4. Collaborated with other campus entities to enhance the resource fair (**Appendix C – List of Resource/Vendor Fair Participants**)
5. Received in-kind donation from *Taylor & Pond Corporate Communications* for a new conference logo that will help establish our branding across the campus and community at large for years to come. (image below)



This year's event was the most ambitious and successful (**see Appendix D**) the committee has undertaken with a revamped program structure. In response to post-event survey feedback over the last three years, the committee delivered a program that included the following:

- ✓ keynote speaker
- ✓ topic variety across four over-arching themes (health & wellness, work/life balance, finance, empowerment/marketing yourself)
- ✓ break-out sessions (27 sessions across 7 meeting rooms within Price Center West/East)
- ✓ dedicated resource/vendor fair

With nearly 600 in attendance, this event provided an opportunity for staff to learn about effective strategies and tools in their professional/personal development journey. Barbara Field, this year's keynote speaker offered an inspirational, witty and engaging presentation to the audience with practical takeaways. A comprehensive resource guide will be developed to address operational concerns in order to streamline effectiveness for new and continuing committee members.

RECOMMENDATIONS:

1. We recommend the establishment of a charter to be incorporated by future conference committees in order to:
 - define purpose that coincides with CSW's overall mission
 - define membership composition, functions, and reporting in relation to CSW
 - define roles and responsibilities
 - develop meetings and events timeline
2. Determine and ensure tentative reservation on event space is submitted to One-Stop with a "hold" on date for next year's event immediately following CSW Annual Retreat meeting
3. Research alternative event registration/management options (i.e., Development, Pay-Pal, Box Office, Publications/Communications etc). This will provide single source access for attendee registration, sponsorship/vendor fee applications & payment options, alternate arrangements etc.
4. Implore creative ways to ensure an economically self-sustaining conference as follows:
 - planning efforts should begin during Summer immediately following CSW annual retreat
 - seek sponsorships, in-kind donations, door prizes as soon as committee is established

FACULTY ISSUES SUBCOMMITTEE REPORT

Although, CSW's focus for the year was directed toward staff, the following issues concerning faculty were discussed and events co-sponsored to address key recommendations and issues presented the previous year in which faculty were the primary focus:

1. FACULTY WORK/LIFE BALANCE

- a. Private lactation facilities to improve faculty work/life balance. Improve availability of lactation facilities. The creation of an online reservation system has been proposed.
- b. Affordable emergency/back-up child care and dependent care options. Amanda Chavez reported on work/life resources and a new program between UCSD and sittercity.com. Here faculty can obtain an account with the online service to access child care and dependent care resources.
- c. Clarity on the available support for fertility treatment under the various health plans offered to UCSD faculty and staff.

2. FACULTY EQUITY, RETENTION, SUPPORT

- a. Faculty equity and support in areas of STEM (Science, Technology, Engineering and Mathematics) were identified as a continued area of concern. The 2011 CSW report identified the lack of support and training to hire women faculty in the STEM areas, and to provide additional support to female faculty in STEM departments. Shelly Halpain, Division of Biological Sciences Equity Advisor, discussed the finding that new female faculty are drawn to universities in which female faculty already have a presence, and are retained when a support network is established once hired. To address these issues a social was initiated and sponsored by CSW (Susan Marx, Faculty Co-Chair) for female faculty to have tea with Chancellor Fox. This event will provide a unique opportunity for female faculty to meet and form social networks, as well as to hear the important perspective of a female Chancellor on shared topics of interest.

RECOMMENDATIONS:

1. An increase in the number of lactation rooms on campus is an initiative addressed by CSW at the system wide level. CSW Faculty Co-Chair, Susan Marx, has proposed for a local initiative for the development of an online-scheduling system to better organize the use of the current lactation facilities at UCSD that are in high demand. Accordingly, discussions have been initiated between parties in the Computer Science Department and the Women's Center.

STUDENT ISSUES SUBCOMMITTEE REPORT

Report not provided

WEBSITE and POLICY/BYLAWS SUBCOMMITTEE REPORT

The purpose of this committee is to update and maintain the bylaws and CSW website pages that reside on the Blink website. The site requires regular maintenance on the layout logic, content development/revisions/archives and ensuring that embedded links are active.

Updated Bylaws were approved in 5/2012 and will be reviewed at the first meeting of each year (next scheduled meeting 9/2012).

2011-2012 ACTIVITIES:

- ✓ Revised and presented Bylaws to the committee that was approved by voting members
- ✓ Developed a new webpage for CSW utilizing the Blink website
- ✓ Met monthly to discuss development and updating of CSW website
- ✓ Updated contact pages
- ✓ Updated roster

OPERATIONAL RECOMMENDATIONS:

1. Formally, seek input continued on the website content from the membership.
2. Assess website to determine new methods for linking to external content; including a more robust interaction
3. Name 2012-2013 committee chair to continue maintenance and updating of website

OVERALL RECOMMENDATIONS TO THE CHANCELLOR

- I. **Advocacy for Improved Insurance Coverage for Infertility:** There is an inequity currently in the UC healthcare coverage that disproportionately affects women. As women make their way in academia and other professional roles, childbearing is often delayed in support of career advancement. This delay increases the likelihood of difficulties with conception, as women attempt to become pregnant at older ages. The current UC-sponsored insurance plans offer minimal coverage for assisted reproductive interventions. This can result in very significant financial hardship and associated emotional distress for those requiring such services. Debra Wells, Healthcare Facilitator, Benefits Office, briefed CSW with a comparison of existing benefits vs exclusions within all UC medical plans. We endorse this recommendation by WISE to advocate for changes to expand insurance coverage for such procedures in support of more progressive, inclusive, and non-discriminatory access to healthcare.

- II. **Develop and establish lactation room/facility online web portal:** In concert with last year's recommendation to increase the number of lactation rooms on campus in a system-wide initiative, CSW further recognizes the need to expand on this proposal. The development of an online scheduling system to better organize the use of the current lactation facilities at UC San Diego that is in high demand. Once established, this online reservation system can facilitate and monitor utilization of lactation facilities campus-wide. The current option is to contact the Women's Center to secure the code for temporary use of a designated lactation room/facility however, this approach lacks streamlined effectiveness. Amanda Chavez, Work/Life Coordinator in Human Resources also provided an update on research of other institutions with similar support offerings that currently use mixed models to make this resource available. Follow-up brainstorming discussions among key campus partners are necessary to determine project feasibility, budget, contract/facility management, and technology platform development.

- III. **Advocacy for system-wide UC sponsored adoption benefits initiative.** As adoption has gained in acceptance as a way to begin or expand a family, employees have become more interested in adoption benefits. Many prospective parents find it very difficult to adopt without the support of their employers. CSW agrees enhanced family-friendly work environments/policies help to attract, motivate and retain employees, increase employee satisfaction and engagement as well as increase customer service efforts across the organization. Two of the most compelling reasons we recommend UC consider offering such benefits are 1) equity and 2) fairness. Employees who choose parenthood through adoption should receive benefits comparable to those who have children biologically. Additionally, this initiative will help in the maintenance of productivity, retention of good employees, create a positive public image for UC, and equity in benefits for all employees. CSW further recommends research to be conducted at the system-wide level to include a cost-benefit analysis addressing potential adoption benefits: 1) information resources, 2) financial assistance, and 3) updated parental leave policies.

- IV. **Solicit and support professional development activities geared towards the movement of women to higher levels of leadership.** Based on research and summary presentations to CACSW over the last two years by the following: 1) Jean Ferrante, AVC Faculty Equity (11/2010), 2) Mary Blair-Loy, Director, Center for Research on Gender in the Professions (1/2011), and 3) Paula Doss, Director, Equal Opportunity/Staff Affirmative Action (4/2012), CSW recognizes the overall slower rates of advancement and disproportionate lower salaries in comparison to their male counterparts. The rate at which faculty and staff promote and the disparities in salary affect their 1) productivity, 2) career satisfaction and 3) overall performance. CSW recommends campus-wide support for the development of professional development activities and resources with a strategic platform specifically aimed to narrow the achievement gap for female faculty and staff.

APPENDIX A - CONFERENCE SPONSORS

4TH ANNUAL UC SAN DIEGO WOMEN'S CONFERENCE “(Re) Defining the UC San Diego Woman: Keeping the Momentum” March 7, 2012

UC SAN DIEGO

- Office of the Chancellor
- Committee on the Status of Women
- Executive Vice Chancellor for Academic Affairs
- Vice Chancellor for External & Business Affairs
- Vice Chancellor for Health Sciences
- Vice Chancellor for Marine Sciences & SIO
- Vice Chancellor for Resource Management & Planning



CORPORATE PARTNERS:

- Taylor & Pond Corporate Communications, LLC
- Convergence
- Neyenesch Printers
- Rehab United – Physical Therapy and Sports Performance Center

IN-KIND DONATIONS:

- Arbonne International
- Atlanta West Catering
- Birch Aquarium
- Fantastic Sams, San Diego
- Hotel La Jolla
- Jewelmint
- Road Runner Sports
- Shari's Travel Services
- Styl'n Unique Accessories
- The San Diego Women's Foundation
- UC San Diego – Admissions and Enrollment Services
- UC San Diego – Extension
- UC San Diego – San Diego Supercomputer Center

CSW WOMEN'S CONFERENCE 2012
(RE) DEFINING THE UC SAN DIEGO WOMAN: KEEPING THE MOMENTUM
Wednesday, March 7, 2012

	8:15 – 9:00AM	9:00 – 9:10AM Welcome	9:10 – 9:50AM Keynote	10:10 – 10:50AM Session	11:00 – 11:30AM Session	11:40AM – 12:10PM Session	12:15 – 12:30PM Wrap-up & Door Prizes
Price Center West Ballrooms A/B	Registration & Breakfast	Glynda Davis Asst. Chancellor of Diversity, VC Equity Diversity and Inclusion Davyda Johnson Human Resources Specialist, AVC Experiential Learning, UC San Diego & CSW Staff Co-Chair	<i>"The One Thing: Gaining Momentum When You Don't Have a Moment to Spare"</i> Barbara Field Senior Analyst, Special Projects, Business and Financial Services UC San Diego	Panel: <i>Career Development/Empowerment: Advancing Career at UC San Diego</i> Moderator: Stephanie Wong Prin. Admin Analyst, Student Affairs Panelists: Lori Guardiano-Durkin MSO, CER/CRCA/IEM Marjorie Hardy Asst. Dean, Arts and Humanities Therese Rymer Director, Emergency Preparedness Response UC San Diego	Prevention and Control Program <i>Food for Thought: Healthy Foods to Savor</i> Vicky Newman Director, Nutrition Services for the UC San Diego Cancer	<i>"Living a Purpose Driven Life"</i> <i>You will get more of the RESULTS and EXPERIENCE OF LIFE you really want when you are truly living your life on purpose</i> Robert MacPhee Founder & President of Heart Set, Inc & UC San Diego Alumni	Davyda Johnson Human Resources Specialist, AVC Experiential Learning, UC San Diego & CSW Staff Co-Chair
Price Center John Muir Room				Panel: <i>Social Media: The Tools to Empower or Transform</i> Moderator: Jennifer Tran Information and Digital Media Coordinator, Libraries Panelists: Rachel Cook Senior Grant Analyst, Health Sciences Tanaaz Jasani UCSD Undergraduate, CSW Student Representative Jill Weller Fund Manager, Chemistry and BioChemistry	<i>Find Your Voice Through Social Marketing and Media</i> Moderator: Tyler McConvill Social Marketing Director, Taylor & Pond Corporate Communications	Panel: <i>The Power of Women Making a Difference</i> Moderator: Tracy Johnson SDWF Executive Director Panelists: Julie Dubick SDWF Founder, Past President Ashley McElravy SDWF Member Tram Nguyen SDWF Community Partner The San Diego Women's Foundation	
Price Center Roosevelt College Room				<i>Exercise is Medicine! Let's Pop a Pill!</i> Robyn Stuhr Sports Medicine Program Director Department of Orthopedic Surgery, UC San Diego Health System	<i>Mindfulness, Meditation and Momentum: Maintaining Balance & Ease</i> Steve Hickman Director, UC San Diego Center for Mindfulness	<i>The Hard Fact of Soft Skills: Why Subject Matter Expertise Isn't Enough</i> Kathleen D. Johnson Director, Undergraduate Education and Program Planning, UC San Diego	
Price Center Thurgood Marshall Room					<i>Forever Strong: Strength, Mobility, and Balance for Women of All Ages</i> Jena Walther Personal Trainer, Strength & Conditioning Coach Rehab United	<i>Women and Investing</i> Jeff Crowley Senior Retirement Counselor Fidelity	
Price Center East Ballroom				10:00AM - 2:00PM Resource/Vendor Fair			

4th Annual UC San Diego Women's Conference *Resource/Vendor Fair*

INDEPENDENT VENDORS

- 1) Arbonne International
- 2) Beauty Kliniek Day Spa & Wellness Center
- 3) Best Western Plus Inn by the Sea
- 4) California Casualty
- 5) Chase Bank
- 6) Del Mar Inn
- 7) Great News! Cookware & Cooking School
- 8) Inspired Designs by Patricia
- 9) Juice Plus+
- 10) La Jolla Beach & Tennis Club, Inc.
- 11) March of Dimes
- 12) NAWMBA - San Diego Professional Chapter
- 13) Shari's Travel Services
- 14) Styl'n Unique Accessories
- 15) The Gerson Institute
- 16) Women's Empowerment International

- <http://BarbaraJoDanner.mvarbonne.com>
www.pamperyou.com
www.lajollainnbythesea.com
www.calcas.com
www.chase.com
www.delmarinn.com/ucsd
www.great-news.com
<http://www.idbyp.com/>
www.sky4health.com
www.libtc.com
<http://www.marchofdimes.com/>
www.mbawomen.org/sandiego
<http://sharistravel.net>
www.STYLN.Co
<http://gerson.org>
www.womenempowerment.org



**Wednesday, March 7, 2012
Price Center, Ballroom East**

CAMPUS RESOURCES

- 1) Accommodation, Counseling & Consulting Services (ACCES)
- 2) Box Office
- 3) Campus Community Centers (Women's Center, Cross-Cultural Center , LGBT Resource Center)
- 4) Campus Recreation (Fit Life Occupational)
- 5) Center for Mindfulness (Stress Reduction)
- 6) Committee on the Status of Women (CSW)
- 7) Early Childhood Education Center
- 8) Employee Relations, Policy Development and Work/Life
- 9) Environment, Health & Safety (Pain Relief Program / Ergonomics)
- 10) Equal Opportunity/Staff Affirmative Action/Career Connection
- 11) Extension
- 12) Facilities Management
- 13) Faculty and Staff Assistance Program (FSAP)
- 14) Fidelity Retirement Services
- 15) Mesa Child Development Center
- 16) Moore's Cancer Center
- 17) Office for Prevention of Harassment and Discrimination (OPHD)
- 18) Professional Recruitment & Community Outreach Services
- 19) Reproductive Medicine (Nurse Midwife / Birth Center Program)
- 20) Rady School of Management
- 21) Retirement Association
- 22) Sexual Assault Response Center (SARC)
- 23) Shiley Eye Center
- 24) Sports Medicine
- 25) Staff Association
- 26) Staff Education & Development
- 27) Toastmasters
- 28) Transportation (Commuting Solutions)
- 29) Veterans Association
- 30) Weight Management

- <http://blink.ucsd.edu/sponsor/hr/org-chart/accom-counseling-consulting.html>
<http://boxoffice.ucsd.edu/>
<http://community.ucsd.edu/>
<http://recreation.ucsd.edu/fitlife.html>
<http://mindfulness.ucsd.edu>
<http://statusofwomen.ucsd.edu/>
<http://blink.ucsd.edu/HR/services/support/child/ECEC/>
<http://blink.ucsd.edu/sponsor/hr/org-chart/emp-relations-worklife/>
<http://blink.ucsd.edu/sponsor/EHS/index.html>
<http://blink.ucsd.edu/sponsor/hr/org-chart/EOSAA.html>
<http://extension.ucsd.edu/>
<http://blink.ucsd.edu/sponsor/facilities-mgmt/index.html>
<http://blink.ucsd.edu/sponsor/hr/org-chart/fsap.html>
<https://www.fidelity.com>
<http://blink.ucsd.edu/HR/services/support/child/mesa.html>
<http://cancer.ucsd.edu>
<http://ophd.ucsd.edu/>
<http://blink.ucsd.edu/sponsor/hr/org-chart/empl-community-outreach.html>
<http://health.ucsd.edu/women/child/prenatal/mid/Pages/default.aspx>
<http://rady.ucsd.edu/>
<http://blink.ucsd.edu/HR/benefits/financial/retire/association.html>
<http://www.ucsd.edu/current-students/wellness/organizations/sarc/index.html>
<http://shileyeye.ucsd.edu>
<http://sportsmedicine.ucsd.edu>
<http://blink.ucsd.edu/HR/services/associations/>
<http://blink.ucsd.edu/sponsor/hr/org-chart/staff-ed/index.html>
<http://ucsd.toastmastersclubs.org/>
<http://blink.ucsd.edu/facilities/transportation/commuting/solutions/index.html>
<http://blink.ucsd.edu/sponsor/veterans/>
<http://bmi.ucsd.edu/>

How did you find out about the 2012 Women's Conference?				
	2009	2010	2011	2012
BLINK	36%	23%	30%	13%
Chancellor's Campus Notice	34%	26%	29%	27%
Supervisor	18%	8%	6%	3%
Colleague	18%	18%	11%	10%
Email from Organizers	N/A	N/A	28%	34%
Email from Staff Association	N/A	N/A	14%	8%
Other (please specify)	12%	49%	6%	5%

Your position with UCSD would primarily be categorized as**:				
	2009	2010	2011	2012
Faculty	N/A	N/A	N/A	2%
Staff	N/A	N/A	N/A	98%
Student Employee (TA, RA, etc.)	N/A	N/A	N/A	N/A

What VC area do you work in?				
	2009	2010	2011	2012
Academic Affairs	27%	34%	38%	20%
External & Business Affairs	34%	18%	17%	26%
Health Sciences/Medical Center	18%	27%	20%	24%
Marine Sciences/SIO	2%	6%	3%	8%
Research Affairs	N/A	N/A	6%	1%
Resource Management & Planning	2%	6%	3%	6%
Student Affairs	11%	10%	13%	13%
Chancellor's Office	N/A	N/A	N/A	2%
Other	8%	7%	10%	N/A

Please indicate your level of agreement with the following statements*:				
	2009	2010	2011	2012
The conference was well organized	97%	93%	93%	98%
The content was applicable to my life	92%	80%	81%	90%
The panelists' stories were inspiring	N/A	N/A	86%	N/A
The keynote address was inspiring	97%	88%	71%	85%
The conference gave me ideas/tools to balance my life	92%	63%	67%	82%
I would attend the Women's Conference if offered again	93%	88%	86%	96%
I would recommend other women to attend the Women's Conference	96%	88%	84%	96%

Please rate your level of satisfaction with the following aspects of the Women's Conference:				
	2009	2010	2011	2012
Pre-conference Registration	95%	97%	90%	95%
Check-in/On-site Registration	96%	94%	79%	92%
Resource Fair	93%	68%	63%	N/A
Vendor Fair	N/A	N/A	54%	N/A
Resource/Vendor Fair***	N/A	N/A	N/A	93%
Keynote Address	98%	91%	75%	92%
Panel #1	96%	69%	85%	N/A
Panel #2	95%	N/A	N/A	N/A
Variety of Break-Out Sessions	N/A	N/A	N/A	92%
Length of Break-Out Sessions	N/A	N/A	N/A	88%
Conference Facilities	88%	92%	95%	94%

Refreshments/Food Options	95%	N/A	N/A	N/A
Length of Individual Sessions	97%	86%	88%	N/A
Length of conference	96%	87%	89%	95%

What topics would you like to see at future Women's Conferences?				
	2009	2010	2011	2012
Mentoring	56%	43%	39%	36%
Work/Life Balance	71%	32%	N/A	54.3
Succession Planning	49%	31%	26%	18%
Career Advancement	N/A	62%	65%	45%
Leadership	66%	47%	40%	41%
Management	54%	30%	29%	30%
Continuing Education	N/A	37%	31%	41%
Networking	N/A	30%	34%	30%
Marketing Yourself	N/A	N/A	22%	N/A
Mental Health	N/A	N/A	N/A	26%
Physical Health & Wellness	N/A	N/A	N/A	44%
Financial	N/A	N/A	N/A	31%
Sandwich Generations / Caring for the Elderly	N/A	N/A	N/A	21%
Philanthropy / Giving Back to the Community	N/A	N/A	N/A	19%
Social Media	N/A	N/A	N/A	17%
Other (please specify)	8%	8%	12%	8%

What is the highest level of school you have completed or the highest degree you have received?*				
	2009	2010	2011	2012
Less than high school diploma	N/A	N/A	N/A	0%
High school diploma or equivalent (e.g. GED)	N/A	N/A	N/A	3%
Some college but no degree	N/A	N/A	N/A	11%
Associate degree	N/A	N/A	N/A	6%
Bachelors degree	N/A	N/A	N/A	44%
Masters degree	N/A	N/A	N/A	29%
Professional degree (e.g. JD)	N/A	N/A	N/A	2%
Doctorate	N/A	N/A	N/A	4%
Prefer not to answer	N/A	N/A	N/A	2%

The percentage of attendees who felt that the conference:				
	2009	2010	2011	2012
made them feel more confident as women	N/A	79%	N/A	N/A
motivated them to seek further education/career development	N/A	86%	N/A	N/A
motivated them to pursue career advancement	N/A	82%	N/A	N/A
helped them understand the importance to your dept/organization	N/A	58%	N/A	N/A
inspired them to improve your work/life balance	N/A	81%	N/A	N/A
helped them see all the different roles women play on campus	N/A	80%	N/A	N/A
helped them network with other women in other departments	N/A	59%	N/A	N/A
informed them of resources for women on campus	N/A	80%	N/A	N/A

NOTE:

* 2009 - attendees were given the option of "neither disagree nor agree" which may account for the drop in % satisfied

** 2012 - newly added survey question

*** 2012 - dedicated Resource/Vendor fair implemented



Check-In/Registration



Keynote Speaker – Barbara Field

4TH ANNUAL UC SAN DIEGO WOMEN'S CONFERENCE

MARCH 7, 2012



The Power of Women Making a Difference



Social Media: The Tools to Empower or Transform



Resource/Vendor Fair

4TH ANNUAL UC SAN DIEGO WOMEN'S CONFERENCE

MARCH 7, 2012

APPENDIX E - SUMMARY OF GUEST SPEAKER PRESENTATIONS

FALL 2011 - Topics selected during this period centered on issues that affect staff from HR to include open enrollment, work/life, succession planning etc.

- **October 2011**
 - Barbara Field, Communications Manager, Business and Financial Services - “OpEd Project” Initiative/workshop that teaches women how to write op eds for the purpose of becoming thought leaders
 - Amanda Chavez, Work/Life Coordinator, Human Resources
New benefit offered to faculty/non-represented employees through “Sitter City” which provides an online referral service for in-home caregivers (i.e., child/elder care, nanny, do-walking) in Jan. 2012. Additional programs/resources discussed include: Whole Grains Initiative, Revised Catastrophic Leave Program, Lactation Rooms (campus-wide), and Leave of Absence policy
 - Equilla Luke, Counselor, Faculty and Staff Assistance Program (FSAP)
Discussed services offered through FSAP to staff/faculty/post-docs in the form of counseling, referrals, educational workshops and support groups to help employees’ resolves that may affect their personal well-being and/or job performance
 - Jenni Leibman, Director, Employee Relations, Work/Life, Benefits
This presentation provided a summary on upcoming Open Enrollment period to include pertinent details on rates, plan changes, provider options.
 - Thomas Leet, Assistant Vice Chancellor, Human Resources
Presentation on “UC Path (PPS Replacement Initiative) in which People Soft from Oracle will replace antiquated software to vastly improve payroll, timekeeping and HR operations for employees system-wide.
- **November 2011**
 - Debbie Wenck, Principle Compensation Analyst, Human Resources
 - Thomas Leet, Assistant Vice Chancellor, Human Resources
This team delivered a presentation centered on UCSD’s Succession Planning efforts/blueprint, campus vision and the process for identifying and defining performance dimensions.
- **December 2011**
 - Michelle Brown-Shelton, Counselor, Faculty and Staff Assistance Program
Presentation discussing services offered through FSAP to include resources to help individuals/departments with a range of issues to include: trauma recovery, wellness, grief, recovery. Additional resources were shared on the Eldercare program established to provide essential support to faculty/staff encountering challenges with caregiving.

WINTER 2012 – Topics selected during this period centered on female empowerment and gender relations/bias in the workplace etc.

- **January 2012**
 - Therese Rymer, Director, Emergency Preparedness and Response, Facilities Planning Management
This presentation offered a unique female perspective on working in a male-dominated field, look for opportunities that play up your strengths, and commit to growing your career. “Proceed until apprehended!”
- **March 2012**
 - Debra Wells, Health Care Facilitator, Benefits
This presentation offered UC sponsored medical plan comparison covered benefits vs exclusions for infertility

SPRING 2012 – Topics selected during this period centered on diversity and bias in the workplace.

- **April 2012**
 - Paula Doss, Director, Accommodation Counseling and Consultant Services (ACCES) and Equal Opportunity/Staff Affirmative Action
This presentation offered a comprehensive summary on UCSD’s career staff workforce as of Jan. 2012 to include breakdowns by gender, ethnicity, disability, LGBT community, and veterans.

APPENDIX F - REPORTS OF CSW REPS TO OTHER COMMITTEES

SYSTEMWIDE ADVISORY CSW (SACSW): Tricia Bertram-Gallant

The SACSW met in October, February and June during the 2011-2012 academic year. Our work continued to pursue the May 2010 Report recommendations, with a particular focus on emergency child care and lactation accommodation. As a result, we are pleased to report that the University of California now has a contract with Sitter-City to provide child, adult dependent and even pet care options to all employees. The UC contract covers the administrative fees so that any employee can register, organize care and pay for the needed service on an as needed basis. Interested employees should visit http://atyourservice.ucop.edu/employees/health_welfare/sittercity/ for more information.”

We are also pleased to report that we are making progress on the lactation accommodation issue. Human Resource departments at each location were surveyed so that we could develop a more thorough and comprehensive understanding of the state of lactation accommodation across the system. After reviewing these survey results and engaging in several conversations with representatives on SACSW, SACSW will be including in our 2012 report some “5 Star” Lactation Accommodation Guidelines, as well as a proposal for an award program and a system-wide website to assist our working mothers in finding lactation accommodation and breastfeeding support. We hope to see those recommendations enacted in the 2012-2013 academic year.

CHILDCARE OVERSIGHT COMMITTEE: Tanaaz Jasani

The Childcare Oversight Committee (CCOC) met on 2/16/11 and 9/6/2011. During that time the committee reviewed the Student-Parent Survey Summary (2010) and worked with the new Student Parent Workgroup in support of improving communication about child care and family resources on campus. In particular, the Women’s Center worked in conjunction with the committee on strategies for students when requesting accommodation from a professor due to having to care for sick children. As a result the Women’s Center has produced a prototype of a Student/Faculty accommodation form. Jessica Geipel (representative from the Women’s Center on CCOC) has confirmed that these student parent projects and the formation of the new student parent web site (including childcare) will all be included in the report submitted by the new Director of the Women’s Center Marnie Brookolo. The results of collaboration between various committees and departments can be viewed on the Student Parent Awareness Initiative web site – <http://students.ucsd.edu/well-being/wellness-resources/student-parents>.

MCDC opened a part-time option for additional child care on March 2009. In response to the Student-Parent Survey, beginning 9/4/2012, the department will be offering an extended day option at MCDC to better meet the needs of graduate parents.

2/21/2012 - CCOC met with Trish Dorman the Director of Campus recreation to discuss expansion of summer camps for school-age children in 2013 to accommodate need raised by faculty to offer more spaces. The committee also discussed implementation of Sittercity including glitches, tips and employee feedback which was very positive. Sittercity is now available on campus through their contract with UCOP.

5/15/2012 - Discussed childcare as a recruitment tool for UCSD, and initiated invitation for ECE department to meet with the Faculty Welfare Committee on June 13th to further discuss the possibility of guaranteeing childcare spaces for faculty and to include relevant items about childcare for faculty in their newsletter. Following the meeting, ECEC Business Manager forwarded information per their request on how this is handled at UCLA and other colleges. Discussion items relating to child care expansion etc. were placed on hold pending resolution of budget issues related to State Budget questions. CCOC was apprised that there would be an increase of tuition fees at ECEC due to increased operating costs. Rates had not been raised in 3 years.

In 2009/10 the committee worked with Amanda Chavez (Work Life) on initiating and establishing the UC San Diego Babysitting Resource program as a resource for parents needing childcare. Babysitters are registered UCSD students and the website can be located at <http://worklife.ucsd.edu/babysitting>. Other initiatives which Amanda Chavez (staff rep on Oversight Committee) provided input for on behalf of CCOC was the RFP created by UCOP for staff and faculty Emergency Back Up Care (now under Sittercity).

CHANCELLOR’S DIVERSITY COUNCIL: Davyda Johnson

The Diversity Council met quarterly during the 2011-12 academic year: October 22nd, January 26th & April 19th. In response to recommendations made to Chancellor Fox last fall, we continued to discuss Comprehensive vs. Holistic Review in Admissions and Enrollment Services for students. UC San Diego aims to make positive changes to improve the campus climate and broaden the richness and diversity of our student population on campus via admissions. A critical challenge for the campus is to remove barriers to access to higher education for historically underrepresented minorities. To address this, application reviews have been weighted and a parallel review process was implemented last academic year to determine significant outcomes of the diversity pool between the two. As mandated by UCOP, holistic reviews of all applications have been implemented for the current academic year. Additionally, our efforts focused on 1) contributions towards the development of a system-wide climate survey in response to the demonstrations of Winter Quarter 2010 2) impending appointment of VC Equity, Diversity & Inclusion to streamline campus diversity efforts 3) success of the new Bias Reporting system 4) faculty hiring/retention strategies, and 5) Black Resource Center proposal.

COMMITTEE ON INCLUSION AND DISABILITY: Paula Doss

The mission of the Committee on Inclusion and Disability, a group within the UC San Diego Diversity Council, is to ensure that the interests of UC San Diego students, faculty, staff and visitors with disabilities are included in all of the University's diversity-related goals, efforts, and programs. The Committee consists of faculty, staff, students and an alumnus working together to achieve greater accessibility for students, faculty, staff and campus guests who have a disability. During 2011-2012 the Committee focused on electronic and physical accessibility. Among the guest presenters at Committee meetings were: Brian De Muelle (Campus Map Project), Nancy Wahlig (Lighting Survey Walk), Glynda Davis (UC Climate Survey) and Billiekai Boughton (Veterans Resources). Through meetings with these presenters, partnerships were created. For instance, disability management team members will be participating in the Lighting Survey Walk this fall to identify possible access issues along the walking paths. Additionally, in 2012- 2013, the Committee will include CADRE (Community Advocates for Disability Rights and Education) and Veterans Association at UCSD representatives.

POST-DOCTORAL SCHOLAR ASSOCIATION (PDA)

We have not secured a representative for this committee however; we are committed to reinstating in 2012-13

APPENDIX G - REPORTS FROM CSW CONSULTANTS

CSW membership includes non-voting consultants representing the three Campus Community Centers - Women's Center, Lesbian Gay Bisexual Transgender (LGBT) Center, and Cross-Cultural Center --- as well as other areas on campus that do work of interest to the CSW: Equal Opportunity/Staff Affirmative Action (EO/SAA), Office for the Prevention of Harassment & Discrimination (OPHD), Sexual Assault & Violence Prevention Resource Center (SARC), UC San Diego Staff Association Executive Board, Women's Leadership Alliance (WLA), and Women in Science and Engineering (WISE).

We were pleased to add the following consultants to our roster within the last year:

- Academic Personnel: Kristina Larsen, Assistant Vice Chancellor
- Work/Life: Amanda Chavez

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. Presented here, in alphabetical order, are the reports from the Consultants.

ACADEMIC PERSONNEL: Kristina Larsen, Assistant Vice Chancellor

Report not provided

CENTER FOR RESEARCH ON GENDER IN THE PROFESSIONS: Mary Blair-Loy, Director

Report not provided

CROSS-CULTURAL CENTER: Edwina Welch, Director

The Cross-Cultural Center took a more active stance in 2011-12 with academic and wellness program approaches particularly in relation women faculty, staff, and students. We continued our very successful 'Breather' series with specific attention to wellness and life balance activities (yoga, crafts, etc). The CCC also continued out work on showcasing films and workshops, particularly with student organization, around gender in a cultural and historical context. Our crowning highlight was our explicit and increased work showcasing both UC San Diego and system wide women faculty research and experiences in the academy.

- Faculty in Residence – Prof. Fatima El-Tayeb of Literature, Critical Gender Studies, and Ethnic Studies. She held classes and office hours in the Center and mentored/advised student organizations that are affiliated with the Center. On 02/09/12, she did a book launch of her new book – “European Others: Queering Ethnicity in Postnational Europe.”
- Author in Residence– “Book Lunch w/ Donna Miscolta”: Book launch with lunch of “When the de la Cruz Family Danced” co-sponsored by Literature Department. A book on Pilipino American cultural and gender issues across different generations, but within the same household. (10/06/11)
- Social Justice LENS – “Activist Talks with Ninotchka Rosca”: a Pilipina American Feminist, author, and human rights activist will engage in radical conversations on feminist liberation and social justice with other UCSD activists. (10/07/11)
- Social Justice LENS – “Older Than America”: a film on the role of the Roman Catholic Church during Native American/Indian schools and the affects of religion and colonialism on culture, gender, and sexuality. (10/20/12)
- “Queer Jewish Women” discussion and film screening of “Kissing Jessica Stein” w/ Keshet & Hillel (01/25/12)
- Social Justice LENS – “Sisters of Selma” film screening & lunch: Documentary on Black & White Roman Catholic nuns during the Selma March in the 1960s against segregation, racism, and who marched with Dr. Martin Luther King Jr. (part of Black History Month) (02/28/12)
- Social Justice LENS – “Womyn of Color in the Academy”: Panel with 3 Womyn of Color professors and their experience in academia. Panel included Dr. Tara Javidi (Electrical & Computer Engineering), Dr. Tracy Johnson (Biology), and Dr. Fatima El-Tayeb (Literature, Critical Gender Studies, & Ethnic Studies) (03/09/12)
- “Hijabs & Hoodies” community dialogue and presentation with Black Student Union (BSU) and the Muslim Student Association (MSA) on racism, sexism, and Islamophobia in the United States in regards to Treyvon

Martin of Sanford, Florida and Shaima Al-Awadi of El Cajon – San Diego, California. (04/04/12)

- Breather Series – “Tales of Waria” film screening and discussion: Narratives of transgendered female and female-identified Muslim tribes/ethnic minorities of Indonesia and how religion plays on gender identity, femininity, and Westernization. (05/03/12)
- Author in Residence – Prof. Meg Wesling (Literature) launched her book “Empire’s Proxy: American Literature and U.S. Imperialism in the Philippines (America and the Long 19th Century)” which talks about American educational system’s role in the colonization of the Philippines and the role of American women in the process of education Pilipinos. (05/09/12)
- Author in Residence & CCC Intern’s Student Initiated Project (SIP) - Book launch & presentation w/ Dr. Sarita See (UC Davis – Asian American Studies): “Decolonized Eye” on the talk about art, activism, and aesthetics. (part of APIA Heritage Celebration) (05/25/12)

EQUAL-OPPORTUNITY/STAFF AFFIRMATIVE ACTION: Paula Doss, 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 2011/2012, 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 January 2012, EO/SAA began coordinating an internal audit of UC San Diego’s EO/AA personnel policies and procedures with partners across the campus and Health System. In February 2012, in partnership with Staff Education and Development, EO/SAA launched the Culturally Competent Management Program (CCMP) for current and aspiring managers and supervisors, which includes a 3-hour E-learning course, a 4.5-hour classroom laboratory, and a 1-hour follow-up webinar. EO/SAA also began working on the development of the Equal Employment Opportunity (EEO) Staff Advisors Program, which is a cadre of staff advisors to support outreach and recruitment efforts and practices in order to further diversity at UC San Diego. Additionally, conciliation services and career development services were provided to UC San Diego staff. Services provided to women slightly exceeded their 66% representation in the workforce.

LESBIAN GAY BI-SEXUAL TRANSGENDER (LGBT) RESOURCE CENTER: Shaun Travers, Director

The Director of the UC San Diego LGBT Resource Center continues to serve in an advisory capacity to the Committee on the Status of Women. In that role, issues related to gender identity and sexual orientation, and in particular how those issues intersect with lesbian, bisexual and transgender women’s issues, are often highlighted through the course of the annual work of the committee. Presenters, due to the presence of the LGBT Resource Center Director, often must address LGBT issues within the context of their time in front of CSW, and this has continued to expand opportunities for dialogues related to gender identity and sexual orientation issues for the committee. Further recruitment of out LGBT committee members would enhance this focus for the upcoming year. For a full report regarding the work of the LGBT Resource Center at UC San Diego, please see <http://lgbt.ucsd.edu/History.asp>

OFFICE FOR THE PREVENTION OF HARASSMENT & DISCRIMINATION (OPHD): Lori Chamberlain, Director

The Office for the Prevention of Harassment & Discrimination (OPHD) provides assistance to students, faculty, and staff regarding reports of bias, harassment, and discrimination of all types, including sexual harassment. OPHD also oversees the online reporting system, Report Bias, which provides an avenue for reporting bias incidents on campus. In collaboration with other UC San Diego resources (Equal Opportunity/Staff Affirmative Action, Sexual Assault Resource Center, Intergroup Relations Program, and others) OPHD promotes an environment in which all members of the UC San Diego community can work, learn, and live in an atmosphere free from all form of bias, harassment, and discrimination. In addition, OPHD oversees compliance with the state-mandated sexual harassment prevention training for supervisors. An OPHD representative serves on the Campus Coordinated Community Response Team and on the Working Group established to update the Student Sex Offense Policy in response to guidance from the Office for Civil Rights.

SEXUAL ASSAULT & VIOLENCE PREVENTION RESOURCE CENTER (SARC): Nancy Wahlig, Director

During the 2011-2012 year, SARC continued to accomplish the goals of three grants: Department of Education, Department of Justice, and AVON Foundation. During Orientation, SARC presented violence prevention materials and

information to all incoming freshmen with the “Every Little BIT Counts” – bystander intervention program. SARC also launched a new campaign titled, “Cute or Creepy: Where’s the LINE?” that was supported with funding from the AVON Foundation. This campaign promoted healthy dating relationships and invited students to submit short videos educating one another about dynamics of a healthy relationship. In addition, SARC continued to train staff and student leaders on bystander intervention techniques. SARC has trained 257 UCSD staff over the last year and a half.

SARC also continued to meet regularly with the Coordinated Community Response Team (CCRT) to discuss enhancing student victim services and strengthening violence prevention efforts. The CCRT continues to grow and now has over thirty campus and community stakeholders that meet quarterly.

In the fall of 2011, VC Rue reconvened the Sex Offense Policy committee to review and revise the UCSD Sex Offense Policy. The committee has worked throughout the academic year on revisions and plans to submit a final policy for approval by Fall 2012. The revised policy will lay the foundation for comprehensive staff training on procedures and protocol. SARC will assist the Student Conduct Office on developing and implementing extensive training for Judicial Hearing officers.

For the third year, SARC and the Women’s Center have co-chaired the campus-wide committee on Sexual Assault Awareness Month. With support from the Chancellor’s office, the Vice Chancellor of Student Affairs, and the AVC of Health, Recreation and Well-being, a campus announcement was sent notifying the UCSD community about the events taking place during April and offering staff administrative leave to participate. During SAAM 2012, the inaugural “Take Back the Night Walk & Run” event took place with the support of the Health, Recreation and Well-being cluster. SARC continues to provide 24/7 crisis support services, counseling, and advocacy to UCSD students. Because of the success of outreach and educational campaigns, more students are utilizing SARC services. At the start of the 2011 academic year, SARC had already experienced a 110% increase in services provided from the previous 2010 academic year. SARC anticipates the increase to continue because of outreach efforts and more collaboration/training with the UCSD community.

UC SAN DIEGO STAFF ASSOCIATION EXECUTIVE BOARD: Leeann Dolbeck, Executive Board Representative

The 2011-2012 UCSD Staff Association Executive Board continues to be an excellent instrument 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, A Taste of Africa, Black History Month Luncheon hosted by Black Staff Association, Chicano/Latino Association and Pan-Asian Staff Association, Veterans Recognition Ceremony, just to name a few). This year the Association Executive Board added a September “Kick-Off Meeting” to engage the members at the beginning of the year. The Staff Association’s major events, the Staff Appreciation Picnic and Holiday Pancake Breakfast, were considered highly successful and well attended by UC San Diego staff members.

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 the 2011 UC San Diego Women’s Conference.

WOMEN’S CENTER: Marnie Brookolo, Director

This year was an exciting time for the Women’s Center as we celebrated our 15 Year anniversary. In November, the Center hosted a special event, *Reflections on 15 Years*, providing an opportunity for the community to commemorate this important milestone and for students, staff, faculty, and alumni to share their memories of the Women’s Center and the impact that the Center has had on their experiences at UC San Diego. 2011-2012 was also a year of transition for the Women’s Center. Emelyn dela Peña, who had served as Director of the Women’s Center since 2003, left the Center in August to take the position of Assistant Dean for Student Life at Harvard College. In June, The Women’s Center hired a new Director, Marnie Brookolo, who had formerly served as the Women’s Center’s Assistant Director.

During this year of milestones and transition, Women’s Center staff was engaged in a variety of exciting work. The Women’s Center continued its successful integrated academic internship program, a partnership between the Campus

Community Centers, the Academic Internship Program, and Critical Gender Studies. The Center also continued to collaborate on campus wide programs and projects including Sexual Assault Awareness Month, World AIDS Day, and the Culturally Competent Management Program. A significant area of focus for the Center this year was working in collaboration with Student Wellness and other campus departments on developing resources focused on the needs of student parents. Student parents continue to be an underserved community on campus, and the Women’s Center will continue to work with campus partners in order ensure that the campus is able to better address the needs of this community.

WOMEN’S LEADERSHIP ALLIANCE (WLA): Judy Dolan, Theatre

The first meeting of the Women’s Leadership Alliance was on November 14, 2011. This fall event was centered on a discussion of campus diversity efforts at the graduate level. The Dean of Graduate Studies, Kim Barrett reported on the latest statistics and challenges that face women graduate students on the UCSD campus.

The WLA Spring event was held on March 14, 2012. Professor Mary Blair-Loy (Director of Graduate Studies & Founding Director, Center for Research on Gender in the Professions) presented a brief summary of the National Science Foundation PAID Divergent Trajectories grant proposal that was co-sponsored by Jeanne Ferrante (UCSD Faculty Equity AVC and Associate Dean, Jacobs School of Engineering) and Erin Cech (Stanford University). This five-year grant will explore issues of gender and race/ethnicity and how it affects faculty advancement, pay and career satisfaction. A discussion ensued about the UC Faculty Salary survey results with respect to gender, particularly in Biological Sciences. Professor Tracy Johnson gave a brief presentation on the diversity GE course requirement, including plans within the division to implement it.

The final WLA meeting was held on June 6, 2012. Discussion was focused on the direction that the group would like to take in 2012/2013. There was an agreement that the summer would be spent formulating online a set of recommendation for the incoming Chancellor Pradeep Khosla and the newly appointed Vice Chancellor for Equity, Diversity and Inclusion.

The Woman’s Leadership Alliance also co-hosted the Women Faculty Farewell Tea on June 22, 2012 with the Committee on the Status of Women to honor Chancellor Marye Anne Fox for her service to the UC San Diego community and for her efforts on behalf of women faculty during her tenure.

WOMEN IN SCIENCE & ENGINEERING (WISE): Mariana Cherner, Psychiatry

WISE co-hosted two events of interest to women faculty as follows:

1. **Breaking the Glass Ceiling - Women in Academic Medicine & Science:** A dinner symposium featuring a panel of accomplished women scientists and physicians to answer questions about successful trajectories and obstacles to success in academic medicine. Co-hosted by the SOM Department of Surgery
2. **Female Faculty Farewell Tea for Chancellor Fox:** An opportunity for women faculty to express appreciation for the Chancellor in an informal setting. Organized by CSW and co-hosted by the Center on Research on Gender in the Professions and Women’s Leadership Alliance.

Advocacy for Improved Insurance Coverage for Infertility: During this reporting period, WISE brought to the attention of the CSW an inequity in the current UC healthcare coverage that disproportionately affects women: As women make their way in academia and other professional roles, childbearing is often delayed in support of career advancement. This delay increases the likelihood of difficulties with conception, as women attempt to become pregnant at older ages. The current UC-sponsored insurance plans offer minimal coverage for assisted reproductive interventions. This can result in very significant financial hardship and associated emotional distress for those requiring such services. Debra Wells, Healthcare Facilitator, Benefits Office, briefed the CSW on the existing healthcare benefits. WISE would like to recommend that the CSW advocate for changes to expand insurance coverage for such procedures in support of more progressive, inclusive, and non-discriminatory access to healthcare.

WISE will meet in July 2012 to plan events and directions for the upcoming academic year.

EMPLOYEE RELATIONS, POLICY DEVELOPMENT & WORK/LIFE (ERPDWL): Amanda Chavez, Work/Life Programs

Over the past year, ERPDWL, a division of the Human Resources Department, has continued to implement programs with the mission of assisting staff in juggling their responsibilities at home and at work. ERPDWL would like to highlight the following:

- **Emergency Back-Up Care:** In the summer of 2011, Amanda Chavez represented UC San Diego on the RFP work group for the systemwide emergency back-up care program which was a systemwide CSW recommendation. Sittercity was introduced to faculty and staff during the October/November Open Enrollment period. ERPDWL worked on the initial marketing of the new benefit and held a meet and greet session with a Sittercity representative in February.
- **Health and Wellness:** ERPDWL continues to partner with systemwide wellness coordinators, Recreation and other wellness stakeholders to implement programs to help staff and faculty thrive. In 2011-12, ERPDWL held the first annual UC Eats Real, launched the THRIVE Challenge and coordinated the third annual UC Walks.
- **Lactation Program:** ERPDWL and the Women's Center have begun to take steps in reestablishing the Lactation Steering Committee. ERPDWL continues to work with staff to make sure that accommodations are made to allow for time and private space to express milk.
- **Policy and Policy Programs:** This year, ERPDWL revised campus implementing procedures and implemented systemwide policy programs. Some of the changed or new programs include: Catastrophic Leave Donation Program (CLDP), Employee-Initiated Reduction in Time (ERIT) and the Phased Retirement Program.

APPENDIX H

STRONGER COMMUNITIES THROUGH EFFECTIVE MENTORSHIP PRESENTED THE 1ST ANNUAL DEBATE COMPETITION (Using our brainpower to WIN!)

PURPOSE: By strengthening youths' ability to communicate their ideas clearly, model professionalism, and negotiate with others we hope to empower youth to become independent thinkers and confident speakers. Many of the youth in the program do not have parent role models who have either completed college and have strong communication skills in English, there are few who acquire an income based on their ideas as opposed to manual labor. Furthermore, we hope to simulate environments where their thoughts and professionalism could also result in a monetary reward.

DEBATE STRUCTURE: Students were given the topics ahead of time and asked to prepare arguments for both sides of the two debate topics. Students were divided into four teams and assigned to argue the pro or con side of one debate topic randomly. Four judges from the community were recruited to evaluate the debaters' performance. The four debate teams all began to debate at the same time. Two judges were asked to evaluate two teams at a time. They were given a rubric to evaluate the teams during a fifteen minute debate period. Teams were asked to conclude with their most compelling argument at the twelve minute mark.

Judges were given five minutes to determine the winning team and the top debater of the winning team. Once the winners were announced they were given their gift certificates.

PRIZES:

First Place Team \$10 for each team member
Runner-Up Team \$5 for each team member

Judges will determine to two top debaters of the competition who will each be given an additional \$5.

Participants: Medical Pathway Mentee Participants

Date: On Thursday, May 24, 2012

Time: 4pm

Location: Room 502 5353 Airway Rd. San Diego, CA

TOPICS:

1. Women of color who are blonde such as Jennifer Lopez, Beyonce, and Paulina Rubio influence young women of color who are not blonde to dye their hair.
2. Using photoshop in advertisements should be banned in the United States as they have been banned in England.

JUDGES:

David Chang, UCSD School of Medicine, Director of Outcomes Research

Hector Espinoza, Principal of San Ysidro High School

Nicole Lopez, UCSD Department of Surgery, Surgeon

Alberto Pulido, University of San Diego, Chair of the Ethnic Studies Department

RESULTS (12 participants)

First Place Winner: Con: Blonde = Beautiful

Top Debater

Amada Perez	\$15.00
Natasha Segura	\$10.00
Sandra Del Rio	\$10.00

Runner Up: Pro: Blonde =Beautiful

Jazmin Davalos	\$5.00
Nicolle Rea	\$5.00
Grecia Galeana	\$5.00

First Place Winner: Pro: Ban on Photoshop in Advertisements

Top Debater

Pedro Alvarado	\$15.00
Christopher Kane	\$10.00
Rosa Gonzalez	\$10.00

Con: Ban on Photoshop in Advertisement

Gilbert Paredes	\$5.00
Ernesto Cantera	\$5.00
Yaneli Gonzalez	\$5.00

SUB-TOTAL \$100.00

Given to Ms. Sheila Krotz for cake & decorations

\$25.00

TOTAL \$125.00



Thank you Chancellor’s Committee on the Status of Women for your generous sponsorship!

APPENDIX I

Female Faculty Farewell Tea



for

Chancellor Marye Anne Fox

(and welcome to Faculty!)



Friday June 22, 2012 8:00am-9:30am
at the UCSD Faculty Club Lounge/Patio



Hosted by CSW, CGRP, OADEO**, WISE, WLA*

**Center on Research on Gender in the Professions*

***Office of Academic Diversity and Equal Opportunity*



RSVP required smarx@ucsd.edu Susan Marx (Faculty co-Chair, Chancellor's Advisory Committee on the Status of Women)



“It was wonderful to hear thought provoking conversations and friendships renewed and created. We loved most of all, Chancellor Marye Anne Fox's personal stories of triumph and despair, challenge and success, planned strategy and handling life to test one's mettle. Again, we wish all the best in Chancellor Fox's new endeavors”. ~ Susan Marx, CSW Faculty Co-Chair

ATTENDEES

Barnes, Eva	Ferrante, Jeanne	Lindenberg, Katja	Sears, Dorothy P.
Brainerd, Sally	Forbes, Douglass	Marx, Susan	Sharpee, Tatyana
Brown, Mae	Frazer, Kelly	McDonald, Marianne	Sosa, Sharryl
Brown, Sandra	Golden, Susan	McGraw, Debbie	Spector, Debbie
Brydges, Stacey	Hook, Vivian	Nichols, Sara	Talbot, Jan
Chamberlain, Lori	Jasani, Tanaaz	Pillus, Lorraine	Tapia, Nadia
Davis, Glynda	Jenkins, Elizabeth	Pollack, Mica	Wahlig, Nancy
Deas, Debbie	Jernigan, Terry	Rothschild, Linda	Westal, Carrie
Dolan, Judy	Johnson, Tracy	Rue, Penny	Zangwill, Linda
	Leutgeub, Jill	Savoia, Maria	