Annual Report to the Chancellor

CACSW Activities for FY 2010-2011

Chancellor’s Advisory Committee on the Status of Women

August 2011
This report from the UC San Diego Chancellor’s Advisory Committee on the Status of Women (CSW) summarizes our activities and recommendations from the 2010-2011 academic year. We are continuing with the format initiated last year—an easy-to-read one page report that presents the main CSW activities and recommendations followed by detailed reports from our sub-committees and various appendices.

Appendices G 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 honored to include brief reports from them when provided.

The CSW remains honored to continue advising the Chancellor on the status of women on our San Diego campus and we look forward to continuing to do so even as we transition with the other UCSD diversity initiatives to be located within the new Office for the Vice Chancellor of Diversity, Equity & Inclusion.
CSW 2010-2011 EXECUTIVE REPORT

SUMMARY of 2010-2011 CSW ACTIVITIES

I. 3rd Annual All-Staff Women’s Conference: “(Re) Defining the UC San Diego Woman: Marketing Yourself” – see Staff Issues Subcommittee Report for more information

II. TWIN AWARD – Dr. Gabriele Weinhausen, Associate Dean, Division of Biological Sciences

III. Guest Speakers attended meetings to provide information on UCSD activities that affect female faculty.
   November, 2010 – Jon Welch, Director, Office of Academic Diversity & Equal Opportunity and Jeanne Ferrante, Associate Vice Chancellor-Faculty Equity presented data on ladder-rank faculty workforce, including the progress of hiring and advancing women
   a. December 2010 – Judith Varner & CK Chang (Chair & Vice-Chair of Senate’s Diversity Council) presented on recruitment of female faculty and the climate for female faculty as well as how CAP considers (or doesn’t consider) diversity efforts of faculty
   b. January, 2011 – Mary Blair-Loy, Center for Research on Gender in the Professions spoke about her Center, the research and grants in which it is engaged, and the levels of inequality (social-psychological, departmental and disciplinary) that exist for women. As a result of this talk, CSW invited Mary to join CSW as a consultant.
   c. April 2011 – Jennifer Oh (Post-Doctoral Visiting Scholar Affairs), Kate Hanson (graduate student), and Alicia Kulikowski (undergraduate student) joined us for a conversation about family-friendly policies for post-doctoral scholars, graduate student and undergraduates. Student-Parents do not feel supported by UCSD and would like more support (see recommendations).
   d. June 2011 – Shelly Halpain, Division of Biological Sciences Equity Advisor presented on numbers of female faculty in the Division and discussed the need for a method to assess salary differentials as well as the climate on salary equity

IV. Meritocracy Panel – 56 faculty, staff and graduate students attended. See Appendix F for a summary.

V. Truth Values Performance – 350+ (a sold-out show) attended. See Appendix F for a summary.

OVERALL RECOMMENDATIONS TO THE CHANCELLOR

I. Increase the number of lactation rooms on campus. Currently UCSD campus has 5 official lactation facilities and two within the medical center. We recommend that at least 4 additional official lactation rooms are added to campus to put most women within a 5-7 minute walk of a lactation facility (SACSW’s recommended best practice). Please see Appendix Et for a suggested map of lactation facilities. CSW has spoken to Gary Matthews about this and he is willing to work with us, the campus architect and local departments to facilitate this expansion of lactation facilities.

II. Institute a Student-Parent Task Force. There is a growing population of student-parents and a task force is needed to assess the needs of this population and address their challenges. This task force should include student-parents and be led by an administrator at a fairly high level (perhaps the VCSA), as appointed by the Chancellor. The 2011-2012 CSW will be following up in October with a recommendation of a task force mission, membership and first year goals.

III. Update and Redo the Gender Equity Survey. The survey is 10 years old and no longer reflective of our current climate, yet its data could be of significant use. The CRGPC Report in Appendix G provides more details.

IV. Create a Campus-Wide Process for Faculty Rank & Salary Reporting. Using Biological Sciences as a model, explore the creation of a campuswide process for reporting faculty ranks and assessing salary differentials so it is easier for departments to do so and enable department-to-department comparisons.
STAFF ISSUES SUBCOMMITTEE REPORT

The Staff Issues Subcommittee dedicated its efforts this year on coordinating and hosting the third annual Women’s Conference and in doing so, accomplished the following goals in response to last year’s recommendations:

1. Cultivated ongoing conference sponsorships and successfully received over $5000 in other campus support (Appendix A – Conference Sponsors);
2. Involved more representatives and speakers from Health Sciences and SIO;
3. Used survey feedback to develop the “Marketing Yourself” subtheme (Appendix B – Conference Program);
4. Collaborated with other campus entities to enhance the resource fair (Appendix C – List of Resource Fair Participants).

With close to 600 attendees (mostly staff), the 2011 Women’s Conference provided CSW a vehicle to inform and educate the campus community on issues affecting women. We invited a greater number of faculty speakers to align the conference with CSW’s annual focus on the faculty. Our keynote speaker was well-respected Professor and Dean of Graduate Studies, Kim Barrett. She was an effective presenter who was able to relate with the audience by sharing her life story of how she successfully marketed herself first in an academic field dominated by men, then through her transition to an administrative role as Dean. We also enhanced the diversity of the Panel by inviting panelists from Health Sciences and from other more technical staff classifications. Overall the conference was a success (see Appendix D). In the future, the majority of attendees would like to see more staff outreach and development opportunities through an expanded conference format that would include longer break-out sections and increased networking and mentoring sessions.

RECOMMENDATIONS:

Thus, we have the following recommendations:

1. At an expense of less than $10 per person, the Women’s Conference is an extremely valuable and cost-efficient CSW contribution in the development of University staff. We recommend that UC San Diego continue this annual conference and pursue collaborative opportunities with other UC campuses and other UCSD organizations to avoid duplication of efforts and to save money while expanding outreach to women staff members.
2. The continued success of the Women’s Conference is dependent upon a sustained level of support separate from the CSW annual allocation. We recommend that UC San Diego continue to provide a separate budget allocation of no less than $4000 per year with the caveat that CSW planning members will continue to develop and solicit sponsorships from sources both within the University and outside in the greater San Diego community.
3. We recommend that the future planning community continue to incorporate feedback received from attendees and current planning members for the purpose of improving and expanding the staff development opportunities offered within the conference and in the months directly after the event. Specifically, options for break-out sessions, early planning efforts, panelist/speaker preparation and training, and free space venues should be considered in order to increase the viability and effectiveness of the conference.
4. Outreach still needs to be conducted with female staff from other VC areas –especially Health Sciences and SIO—to ensure adequate representation on CSW from sections across campus.
FACULTY ISSUES SUBCOMMITTEE REPORT

This year, the focus of CSW was on the faculty and the following issues were discussed and events co-sponsored:

1. FACULTY EQUITY
   a. Faculty equity in the areas of STEM (Science, Technology, Engineering and Mathematics) is of continued concern since the 2009 NSF ADVANCE Institutional Transformational Catalyst proposal. Institutional barriers include the lack of support and training to hire women in faculty in the STEM areas and the ratio of women in Faculty Leadership positions.

   b. There is a level of inequality of women in academia with a significant decrease in Engineering and Physical Sciences. These levels of inequality are departmental (climate), social-psychological (cognitive devaluing, family status, performance reward), and disciplinary (less geographical bonds). Preliminary findings show women are paid (12.6%) less than men in total compensation, women have slower rates of advancement to Associate and Full Professor ranks than men, and men have a faster rate to promotion than women.

   c. Underutilization of women in faculty is shown by the OADEO (Office of Academic Diversity and Equal Opportunity) data for the years of 2000-2009 on ladder-rank faculty workforce in the achievement of placement goals. In the last 26 years the recruitment process has had a major shift toward academic excellence and diversity. The goal is to market UCSD as an excellent climate and sustainability after hire.

2. FACULTY WORK/LIFE BALANCE
   a. Emergency/back-up child and dependent care as a cost effective means to improve faculty work/life.

   b. Private lactation facilities to improve faculty work/life balance.

   c. Faculty do not always feel safe on campus with heightened concern after recent sexual assaults.

RECOMMENDATIONS

1. New activities for faculty equity to include mentoring workshops, faculty diversity education, search committee orientations, and changes in the recruitment process to enhance our institutional readiness for a future proposal.

2. In June 2011, CSW Faculty Co-Chair Susan Marx, met with Chancellor Fox discussing the safety of women on the UCSD campus. Subcommittee supports Chancellor Fox’s plan for free self defense classes for every woman at UCSD. SARC (Sexual Assault and Resource Center) will follow-up to have the RAD (Rape Aggression Defense) classes be free by processing a registration refund upon course completion ensuring enrollments. SARC is creating a brochure listing all services. SARC requests Chancellor Fox to include a statement in this brochure endorsing campus safety. SARC will send a reminder out at the beginning of each academic year that CSO (Campus Security Officer) escort services and self defense classes are available to faculty and staff besides the students.
STUDENT ISSUES SUBCOMMITTEE REPORT

Report not provided
WEBSITE and POLICY/BYLAWS SUBCOMMITTEE REPORT

The purpose of this committee is to update the CSW 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. The Bylaws were approved in 10/11 and will be reviewed at the first meeting of each year.

10/11 Activities:
- Presented final draft Bylaws to the committee that was approved by voting members.
- Developed a new page for WISE contacts since they no longer have a web presence.
- Provided Assistant Chancellor for Diversity with specifications for the re-development of the TWIN and Membership Application forms.
- Updated the contact pages.
- Updated the roster.

Operational Recommendation:
- Formally, seek input on the website content from the membership.
- Assess website to determine new methods for linking to external content; including a more robust interaction
- Move CSW website to BLINK using the cms system to allow Website Coordinator to easily manage and update the website
3rd Annual UC San Diego Women’s Conference
“(Re) Defining the UC San Diego Woman: Marketing Yourself”
March 23, 2011

Conference Sponsors

• Chancellor’s Advisory Committee on the Status of Women
• Academic Computing & Media Services
• Housing, Dining, & Hospitality
• Human Resources
• Imprints
• University Centers
# Program Agenda

## Wednesday, March 23, 2011

### 8:30 am - 12:30 pm

**Price Center West Ballroom**

### Registration, Refreshments, Resource and Vendor Fair

#### 8:30 - 9:00 am

- **Tricia Bertram-Gallant**, Academic Integrity Coordinator, Academic Affairs and Co-Chair Chancellor’s Advisory Committee on the Status of Women and on behalf of the Chancellor
- **Glynda Davis**, Assistant Chancellor for Diversity

**MODERATOR:** **Kathleen D. Johnson**, Director, Undergraduate Education and Program Planning

- **Melanie Benn**, Clinical Social Worker, Thornton Hospital
- **Bernadette Han**, Principal Consultant, Staff Education and Development
- **Kathy Hay**, Business Officer, Division of Biological Sciences
- **Maria Lofftus**, Assistant Dean for Academic Affairs and Special Initiatives, Rady School of Management
- **Trisha Lollo**, Associate Administrator, Oncology Services, UC San Diego Health Systems
- **LaWana Richmond**, Business Analyst, BFS-Mail Services

### 9:00 - 9:15 am

**Welcome**

**MODERATOR:** **Kathleen D. Johnson**, Director, Undergraduate Education and Program Planning

- **Melanie Benn**, Clinical Social Worker, Thornton Hospital

### 9:15 - 10:30 am

**Panel**

- **Maria Lofftus**, Assistant Dean for Academic Affairs and Special Initiatives, Rady School of Management
- **Trisha Lollo**, Associate Administrator, Oncology Services, UC San Diego Health Systems
- **LaWana Richmond**, Business Analyst, BFS-Mail Services

### 10:30 - 10:50 am

**Break / Resource and Vendor Fair**

### 10:50 - 11:30 am

**Keynote Speaker**

- **Tricia Bertram-Gallant** to introduce
  - **Dr. Kim E. Barrett**, Dean of Graduate Studies and Professor of Medicine

### 11:30 am - 12:30 pm

**Closing Remark, Resource and Vendor Fair**

- **Susan Marx**, Computer Science and Engineering Faculty, Co-Chair Chancellor's Advisory Committee on the Status of Women
INDEPENDENT VENDORS

1) California Casualty
   imorales@calcas.com
2) Chase Bank
   www.chase.com
3) Diana Hoppe, Inc.
   http://drdianahoppe.com/
4) Elder Care Guides
   http://www.eldercareguides.com/
5) Estancia La Jolla Hotel
   www.estancialajolla.com
6) Inspired Designs by Patricia
   http://www.idbyp.com/
7) Juice Plus+
   www.sky4health.com
8) Karise Body Therapy
   http://www.karisebodytherapy.com/
9) O’ Heavenly Bath
   tylerems@gmail.com
10) Northwestern Mutual
    http://www.northwesternmutual.com/
11) Red Leaf Cleaning
    http://redleafcleaning.com/
12) Solana Center for Environmental Innovation
    http://www.solanacenter.org/about.html
13) Styl’n Unique Accessories
    tiffanyjoanneh@gmail.com
14) Thirty-One Gifts
    http://www.mythirtyone.com/emelyn/
15) UCSD - Family & Preventative Medicine (The PRYSMS Study)
    http://coe.ucsf.edu/scor/prysms/
16) United Way of San Diego
    http://www.uwsd.org/

CAMPUS RESOURCES

1) Accommodation, Counseling & Consulting Services (ACCES)
   http://blink.ucsd.edu/sponsor/hr/org-chart/accom-counseling-consulting.html
2) Box Office
   http://boxoffice.ucsd.edu/
3) Campus Community Centers (Women’s Center, Cross-Cultural Center, LGBT Resource Center)
   http://blink.ucsd.edu/HR/policies/diversity/centers/?delivery=&coming_from=
4) Campus Recreation (Fit Life)
   http://recreation.ucsd.edu/
5) Committee on the Status of Women (CSW)
   http://statusofwomen.ucsd.edu/
6) CREATE - The San Diego Area Writing Project
   http://sdawp.ucsd.edu/
7) Early Childhood Education Center
   http://blink.ucsd.edu/HR/services/support/child/ECEC/
8) EH&S (Pain Relief Program)
   http://blink.ucsd.edu/sponsor/EHS/index.html
9) Employee Relations, Policy Development and Work/Life
   http://blink.ucsd.edu/sponsor/hr/org-chart/emp-chart/emp-relations-worklife/
10) Equal Opportunity/Staff Affirmative Action/Career Connection
    http://blink.ucsd.edu/sponsor/hr/org-chart/emp-chart/EOSSAA.html
11) Extension
    http://extension.ucsd.edu/
12) Faculty and Staff Assistance Program (FSAP)
    http://blink.ucsd.edu/sponsor/hr/org-chart/fsap.html
13) Human Resources
    http://blink.ucsd.edu/sponsor/hr/index.html
14) Mesa Child Development Center
    http://blink.ucsd.edu/HR/services/support/child/mesa.html
15) Office for Prevention of Harassment and Discrimination (OPHD)
    http://ophd.ucsd.edu/
16) Professional Recruitment & Community Outreach Services
    http://blink.ucsd.edu/sponsor/hr/org-chart/empl-community-outreach.html
17) Psychology (Mindfulness Based Stress Reduction)
    http://health.ucsd.edu/specialties/psych/mindfulness/
18) Retirement Association
    http://blink.ucsd.edu/HR/benefits/financial/retire/association.html
19) Sexual Assault Response Center (SARC)
    http://www.ucsd.edu/current-students/wellness/organizations/sarc/index.html
20) Staff Association
    http://blink.ucsd.edu/HR/services/associations/
21) Staff Education & Development
    http://blink.ucsd.edu/sponsor/hr/org-chart/staff-ed/index.html
22) Transportation
    http://blink.ucsd.edu/facilities/transportation/commuting/solutions/index.html
23) UC San Diego Medical Center
    http://blink.ucsd.edu/sponsor/veterans/
# APPENDIX D:
## SUMMARY OF CONFERENCE SURVEY RESULTS

### How did you find out about the 2009 Women's Conference?

<table>
<thead>
<tr>
<th></th>
<th>2009</th>
<th>2010</th>
<th>2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>BLINK</td>
<td>36%</td>
<td>23%</td>
<td>30%</td>
</tr>
<tr>
<td>Chancellor’s Campus Notice</td>
<td>34%</td>
<td>26%</td>
<td>29%</td>
</tr>
<tr>
<td>Supervisor</td>
<td>18%</td>
<td>8%</td>
<td>6%</td>
</tr>
<tr>
<td>Co-Worker/Colleague</td>
<td>18%</td>
<td>18%</td>
<td>11%</td>
</tr>
<tr>
<td>Email from Organizers</td>
<td>NA</td>
<td>NA</td>
<td>28%</td>
</tr>
<tr>
<td>Email from Staff Association</td>
<td>NA</td>
<td>NA</td>
<td>14%</td>
</tr>
<tr>
<td>Other (e.g., poster, bus/price center/email)</td>
<td>12%</td>
<td>49%</td>
<td>6%</td>
</tr>
</tbody>
</table>

### What VC area do you work in:

<table>
<thead>
<tr>
<th></th>
<th>2009</th>
<th>2010</th>
<th>2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>Academic Affairs</td>
<td>27%</td>
<td>34%</td>
<td>38%</td>
</tr>
<tr>
<td>External &amp; Business Affairs</td>
<td>34%</td>
<td>18%</td>
<td>17%</td>
</tr>
<tr>
<td>Health Sciences/Medical Center</td>
<td>18%</td>
<td>27%</td>
<td>20%</td>
</tr>
<tr>
<td>Marine Science/Scripps Institution of Oceanography</td>
<td>2%</td>
<td>6%</td>
<td>3%</td>
</tr>
<tr>
<td>Research Affairs</td>
<td>NA</td>
<td>NA</td>
<td>6%</td>
</tr>
<tr>
<td>Resource Management and Planning</td>
<td>2%</td>
<td>6%</td>
<td>3%</td>
</tr>
<tr>
<td>Student Affairs</td>
<td>11%</td>
<td>10%</td>
<td>13%</td>
</tr>
<tr>
<td>Other</td>
<td>8%</td>
<td>7%</td>
<td>10%</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th></th>
<th>2009</th>
<th>2010</th>
<th>2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>The conference was well organized</td>
<td>97%</td>
<td>93%</td>
<td>93%</td>
</tr>
<tr>
<td>The conference content was applicable to my life</td>
<td>92%</td>
<td>80%</td>
<td>81%</td>
</tr>
<tr>
<td>The panelists’ stories were inspiring</td>
<td>NA</td>
<td>NA</td>
<td>86%</td>
</tr>
<tr>
<td>The keynote address was inspiring</td>
<td>97%</td>
<td>88%</td>
<td>71%</td>
</tr>
<tr>
<td>The conference gave me ideas and tools</td>
<td>92%</td>
<td>63%</td>
<td>67%</td>
</tr>
<tr>
<td>I would attend the conference if offered again</td>
<td>93%</td>
<td>88%</td>
<td>86%</td>
</tr>
<tr>
<td>I would recommend other women to attend the conference</td>
<td>96%</td>
<td>88%</td>
<td>84%</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th></th>
<th>2009</th>
<th>2010</th>
<th>2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pre-Conference Information</td>
<td>95%</td>
<td>97%</td>
<td>90%</td>
</tr>
<tr>
<td>On-site Check-In/Registration</td>
<td>96%</td>
<td>94%</td>
<td>79%</td>
</tr>
<tr>
<td>Resource Fair</td>
<td>93%</td>
<td>68%</td>
<td>63%</td>
</tr>
<tr>
<td>Vendor Fair</td>
<td>NA</td>
<td>NA</td>
<td>54%</td>
</tr>
<tr>
<td>Keynote Address</td>
<td>98%</td>
<td>91%</td>
<td>75%</td>
</tr>
<tr>
<td>Panel #1</td>
<td>96%</td>
<td>69%</td>
<td>85%</td>
</tr>
<tr>
<td>Panel #2</td>
<td>95%</td>
<td>NA</td>
<td>NA</td>
</tr>
<tr>
<td>Conference facilities</td>
<td>88%</td>
<td>92%</td>
<td>95%</td>
</tr>
<tr>
<td>Refreshments/food options</td>
<td>95%</td>
<td>NA</td>
<td>NA</td>
</tr>
<tr>
<td>Length of individual sessions</td>
<td>97%</td>
<td>86%</td>
<td>88%</td>
</tr>
<tr>
<td>Length of the entire conference</td>
<td>96%</td>
<td>87%</td>
<td>89%</td>
</tr>
</tbody>
</table>
### The topics the attendees would like to see at future conferences:

<table>
<thead>
<tr>
<th>Topic</th>
<th>2009</th>
<th>2010</th>
<th>2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mentoring</td>
<td>56%</td>
<td>43%</td>
<td>39.1%</td>
</tr>
<tr>
<td>Work/Life Balance</td>
<td>71%</td>
<td>32%</td>
<td>NA</td>
</tr>
<tr>
<td>Succession Planning</td>
<td>49%</td>
<td>31%</td>
<td>25.5%</td>
</tr>
<tr>
<td>Career Advancement</td>
<td>NA</td>
<td>62%</td>
<td>65.1%</td>
</tr>
<tr>
<td>Leadership</td>
<td>66%</td>
<td>47%</td>
<td>39.6%</td>
</tr>
<tr>
<td>Management</td>
<td>54%</td>
<td>30%</td>
<td>29.2%</td>
</tr>
<tr>
<td>Continuing Education</td>
<td>NA</td>
<td>37%</td>
<td>31.3%</td>
</tr>
<tr>
<td>Networking</td>
<td>NA</td>
<td>30%</td>
<td>33.9%</td>
</tr>
<tr>
<td>Marketing Yourself</td>
<td>NA</td>
<td>NA</td>
<td>22.4%</td>
</tr>
<tr>
<td>Other</td>
<td>8%</td>
<td>8%</td>
<td>12.0%</td>
</tr>
</tbody>
</table>

### The percentage of attendees who felt that the conference:

<table>
<thead>
<tr>
<th>Feeling</th>
<th>2009</th>
<th>2010</th>
<th>2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>made them feel more confident as women</td>
<td>NA</td>
<td>79%</td>
<td>NA</td>
</tr>
<tr>
<td>motivated them to seek further education/career development</td>
<td>NA</td>
<td>86%</td>
<td>NA</td>
</tr>
<tr>
<td>motivated them to pursue career advancement</td>
<td>NA</td>
<td>82%</td>
<td>NA</td>
</tr>
<tr>
<td>helped them understand the importance of your contribution to your department/organization</td>
<td>NA</td>
<td>58%</td>
<td>NA</td>
</tr>
<tr>
<td>inspired them to improve your work/life balance</td>
<td>NA</td>
<td>81%</td>
<td>NA</td>
</tr>
<tr>
<td>helped them see all the different roles women play on campus</td>
<td>NA</td>
<td>80%</td>
<td>NA</td>
</tr>
<tr>
<td>helped them network with other women in other departments</td>
<td>NA</td>
<td>59%</td>
<td>NA</td>
</tr>
<tr>
<td>informed them of resources for women on campus</td>
<td>NA</td>
<td>80%</td>
<td>NA</td>
</tr>
</tbody>
</table>

*NOTE: after 2009, attendees were given the option of "neither disagree nor agree" which probably accounts for the drop in % satisfied*
A - Biomedical Science Building, Next to B241 in the basement
B - Price Center, Green Room (Room 2.115)
C - Old Student Center. Women's Center (check in at front desk)
D - Torrey Pines Center North. Room 130
E - SIO Eckart Library. Room 118, 1st-floor women's restroom
F - Thornton Hospital, 320 West Wing

G - in the ERC/Institute of the Americas/RIMAC area
H - in the TMC/Extension Studies area
I - in the Warren College/Campus Services Complex area
J - in the Revelle/Theatre District area
APPENDIX F:

REPORTS OF CSW REPS TO OTHER COMMITTEES

SYSTEMWIDE ADVISORY CSW (SACSW)
For the 2010-2011 year, the SACSW continued their work on pursuing the May 2010 Report recommendations, with a particular focus on Work-Life Balance. The SACSW met in October, February, and May and during those meetings, we: compared various campus family-friendly policies for faculty and staff; discussed lactation accommodation policies, best practices and current campus provisions; reviewed the need and possibilities for emergency child and dependent care; and, contemplated the workforce development issues that should be tackled in the 2011-2012 year.

As a result of these meetings and conversations, UCOP is now pursuing a system-wide offering of emergency child and dependent care (RFP is currently in process) and surveying local HR/Compliance Officers about Lactation Accommodations. We were very pleased with the actions that the SACSW was able to stimulate at the system-wide level, actions that will benefit female and male employees alike.

UCSD’s CSW recommended to the SACSW that, wherever possible, students are given access to the same family-friendly policies as staff, especially access emergency child/dependent care and suitable lactation accommodations.

UCSD’s CSW spent the year following up on the system-wide 2010 recommendations and the status of UCSD on those items of concern. See Appendix H for more information on the current status and future follow-up required.

CHILDCARE OVERSIGHT COMMITTEE
As far as we know, the Childcare Oversight Committee did not meet in 2010-2011.

CHANCELLOR’S DIVERSITY COUNCIL
The Diversity Council met three times during the 2010-11 academic year: October 21st, February 17th, and April 22nd. In a continued effort to address campus-wide diversity initiatives, the primary focus for the Council this year has been on improving climate reinforced by racially-charged incidents during Winter Quarter 2010. In March 2011, based on input from Academic Senate Council, Campus Climate Council, academic deans and the Chancellor’s Council, the Cabinet, faculty equity advisors and other diversity-related constituents, Chancellor Fox agreed that the optimum administrative structure for diversity at UC San Diego would be an office led by a Vice Chancellor for Equity, Diversity and Inclusion (VC - EDI). Ultimately, this position will be responsible for building on existing diversity plans to develop and implement campus-wide strategy on equity, diversity and inclusion. The full-time position will replace the Associate Chancellor/Chief Diversity Officer (CDO) position held by Dr. Sandra Daley whose three-year term as CDO ends June 30, 2011. An all-campus notice was sent on May 4, 2011 formally announcing the establishment of the new VC position with a national search forthcoming. Further, in an effort to promote diversity events and highlight Council sponsored events on campus, the “Diversity and Inclusion Calendar” was established and can be linked directly from the Diversity homepage.

Based on UC San Diego preliminary findings heard in a presentation given to CSW in our February meeting entitled “Gender in Academia”, this newly established VC position reflects the ongoing commitment to ensuring consistent progress toward campus-wide diversity goals to provide a welcoming, safe and inclusive environment for students, staff and faculty alike. As such, a continued focus towards improving on under-representation in minority students and women in faculty/staff positions is critical to our success.

POSTDOCTORAL SCHOLAR ASSOCIATION (PDA)
We haven’t had a representative on this but will look at reinstituting it in 2011-2012
APPENDIX G:

REPORTS FROM CSW CONSULTANTS

CSW membership includes non-voting consultants representing the three University 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), the UCSD Staff Association Executive Board, the Women’s Leadership Alliance (WLA), and Women in Science and Engineering (WISE). This year we were pleased to add the Center for Research on Gender in the Professions (CRGP), headed by Professor Mary Blair-Loy as a consultant.

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.

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

I joined the CSW as a Consultant in Winter Quarter 2011. I helped plan two Spring 2011 activities focusing on the status of women faculty at UCSD:

May 6: Unexpected Theater’s “Truth Values: One Girl’s Romp through MIT’s Male Math Maze” and Panel. Attendance 350+

Unexpected Theater and Gioia De Carli’s performance encourages the audience to think more deeply about the challenges of being a woman in a male-dominated field. Sold out Potiker Theater. Afterward, I moderated a panel with Ms. De Carli, Prof. Sam Buss, former Chair of the mathematics department, Prof. Nadine Graves-George (Theater and Dance) and graduating math senior Lelani Gilpin. Co-sponsored by the Office of the Associate Vice Chancellor for Faculty Equity, the Office of Graduate Studies, and the Chancellor’s Advisory Committee on the Status of Women, ViaSat and the Hart Family. AVC Jeanne Ferrante and CSW Co-Chair Susan Marx took the lead in planning the performance.

April 18: Panel discussion on the Culture of Meritocracy in Research Universities with visiting scholar Emilio Castilla, Associate Professor, MIT Sloan School of Management. Attendance: 56.

This event began with a welcome by CSW co-chair Tricia Bertram Gallant. It then featured a brief presentation by Prof. Castilla on his recent research. Castilla and co-author S. Benard develop and test the argument that when an organizational culture promotes meritocracy (compared with when it does not), managers in that organization may actually show greater bias in favor of men over equally performing women in translating employee performance evaluations into rewards and other key career outcomes.

I then moderated a distinguished panel that included: Professor Emilio Castilla, Dean Jeff Elman (Dean, Division of Social Sciences; Distinguished Professor, Cognitive Science), Professor Jeanne Ferrante (Professor, Computer Science; Associate Vice Chancellor of Faculty Equity; Associate Dean, Jacobs School of Engineering), Professor Marta Kutas (Distinguished Professor and Chair, Cognitive Science), and Professor Katja Lindenberg (Distinguished Professor, Chemistry).

Panelists discussed if and how UCSD has a “paradox of meritocracy” that devalues women and, if so, what can be done to create change. Co-sponsored by the Center, the Chancellor’s Advisory Committee on the Status of Women, and WISE (Women in Science and Engineering. (Special thanks to the CSW planning committee. Special thanks to graduate students in my Gender, Work, and the Economy course who implemented the event and who co-authored with me the subsequent report on the event issued by the Center for Research on Gender
in the Professions.) The panelists discussed the role that outside offers play in salary increases. It is a widespread practice that faculty members who receive an outside offer to ask the university to make a retention offer, which often leads to a salary increase. Anecdotal evidence provided by the panel suggests that men more frequently engage in this practice than women. Consistent with social scientific research, there may be a widespread cultural understanding in the academic labor market that views the ideal worker as male. If the labor market disproportionately values men over equally qualified women faculty members, and/or if men are more likely than women to seek outside offers, the panel agreed that the practice of using outside offers as reasons for salary increases may appear meritocratic but actually contributes to gender inequities at UCSD. Panelists generated several recommendations, which informed a report I wrote with co-authors on behalf of the Center for Research on Gender in the Professions.

RECOMMENDATIONS:

1. The UCSD Gender Equity Survey that was done 10 years ago should be completed again, with sufficient support to ensure a high quality study. (See the annual faculty equity studies done by New York University).
   a. The survey should be done annually. Results should be publicized widely.
   b. The survey should be expanded to include additional measures emphasized in social science research on faculty careers (including outside offers, quality [see below], and family status), which would help us better understand any gender or race salary gaps that may be found.
   c. Measures for faculty quality (in research, teaching, and administration) normed for departments or divisions should be developed and added to the survey.

2. In this era of stagnant internal pay scales, a distinguished task force should review the evidence on impact of outside offers on generating higher off-scale salaries for faculty members. This task force should consider whether UCSD should adopt alternative methods for generating similar pay raises to preemptively retain high-quality faculty who are not on the market.

3. Working with the office of the Associate Chancellor for Faculty Equity and the Graduate Dean, faculty and graduate students should be explicitly educated about unintended bias and how they can work to overcome it.
   a. Units should be clear and transparent about what faculty members need to do in order to be promoted and receive a raise. Given the significance of outside offers and awards for professional success at UCSD, I suggest that units inform their faculty of the effects of external job offers and mentor faculty members about how they can obtain awards.

CROSS-CULTURAL CENTER: CC Center Representative, Edwina Welch

The Cross-Cultural Center’s 2010-2011 report will be available in mid-September. The 2009-2010 report can be reviewed at http://ccc.ucsd.edu/pdf/2009-10%20Annual%20Report%20Final.pdf

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 2010/2011, 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, EO/SAA continued to
work on the design of the Culturally Competent Management Program (CCMP) for current and aspiring managers and supervisors. The CCMP e-learning and classroom components will be available fall 2011. Additionally, conciliation services and career development services were provided to UC San Diego staff. Services provided to women slightly exceeded their 65% representation in the workforce.

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

*Report not provided*

**OFFICE FOR THE PREVENTION OF HARASSMENT & DISCRIMINATION (OPHD):** LORI CHAMBERLAIN, OSHPP Director

The Office for the Prevention of Harassment and Discrimination (OPHD) officially opened in February of 2011. Formerly the Office of Sexual Harassment Prevention and Policy, OPHD has expanded responsibilities, providing assistance to students, faculty, and staff regarding reports of bias, harassment, and discrimination of all types, including sexual harassment. OPHD also oversees the new online reporting system, ReportBias, 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. 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 recent guidance from the Office for Civil Rights.

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

SARC was busy with the Dept of Justice and Dept of Education grants addressing increased violence prevention and enhancing victim services during this academic year. The media campaign with the social norms messages, Law Enforcement training and the Bystander Intervention trainings for students and staff were three key activities geared towards completing the goals of the grants. The media campaign, which includes posters and YouTube videos, gives the students the positive, inclusive empowering statistics from the UCSD survey on bystander intervention and violence prevention. During this academic year, over 1000 students and staff received Every Little BIT Counts workshops, which describe facts about sexual assault, relationship violence and stalking, explain the model and allow participants to incorporate the model in scenarios. The Bystander Intervention model was developed here on campus and has been well received by the UCSD community. The simplicity of the model (4 A’s and IDEAS) not only helps an individual responding to uncomfortable situations which could lead to violence but also in other situations such as homophobic and racist situations. SARC staff partnered with UCSD Police Dept and developed an 8 hour training on investigating and responding to victims of sexual assault, relationship violence and stalking. At the end of three classes, all UCSD Police Officers had completed the training. In April, SARC received the good news that the Avon Foundation awarded the dept a grant to increase education on dating violence within the College population.
UCSD STAFF ASSOCIATION EXECUTIVE BOARD: Leanne Dolbeck: Executive Board Representative

Light the Night Walk – Nancy Whitson from UCSD Moores Cancer Center and Kristin from Leukemia Lymphoma Society. These two groups have partnered together for this annual event. Nancy, as part of her personal call to action, gave us a summary of the history and the events that occur at a Light the Night Walk, and offered to talk at individual Staff Associations’ meetings about this event, and requested for participants, help and volunteers at our meeting for those of us interested.

Campus Climate Council UC San Diego Staff Association participated in the UC San Diego Campus Council on Climate, Equity and Inclusion.

UJIMA – Representative Paula Doss reported that they have several events are listed in “This week at UCSD” for Black history month. On Feb. 26 they will hold their Black History Month Scholarship Brunch. Shirley Ann Jackson, Ph.D., the first woman to graduate from MIT was the speaker. Black family night will be on Friday April 18. All students who attended in past came to UCSD.

UCSD entered into contract with the City to provide Lifeguard Services at Black’s Beach. The reasons are mainly for safety and liability; we are responsible for the access road and the cliffs, even though the state owns Black’s Beach.

UCSD Women’s Conference 3/23/2010 UC San Diego Staff Association shared a table amongst a group of UCSD resource tables. There was a keynote and panel of six speakers.

Council of UC Staff Assemblies (CUCSA) Quarterly Meeting June 1 - 3, 2011
Hosted By UC San Diego Staff Association

Annual Events included:
2010 All Staff Picnic
Green Open House
Chancellor’s 5K Challenge

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

During the 2010-2011 academic year we continued to build on our FACES Guiding Principles of Feminism, Awareness, Community, Empowerment, and Social Justice. These principles are integrated throughout the programming of the Women’s Center. This year the Women’s Center initiated over 40 programs and events, not including the many events that we have co-sponsored and supported. Some of our activities for the year, as related to the CSW charge, include:

- Sexual Assault Awareness Month Committee: co-led, along with SARC, the Sexual Assault Awareness Month Committee with highlights including the National Day of Action, Denim Day of Awareness, and Take Back the Night.
- International Women’s Day: with the International Center, recognized the 100 year anniversary of International Women’s Day with events and Open Mic Night at the Women’s Center.
- Dining & Dialogue and F-Word Film Series: continued our successful FACES Dining & Dialogue Series as well as our F-Word Film Series, exploring feminism, activism, love, community, and the media.
- Lactation Parking Program: created six Multi-Purpose Parking Permits to allow mothers and four to allow significant others (fathers, nannies, caregivers, partners) unlimited parking in service yard, loading zone, and meter spaces from 10:00 a.m. - 2:00 p.m., M-F, when displayed with a valid UCSD Annual/Daily/Limited Parking Permit. The Women’s Center is responsible for
permit control, and uses a log sheet to list the users name and telephone number when issuing and collecting the permit during and after lactation. The Women’s Center will request an extension of this program through the 20011-2012 academic year.

❖ **Pregnant Mother Parking Program:** In the ’06-’07 academic year, Transportation and Parking Services agreed to make parking arrangements, on a case-by-case basis, to assist pregnant mothers with closer parking accommodations near their offices during their last trimester or if they are having difficulty with their pregnancy. Jessica Chapin-Geipel, from the Women's Center, was asked to screen pregnant mothers and based on their needs contact TPS to discuss accommodation. This program has continued under the Women’s Center oversight.

**WOMEN’S LEADERSHIP ALLIANCE:** Judy Dolan, Theatre & Dance

Spring meeting with Kristina Larsen, Assistant Vice Chancellor of Academic Affairs. May 24, 2011

The meeting was productive, and focused on faculty leadership. The exchange within the faculty was frank and constructive. Several suggestions were made in terms of developing women leaders on campus, with the assistance of Academic Affairs:

Assistant Vice-Chancellor Larsen made note of the following recommendations:

1. Expand current new department chair orientation to other faculty administrators and invite Vice Chairs to attend as well.

2. Develop a more comprehensive written/online directory of resources for faculty leaders

3. Develop training opportunities for mentors. Consider pairing new department chairs with experienced chairs in more formal ways.

4. Create a series on academic leadership development to discuss the most recent research in the field, utilizing experts from around the country

**WOMEN IN SCIENCE & ENGINEERING (WISE AND GRADWISE) REPORT**

*Report not provided*
### UCSD CSW Follow Up on UC System-wide CSW Report August 2011

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<td><strong>WORK-LIFE</strong></td>
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<td>Implement emergency/back-up child and dependent care as a low-cost means to improve employee work/life balance</td>
<td>• UCSD is participating with the UC system to find a contractor to provide emergency back-up dependent care to faculty and staff. This will likely be an voluntary opt-in plan. RFP is out to the public.</td>
<td>1. Amanda Chavez, CSW Consultant, is the UCSD rep on the Advisory Panel for the Emergency Back-up Care RFP process. Amanda will be asked for updates at the monthly CSW meetings during this process.</td>
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| Require campuses to provide a menu of child and dependent/elder care options for families, including emergency back-up care. Options should include university-based care, contracts with third party vendors, and community based referrals | • We have babysitting resource available to faculty, staff and students - [http://blink.ucsd.edu/HR/services/support/parents/babysitting.html](http://blink.ucsd.edu/HR/services/support/parents/babysitting.html)  
• UCSD’s Eldercare Counselor has collected information about eldercare options in San Diego (see attachment). This information could be made available to the UCSD community via BLINK and may also be considered when selecting a emergency care back-up provider.  
• UCSD offers on-going Eldercare Support groups.  
• [http://blink.ucsd.edu/HR/benefits/work-life/family.html](http://blink.ucsd.edu/HR/benefits/work-life/family.html) provides a menu of available programs and services | 1. An annual reminder to UCSD community members should be sent CSW regarding these resources – people likely do not know that they are available. |
| Provide lactation facilities that are private and within a five minute walk from employee work areas | • We have 7 official lactation areas on campus (none at north campus): [http://blink.ucsd.edu/HR/services/support/parents/lactation/facilities.html](http://blink.ucsd.edu/HR/services/support/parents/lactation/facilities.html)  
• There are at least 9 additional “unofficial” lactation rooms on campus  
• The UC HR Compliance Officer has requested information on lactation facilities from each campus. Currently, our local HR is coordinating the collection of the requested information and will respond with the required information at the end of August 2011 | 1. The Women’s Center, in collaboration with CSW, should include the “unofficial” sites on the website (with a note that they are only available to department/building members); this prevents faculty or staff members from having to ask for these unofficial locations.  
2. CSW created a new map with suggested additional official lactation sites for our campus (see attached). CSW to follow-up with Gary Matthews on incorporating these into University plans. The projected cost is not yet known.  
3. CSW wants to ensure that all official sites are open to students, as well as staff and faculty; to do that, we need an online booking system and keycode entries. CSW to follow up with CSE faculty to see if a group of students can’t create that web application. Projected costs unknown. |
| **WORKFORCE DEVELOPMENT** |                         |                                        |
| Expand diversity training for search committees, including development of a model program | New Chairs Orientation initiated in Fall 2009: Session on Biases in Decision making by Lori Chamberlain.  
Quarterly chairs forums, initiated in Fall 2009: Diversity issues an integral part. | Jeanne Ferrante should continue with her successes and work with new Associate Chancellor Hodgkiss to ensure implementation of programs. |
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<td>Plan a conference in support of women’s advancement and career growth, either on a university-wide or regional basis (North and South)</td>
<td>The UCSD Women’s Conference has occurred three times and has been a tremendous success</td>
<td>The CSW will continue to facilitate our local conference and CSW reps to the system-wide committee will continue to advocate for the offering of regional conferences.</td>
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| Include achievements in supporting professional development and career advancement, including mentorships, in the performance review process for managers and supervisors, similar to the new performance review policy recently issued for Senior Managers | • Career Connection  
• Performance development goals and action plans required in annual performance appraisals.  
• Campuswide performance standards for supervisors include the requirement to develop employee performance.  
• Developed the statement of institutional commitment to professional development in The Values for Learning and Professional Development  
• Integrated the Principles of Community into all performance management systems.  
• In 2009/2010 nearly three quarters of staff employees participated in training services offered through Staff Education and Development, which represents a duplicated headcount of over 20,000 participants.  
• Offered 1300 classes or programs in 2009/2010 training year.  
• Host quarterly Perspectives on Leadership to expose current and prospective leaders to lessons learned by university executives, including executives who are women.  
• Partnership with the Rady School of Management to offer executive-level education and with Extension to offer management development for prospective and current middle managers.  
• web-based training in performance management and performance development accessible to all UCSD employees through UC Learning Center.  
• Culturally Competent Management Program with an e-learning module, instructor–led training, and a database of learning resources | |
<p>| Review existing and planned climate surveys with the objective of requesting a set of questions related to gender | The Climate Council is established and UCSD will be the pilot campus for a UC climate survey | A central UC group is meeting to develop a system-wide climate survey that individual campuses can adapt for on-campus use. |
| DATA ANALYSIS | | |
| Establish a small knowledgeable committee to recommend how to mine existing data to answer questions that will assist in diversity planning | UCSD’s Diversity Council has a Data committee that already does this (e.g., Staff @ Work Survey is mined for data) | Diversity Council should continue to fulfill this role, with the CSW representative ensuring data on gender is collected and mined. |
| Gather data to monitor disparate impact as a potential result of decisions that are being made to address the budget | E/O/SAA reports staff workforce data on a quarterly basis to the Chancellor and vice chancellors; reviews all proposed lay-offs and monitors workforce impact | Paula Doss, CSW Consultant, provides annual report to the Chancellor and will continue to do so (and share with |</p>
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