

Chancellor's Advisory Committee on the Status of Women

ANNUAL REPORT

CACSW ACTIVITIES, 2014-2015

Presented to the Chancellor, November 2015



UC San Diego

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CACSW MEMBERSHIP ROSTER

CACSW Membership Roster

FY 2014-2015 VOTING MEMBERS

Rachel Cook, **Staff Co-Chair**

Terry Gaasterland, **Faculty Co-Chair**

Seble Chernet, Staff

April Garrison, Staff

Jennifer Kim, Staff

Henri Migala, Staff *(replaced by Amina Sheik Mohamed)*

Amina Sheik Mohamed, Staff *(replaced Henri Migala)*

Christine Williams, Staff

Constance Benson, Faculty *(replaced by Nancy Gilson)*

Alison Coil, Faculty

Donna Hansel, Faculty

Miroslav Krstic, Faculty

Patricia Rincon, Faculty

Nancy Gilson, Faculty *(replaced Constance Benson)*

Alexandra Bortnick, Post Doc

Morgana Mongraw-Chaffin, Post Doc

Avril Prakash, Undergraduate Student

Ryan Soscia, Undergraduate Student

FY 2014-2015 ESSENTIAL NON-VOTING MEMBERS

Marnie Brookolo, Ex-Officio/Women's Center

Amanda Chavez, Consultant/Website Coordinator

Glynda Davis, Ex-Officio

Brianne Decker, Treasurer

Amina Sheik Mohamed, Recorder/Herstorian

FY 2014-2015 CONSULTANTS

Amanda Chavez, Work-Life Coordinator, HR

Mary Blair-Loy, Center for Research on Gender in the Professions

Elena Acevedo, Office for the Prevention of Harassment & Discrimination

Martina Buck, Women in Science and Engineering (WISE)

Judy Dolan, Women's Leadership Alliance,(WLA)

Jaqueline Lopez, Equal Opportunity/ Staff Affirmative Action

Cat Thompson, Counseling and Psychological Services

Nancy Wahlig, Campus Advocacy, Resources, and Education at the Sexual Assault Resource Center (CARE at SARC)

EXECUTIVE SUMMARY AND RECOMMENDATIONS

Executive Summary and Recommendations

Committee Mission

The Chancellor's Advisory Committee on the Status of Women (CSW) is charged with identifying and analyzing issues relating to the status of women at UC San Diego; with informing and educating the campus community about conditions that affect the status of women within the University; and with advising and making recommendations to the Chancellor regarding policies and procedures that would improve conditions for women.

2014-2015 Committee Priorities

This year we sought to reaffirm the mission of the CSW to improve the status of **all** women on the UCSD campus, including students at all levels, staff, postdoctoral fellows, and faculty. By focusing on inclusivity, this year our goals included ensuring that the needs of women from all backgrounds are being addressed. This goal has led us to restructure the committee to focus our efforts on finding solutions to problems shared by all women across the campus. In addition to the Women's Conference, this year these goals are being addressed by working groups in the following two areas: Equity and Transparency, and Family Friendly Policies

Equity and Transparency

There is a clear need for greater equity and transparency regarding salaries and promotion for all women on campus, from graduate students and postdocs to staff and faculty. This year we chose to mainly focus on faculty as a starting point, though we stress that data is needed for other groups on campus.

Regarding Equity and Transparency, **the CSW recommends** that a study on Faculty Salary and Promotion Rates is needed as well as consideration of Unconscious Bias Training. CSW also recommends that programs to promote equity and diversity for faculty be extended to other groups on campus, including data collection on equity in salary, promotion, and retention. As a specific example, the CSW makes the following recommendations for Postdoctoral Fellows:

- a. Collect data on postdoctoral fellows in order to determine whether there is gender equity in postdoctoral hiring, retention, and advancement;
- b. Encourage every department on campus to have a formal and transparent system for deciding postdoctoral advancement, retention, and where applicable, transition to faculty;
- c. Support the Postdoctoral Union in future negotiations for family friendly working policies, including paid time off, sick leave, and family leave, as well as childcare assistance and flexible working schedules where possible;

Family Friendly Policies

Formed to address family-related issues for campus members at all levels. Increase access to childcare and family leave are obvious steps the University can take towards improving the status

EXECUTIVE SUMMARY AND RECOMMENDATIONS

of women with families; however, other more general changes may have a larger impact on women's ability to balance their obligations to their family and the University. While our charge focuses on the status of women it should be noted that many of these recommendations would benefit people of all genders in the campus community. Consider that families face not only childcare, but also elder care, single parenting, grandparents raising grandchildren, and other unique scenarios.

Base in part on pilot surveys of campus needs for Family Friendly Policies, **the CSW makes the following recommendations:**

- a. Reinforcing the current flextime and/or flexible schedule/ telecommuting policy;
- b. An opt-out system would make flexibility in scheduling the default instead of the exception;
- c. Change the work culture so that flexible time and accommodation for family is normalized for both women and men to encourage equity;
- d. Survey all faculty, staff, students, postdocs to assess other campus needs for family support;
- e. Creation of a centralized campus resource for student parents such as a Student Parent Coordinator or Student Parent Resource Center to address the unique needs of student parents on campus.

Women's Conference

The conference has grown from a \$1,500 budget to over \$26,000, with over 700 attendees, vendors, speakers, and volunteers. This conference is a beacon for other UC campuses, but it has outgrown CSW as well as our resources.

Regarding the Women's Conference, **the CSW recommends** that the Women's Conference transition to the Women's Center and/or VC EDI and work in conjunction with a Career Connections Intern (or the Chancellor Intern) and current group of volunteers.

UC Mom

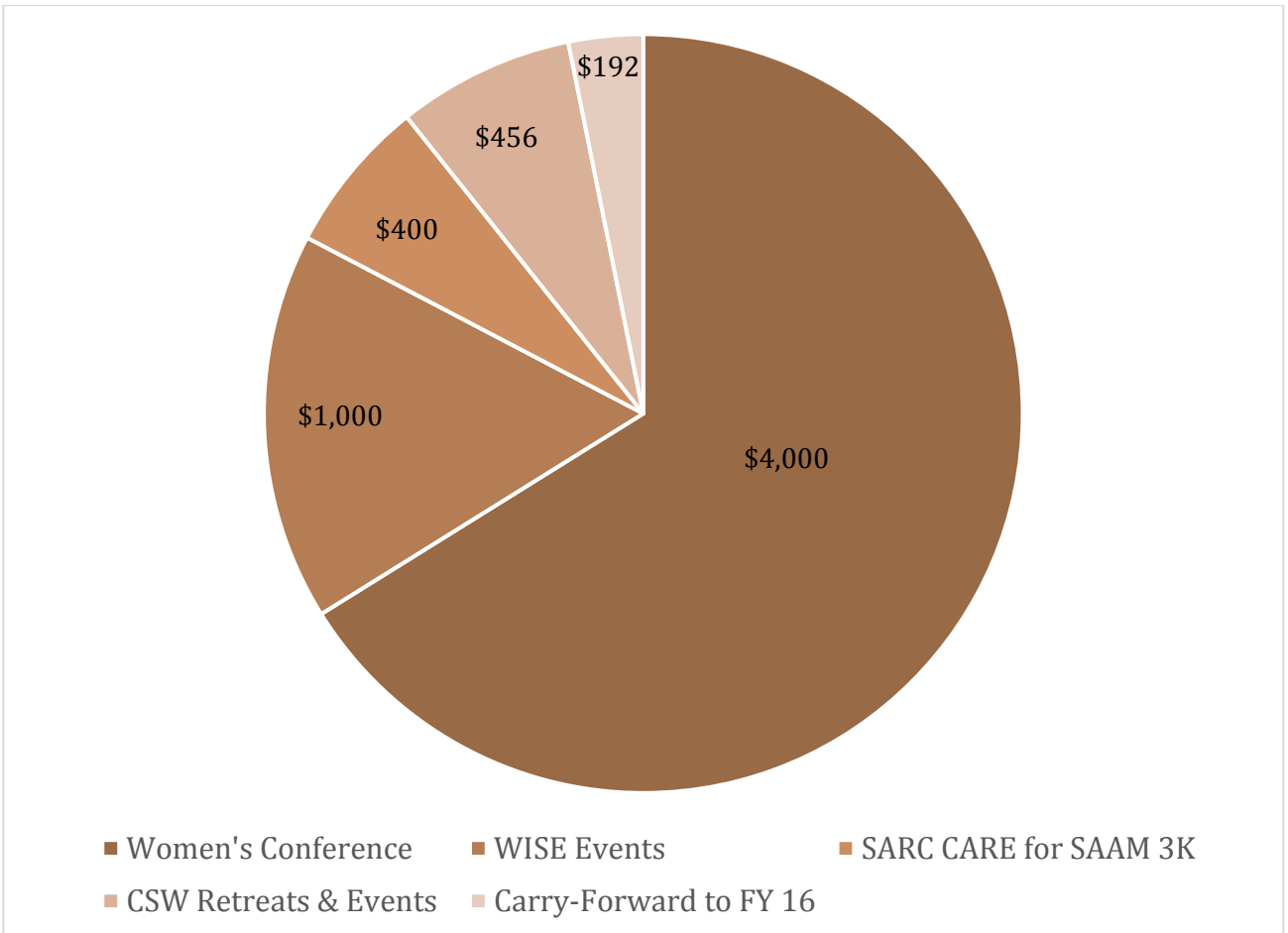
During the past few years, the CSW has played an instrumental role in advocating for new lactation standards on campus. This work resulted in the development and launch of an online reservation system for lactation rooms called UC MOM. Last year, CSW funded \$1,000 to assist the Computer Science Engineering group that has been maintain UC Mom.

Regarding UC Mom, **the CSW recommends** that UC Mom receive institutional and financial support to continue and maintain the system for UC mothers on campus. This would include having dedicated technical staff assigned to maintain the online reservation system, transferring responsibility from Women in Computing, the student organization that created and currently maintains the site, to a campus staff member.

FINANCIAL SUMMARY

Financial Summary

FY 2014-2015, CSW received a total allocation of **\$6,500** for this year from the Vice Chancellor for Equity, Diversity and Inclusion (EDI) which has been expended to almost its entirety. Please see the chart below for expense details:



EQUITY AND TRANSPARENCY WORKING GROUP

Equity and Transparency Working Group

Co-Chairs: Alison Coil (Faculty Representative, Physics) and Terry Gaasterland (Faculty Co-Chair, SIO)

There is a clear need for greater equity and transparency regarding salaries and promotion for all women on campus, from graduate students and postdocs to staff and faculty. This year we chose to mainly focus on faculty as a starting point, though we stress that data is needed for other groups on campus, and we include recommendations regarding postdocs below. Through discussions both within our subcommittee and around campus, it has become clear that an inequity may exist between male and female faculty on campus regarding both salaries and promotion rates. Our specific recommendations to address these issues are:

(1) Study on Faculty Salary and Promotion Rates

We recommend that an equity study be undertaken on the general campus and SIO, following Vivian Reznik's similar study in health sciences, using data from existing files to track male and female faculty, non-minorities and minorities, to quantify salaries and promotion rates. We stress that this study can and should be undertaken without directly surveying faculty; all of the relevant information can be gathered from existing files in each department/division. We recommend that the following data be gathered:

- Current department and division
- Gender and ethnicity
- Starting step and salary
- Whether starting salary was off-scale
- Current step and salary
- Whether current salary is off-scale
- If hired pre-tenure, how many years at UCSD before receiving tenure?
- When promoted to tenure, what was the new salary and step?
- If full professor, how many years as associate professor at UCSD?
- When promoted to full, what was the new salary and step?
- How many accelerations have been received? How many pre- and post-tenure? What step was each received at?
 - How many delays received? How many pre- and post-tenure? At what steps?
 - How many times did CAP disagree with departmental recommendation in promotions?
 - Number of quarters taken for sabbatical leave
 - Number of quarters taken for medical leave
 - Number of quarters taken for family leave

EQUITY AND TRANSPARENCY WORKING GROUP

(2) Survey on Faculty Promotion

We also recommend that a survey be undertaken of faculty, asking for information on the questions below. This survey could be done in conjunction from the upcoming Faculty Experience Survey being conducted by the VC-EDI office. The questions are ranked in order of importance, with the most important at the top:

1. Have you had a life situation where you could have stopped the tenure clock?
2. If so, did you, and what was your step and salary when you stopped the clock?
3. Were you discouraged from stopping the clock? If so, by whom?
4. Have you ever been told to wait a year before going up for promotion? If so, who told you to wait? What career step were you at?
5. Have you yourself ever asked to be accelerated? If so, how many times? For each time, were you successful? If declined, who declined (ad hoc, chair, dean, CAP)?
6. Has someone else ever suggested that you be accelerated? If so, how many times? Who made the suggestion?
7. As far as you are aware, did your department or dean ever recommend one level of promotion and CAP recommend a different level? If so, how many times did this happen, and was the recommendation from CAP higher or lower than from your department?
8. How do you perceive your amount of service compared to others in your department? What do you base that on? (e.g., number of committees, informal service requests)
9. How do you perceive your research productivity compared to others in your department? What do you base that on? (e.g., publications, grants, number of graduate students)
10. When going up for promotion, what are you most concerned about: research productivity, perceived value of research, support from your department, support from your dean, amount of teaching and/or service, amounts of grants awarded, perception about work/life issues impacting productivity

The combination of the quantitative study recommended above, along with the data gathered in the faculty survey, will allow UCSD to uncover, track, and evaluate current equity issues for faculty regarding gender and ethnicity. The results of this study and survey will reveal the scope and depth of these issues and will be needed to create a plan for how to address faculty equity moving forward.

(3) Unconscious Bias Training

We also recommend that the VC-EDI office have a faculty member lead unconscious bias training for all CAP members, chairs, and deans on campus. Given the culture of the faculty, for the training to be most effective for this audience we strongly believe that a faculty member should lead this training. All CAP members should receive unconscious

EQUITY AND TRANSPARENCY WORKING GROUP

bias training each year, while chairs and deans can receive training every two or three years.

(4) Postdoctoral Fellow Recommendations

Postdoctoral fellows play a critical role in the University, producing research, teaching, and helping to raise grant money, often for relatively low pay. The postdoctoral years often coincide with the age where many women start their families, and there can be tension between the requirements to advance professionally and family needs. Compared to faculty, postdoctoral fellows do not have clear campus-wide policies regarding promotion and family-friendly practices.

We have become aware of the lack of data available on UCSD postdoctoral fellows. For example, the University does not know exactly how many postdoctoral fellows currently work at UCSD. Without data, it is impossible to assess the current status of postdoctoral women on campus. We make the following recommendations to better understand and improve the status of women postdoctoral fellows:

1. Collect data on postdoctoral fellows in order to determine whether there is gender equity in postdoctoral hiring, retention, and advancement (similar to the questions listed above for faculty).
2. Encourage every department on campus to have a formal and transparent system for deciding postdoctoral advancement, retention, and where applicable, transition to faculty.
3. Support the Postdoctoral Union in on-going and future negotiations for family friendly working policies, including paid time off, sick leave, and family leave, as well as childcare assistance and flexible working schedules where possible.
4. Encourage UCSD to insist that postdoctoral health insurance plans be Affordable Care Act compliant, by including free access to preventive health services and all approved family planning methods.

FAMILY FRIENDLY POLICIES WORKING GROUP

Family Friendly Policies Working Group

Chair: Christine Williams (Staff Representative, Pediatrics, Health Sciences)

Enhanced policies, programs and practices that support working and student families continue to be a high priority for staff, faculty and students at UC San Diego. While not all women on campus will have children or require childcare during their time at UCSD, our aging population means that more and more women will have aging parents or other family that require care and assistance. In keeping with our focus on inclusivity, this new working group seeks to broaden the scope of its recommendations to include a more holistic definition of family when making recommendations about family friendly policies on campus. While everyone on campus may experience the need for accommodation due to family responsibilities, it has been shown that women continue to shoulder the largest portion of this burden. (Harvard Business Review, March 2014, <https://hbr.org/2014/03/manage-your-work-manage-your-life>) Work places that prioritize policies that address women's multiple roles in the University and at home have been shown to have multiple benefits for those workplaces including the following:

1. Better retention of qualified employees
2. Lower turnover and reduced cost from recruitment and training
3. Higher productivity and efficiency
4. A more diverse workplace

References:

1. Pilot work out of Harvard's Work, Family and Health Network found that ***workers supervised by family-supportive managers were significantly more likely to experience lower levels of work-family conflict, higher job satisfaction, lower intention to change jobs, and higher reports of physical and mental health.*** In those employees, systolic blood pressure at work was higher than it was when measured at non-work times, and sleep quality was predicted by work-family conflict. <http://projects.iq.harvard.edu/wfhn/findings>
<http://projects.iq.harvard.edu/wfhn/about-us>
2. Executives of both sexes consider the tension between work and family to be primarily a women's problem...Given that leadership positions in corporations around the world are still dominated by men... it will take many organizations much longer than it should to make accommodations for women to...effectively manage their careers and personal lives. Harvard Business Review <https://hbr.org/2014/03/manage-your-work-manage-your-life>

FAMILY FRIENDLY POLICIES WORKING GROUP

The Family Friendly Policies Subcommittee was formed to address family-related issues on campus for faculty, post-docs, staff, and students at all levels. Our committee (comprised of faculty, staff and students on the CSW) convened in Fall 2014 and reviewed priorities and recommendations from previous years. Based on this, we decided to focus on the following theme topics this year: childcare, maternity and adoption leave policies, campus environment for families, and fertility coverage. Of the aforementioned themes, we narrowed our focus to childcare, and realized there was a need to assess what types of childcare were being utilized, how much families were spending, how many hours they needed during a week, and what other issues as it relates to family friendly policies were important to them. We launched a pilot survey to begin to answer some of these questions.

Survey Findings & Themes (see detailed survey results in Appendices):

- I. Childcare affordability & accessibility remains a huge issue. UC San Diego on-campus childcare centers are highly desirable and have long waiting lists; however, they offer insufficient capacity and so therefore parents have turned to other options (outside day care, babysitters/nannies, family members, etc). Also, the affordability of UC San Diego childcare remains an issue for many parents.

UC San Diego students and employees said:

- *"You need to make it easy for employees to get their children into daycare on campus--a waiting list is unacceptable (children will be too old by the time their slot is open!) and the delay can prevent parents from coming back to work or force them into additionally difficult daily commutes."*
- *"The driving factor in my success at UCSD has been whether or not I had reliable and safe childcare for my children. I spent the first year after transferring without regular childcare (but on 5 different waiting lists) and ended that year with a 1.66 GPA (I transferred in with a 3.8/4). This is a HUGE issue."*
- *"UCSD's ECEC (childcare), which is located in the heart of the graduate student community of Mesa Housing, should be financially accessible to graduate student families. As it stands right now, the tuition is extremely expensive (~60% of a graduate student's stipend!) and it pushes most families on the 1-2 year subsidized waitlist or to commute to external childcare! I truly feel that UCSD would benefit from supporting their graduate student parents by either making tuition more realistically affordable (~not more than 20% of a student's stipend)."*
- *"Childcare is very costly and my UCSD pay so very low, that I am considering whether to seek employment elsewhere prior to starting a family or not starting a family at all. Major subsidies and larger childcare facilities for UCSD staff would be a tremendous help."*

FAMILY FRIENDLY POLICIES WORKING GROUP

- II. Flexibility may be one alternate solution to help student and working families; however this is very dependent by supervisor.

UC San Diego students and employees said:

- *"Really honoring flexible schedules. This depends generally on supervisor approval."*
- *"Flexibility in schedules (for staff) is important. Some supervisors are better about granting that than others."*
- *"To provide more widespread support for parents who need alternate childcare or work arrangements. This would include but is not limited to providing the flexibility to telecommute once a week or alter their work schedule."*
- *"Ensure that there is support for flexible schedules and other policies that support families throughout the entire University. Also, being mindful of staff workload and how this impacts working parents (staff taking work home at night and on the weekend just to stay afloat as an example)."*

- III. Consider alternative child and family care models, such as: backup care program, alternate locations (e.g. Hillcrest, Rady Children's Hospital).

UC San Diego students and employees said:

- *"Provide more convenient childcare for parents who work on the Hillcrest campus. Consider partnering with the Unitarian Cooperative Preschool if there is not enough demand to open a University childcare center in Hillcrest."*
- *"Part-time childcare for lecturers, etc. For example, a childcare facility where parents could drop off children for 3-4 hours 2 or 3 times per week while they teach their classes."*
- *"Have childcare center that is open at least 7am-7 pm near each of the three campuses instead of just La Jolla (other 2 being hillcrest and Rady/UCSD)."*
- *"Create a system where interested UCSD college students could work providing child care such as pick up from school, drive to sports, help with homework, babysitting."*

Recommendations:

Implementing policies that increase access to childcare and family leave are obvious steps the University can take towards improving the status of women with families; however, other more general changes may have a larger impact on women's ability to balance their obligations to their family and the University. While our charge focuses on the status of women it should be noted that many of these recommendations would benefit people of all genders in the campus community. Consider that families face not only childcare, but also elder care, single parenting, grandparents raising grandchildren, and other unique scenarios.

- We recognize the University has language in place to allow for flexible work schedules (details on Blink can be found here: <http://blink.ucsd.edu/HR/benefits/work-life/quality-index/flexible.html>). However, based on our survey findings, we recommend the following to enhance and make those policies more equitable and accessible:

FAMILY FRIENDLY POLICIES WORKING GROUP

- Flextime and/or flexible schedule/telecommuting policy, where job duties permit:
 - Should be endorsed by the Chancellor and a large leadership statement released about the expectation that supervisors will honor this policy so there is consistency among supervisors.
 - Information about the benefits of allowing flexible scheduling and the expectation that supervisors will work with their staff whenever feasible should be included with supervisor trainings.
 - A process for checking and auditing flexible schedule requests that are denied (e.g. send to a reasoning board or other entity for review and audit). There are locations on campus where flexible schedule requests are not being accepted and there needs to be checks and balances for the employee to ensure an equitable and transparent process in these decisions.
 - Incorporate flexible schedule policy information into employee training and/or HR process so all are aware of the possible flexible schedule options.
- An opt-out system would make flexibility in scheduling the default instead of the exception.
- Change the work culture so that flexible time and accommodation for family is normalized for both women and men to encourage equity.
- Survey all faculty, staff, students, postdocs to assess other campus needs for family support. Each of these categories will have similar needs, but may have different needs as well, including but not limited to: backup care, short term care, summer care, alternate locations, required travel schedules (e.g. athletics coaches, faculty presenting at conferences, etc).
 - *Example:*
 - UC Berkeley has Care Share: Emergency Backup Care (<http://backupchildcare.berkeley.edu/>)
- Greater support for student parents to include the creation of a centralized multi-purpose campus resource where student parents could seek informed advice, connect with available campus and community resources, develop leadership skills, and have a one-stop place to go for their unique needs as student parents. This might look like the establishment of a Student Parent Coordinator position being housed within an existing unit or the creation of a Student Parent Resource Center. Currently, there is no centralized resource for student parents at UCSD. UC San D can join other UC campuses in becoming a leader in supporting the retention and success of student parents.

FAMILY FRIENDLY POLICIES WORKING GROUP

- *Examples:*
 - UC Berkeley has a model student parent services support program as part of their Transfer, Re-entry & Student-Parent Center (<http://studentparents.berkeley.edu/>)
 - UCLA also has a staffed Student with Dependents Program (<http://www.swd.ucla.edu/>)
- This committee endorses the recommendations in the Joint Academic-Administrative Task Force on Family Accommodations, as many of the family care issues are the same. In addition, we recommend expanding reach beyond faculty to also include students, staff, and post-docs.

Future Considerations:

Other topics for this subgroup to pursue include: follow up on maternity leave policy, University adoption policies and fertility coverage, family friendly environment on campus (bathrooms, play areas, dining areas, etc).

Appendices & Survey Results

- I. 2014-2015 Family Friendly Policies Committee Activities/Action Items Accomplished
 - **Starting mid- 2014:** have been in contact directly with the Childcare Oversight Committee (Christine Williams provided co-representation on both committees and direct, consistent contact with Kathryn Owen, Director of Early Care and Education at UC San Diego)
 - **Nov/Dec 2014:** Sub Committee convened to discuss priorities and organize information gathering sessions. Narrowed down to focus on Child and Family care this year.
 - **February 2015:** Kathryn Owen presented to our CSW meeting about early care at UC San Diego and the current status of campus childcare. She presented background, enrollment, costs, and examples of what other UC schools were doing.
 - **February 2015:** Subcommittee and Kathryn Owen formulated questions for a short survey to assess current policies and offerings for families on campus, and gain input about how UC San Diego could better support working and student families. Childcare questions were also asked, but the survey was designed to be broader than just childcare.
 - **March 2015:** Conducted a small pilot survey as an addendum to the Women's Conference Post-Conference evaluation in a small sub sample of attendees (n=15)
 - **April 2015:** Presented initial findings to CSW, including write in comments from survey participants. CSW agreed to proceed with collecting pilot data from more. Fine-tuned the survey, and distributed to a group of listserves on campus (Women's Center, Pediatric Female Faculty, Lactation Listserve, Mothers of young children).
 - **June 2015:** Distributed survey to other listserves on campus, collected data (n=105). Presented findings to CSW. Also met with Mary Blair-Loy, Associate Vice Chancellor for

FAMILY FRIENDLY POLICIES WORKING GROUP

Faculty Diversity and Equity in the Office of Equity, Diversity and Inclusion and MarDestinee Gutierrez (Mar), Project Manager for Faculty Diversity and Equity who are heading up the Joint Senate-Administration Task force on Faculty Family Accommodations. Agreed to endorse their findings and work together going forward (many similar recommendations).

- **July 2015:** Met with VC Becky Pettit to present findings of survey.
- **August 2015:** Final report and recommendations – new CSW members and subcommittee chair to carry on next steps.

II. Faculty and Staff Survey conducted Spring 2014 (see details in Part I of appendices)

1. What kind of childcare are you currently using? (n=107)

- 5% UCSD Campus childcare (n=5)
- 38% Other center based childcare (n=41)
- 19% Home based childcare (n=20)
- 50% Other (n=53)
 - After school program at school
 - Nanny
 - Family member
 - Preschool
 - Bring baby to office

2. What do you currently pay for childcare per month? (n=105)

- 17% Less than \$500 (n=18)
- 35% \$500-\$999 (n=37)
- 29% \$1000-\$1499 (n=30)
- 19% More than \$1500 (n=20)

3. How many hours per week of childcare do you pay for? (n=103)

- 15% Less than 20 (n=16)
- 44% 20-40 (n=45)
- 41% More than 40 (n=42)

Most mentioned words in open comments:

Flexible work schedule	Child/Family Care	Other
35 Flex	98 Childcare	7 Support
4 Telecommute	39 Afford	
	13 Cost	
	8 Accessible	
	5 Expense	

FAMILY FRIENDLY POLICIES WORKING GROUP

III. *Post Doc Survey conducted in February 2015*

****Data were collected by UAW Local 5810 Postdoc Union**

N=234 (appr. 18% of postdocs at UC San Diego) and 75% indicated they have children

Childcare services used by postdocs at UC San Diego (n=176):

- 31% Spouse/partner/family assistance (n=54)
- 23% Nanny/nanny share (n=41)
- 22% Non-UC Day Care (n=39)
- 21% UC Day care (n=37)
- 3% Other (n=5)

Monthly child care expenses of postdocs at UC San Diego (n=72)

**Notes:*

1. *UC daycare is about \$1500/mo*
2. *Only about 40% of postdocs who indicated they had children also answered the question regarding monthly childcare expenses.*
3. *These results do not capture # of children in childcare costs.*

- 53% **<\$500** (n=38)
- 17% **\$500-\$1000** (n=12)
- 28% **\$1000-\$2000** (n=20)
- 3% **>\$2000** (n=2)

WEBSITE SUB-COMMITTEE

Website Sub-Committee

During FY 2014-2015, the CSW worked in collaboration with the Campus Web Office, now Cloud and Web Services, to create a new CSW website. The CSW website (<http://statusofwomen.ucsd.edu/>) was launched in May 2015 and includes the following tabs:

- About
- Membership
- Resources
- Events
- News

The CSW has been without an updated site for over five years. The new site will help us engage the campus and share information.

WOMEN IN SCIENCE AND ENGINEERING (WISE) SUB-COMMITTEE

Women in Science and Engineering (WISE) Sub-Committee

The incoming Co-Chairs; Martina Buck, PhD and Sonia Martinez-Diaz together with the incoming treasurer Shauna Yuan and Secretary Sonya Wang.

- Received \$1,000.00 from CSW for activities throughout the 2014-2015 Academic year.
- 1. An Open House was hosted with GradWISE featuring Vice Chancellor of Research Dr. Sandra Brown on 1/28/2015. WISE contributed \$282.50 towards the catering for this event.
- 2. As part of the Women's Conference at UC San Diego, WISE co-hosted with STEMM The Campus Climate Change, with Speakers and round table discussion group; Dr. Vivian Reznik, Vice Chancellor of Faculty Affairs, School of Medicine, UC San Diego, Marye Anne Fox Chancellor Emerita, UC San Diego, Glynda Davis, Senior Diversity Officer of Equity, Diversity, and Inclusion, UC San Diego, Dr. Katja Lindenberg, Distinguished Professor of Chemistry and Biochemistry, UC San Diego, and Dr. Dorothy Sears, Chair of School of Medicine Recruitment and Admissions Committee, UC San Diego.
- 3. WISE again co-hosted a Women in Technology Panel with GradWISE on 5/31/15. The speakers for this event, included Dr. Jane Moores Assistant Vice Chancellor for Technology Transfer UC San Diego, Dr. Tajana Simunic-Rosing Professor Computer Science and Engineering, Electrical and Computer Engineering, UC San Diego, and Dr. Marian Stewart Barttlet Professor at UC San Diego. Wise contributed \$600.87 toward catering this event.

Wise has a positive balance of \$116.63 that it will carry over into the next academic budget period. The officers and members of WISE are hopeful that they will be able to secure funding to support a similar number of events in the next academic year.

WOMEN'S CONFERENCE SUB-COMMITTEE

Women's Conference Sub-Committee

The UC San Diego Women's Conference brings together business professionals, healthcare providers, scientists and award-winning faculty to share ideas on motivating today's working woman, offering tips on empowering one's self, budgeting and finances, and staying fit, healthy and well-balanced. The UC San Diego Women's Conference is free and open to all UC San Diego faculty, staff post docs, and students and it is *currently* organized annually by the Chancellor's Advisory Committee on the Status of Women (CSW).

OVERVIEW OF THIS YEAR

This year, the conference included over 650 attendees (+ it was available live via a webcast and can now be accessed on YouTube as well as the conference website), 46 different vendors, 16 speakers as well as 2 panels which included a total of 9 panelists, and 85 volunteers (42 year-long as well as 43 more on day-of the conference), with a budget of \$26,000.

This year's theme was "Equality for Women is Progress for All." The Welcome address was made by Dr. Angela Scioscia, Chief Medical Officer, UC San Diego Health Systems, who in turn introduced this year's Honorary Guest was Natasha Josefowitz. Opening Remarks were made by Dean Cristina Della Coletta, Arts and Humanities who in turn introduced this year's keynote. The keynote was Tricia Downing. Downing went from being a competitive cyclist to a paraplegic requiring a wheelchair for mobility. Tricia has completed over 100 races, including marathons, duathlons and triathlons, since her accident. She was the first female paraplegic to complete an Ironman triathlon and qualified for the Hawaii Ironman World Championships in 2006 and 2010.

After the keynote address, the conference broke out into four different thematic tracks as well as our Vendor and Resource Fair opened. The tracks included:

- i. Career Development;
- ii. Professional Growth & Wellness; and
- iii. Art & Healing, Culture Through Film
- iv. Science, Technology, Engineering, Medicine and Mathematics (STEMM)

The conference was organized and led by two co-directors (Rachel Cook and Briana Weisinger) with the assistance of a planning committee and 7 sub-committees, each with two co-chairs acting as leaders. The sub-committees were as follows: Facilities & Catering; Registration & Survey; Resource & Vendor Fair; Program Development; Volunteers Coordination; Sponsorship; and Marketing, Media & Graphic Design.

1. **Facilities, Catering, & Parking:** Jackie Campbell and Melanie Fernandes were the co-chairs). The Vice Chancellor Housing, Dining, and Hospitality graciously covered 50% of the cost of breakfast and late-morning yogurt parfaits snacks for the conference.

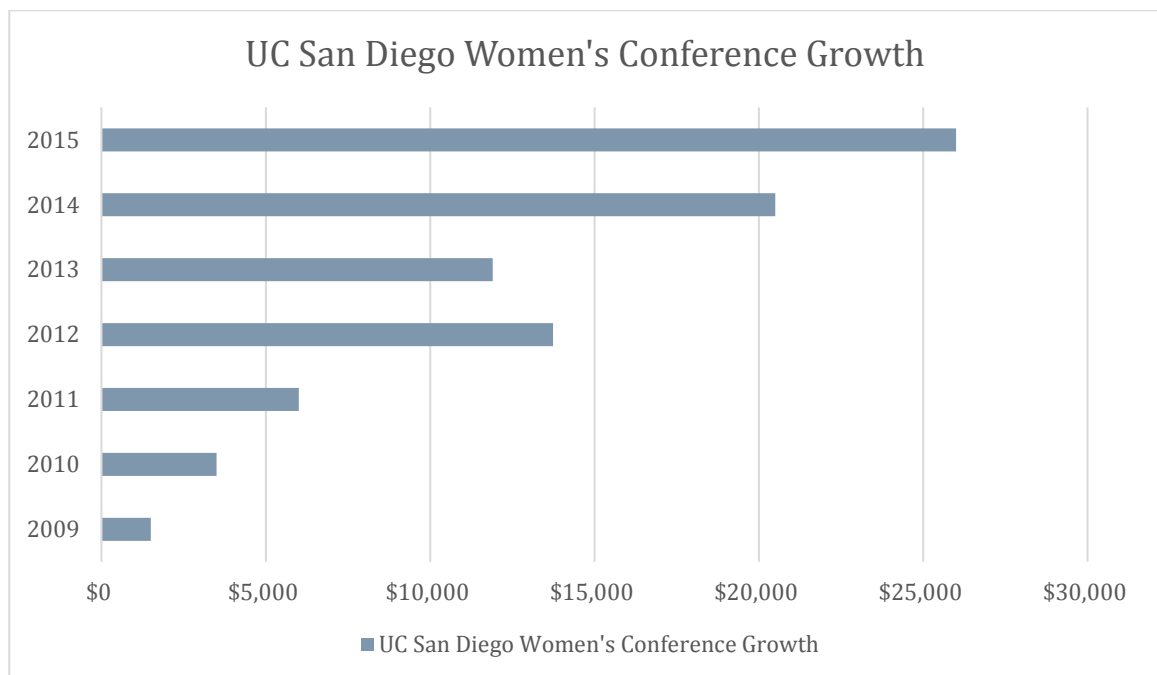
WOMEN'S CONFERENCE SUB-COMMITTEE

2. **Registration & Survey:** Dr. Alice Zemljic-Harpf was a one woman show with a few volunteers to assist her). Utilized Eventbrite for attendee registration and Survey Monkey for end of conference survey. Survey was extensive and included three pilot childcare questions that would lead to the CSW Childcare Pilot Survey for the Family Friendly Policies Working Group. *Please see survey in appendix section of report.*
3. **Resource & Vendor Fair:** Dr. Sally Rafie and Elizabeth Eddy were the co-chairs. The Vendor Fair was from 8 am – 2 pm in the Price Center East. It was highly successful this year and attendance was increased due to raffle prizes donated by vendors. To be eligible for the raffle, attendees had to visit at least five vendors.
4. **Program Development:** The original co-chairs were Drs. Valita Jones and Veronica Bejar, but mid-way through they resigned with the Conference co-chairs taking the lead: Rachel Cook and Briana Weisinger. They were key in bringing in the off-campus keynote: Tricia Downing, utilizing a budget surplus from the previous years to cover her speaking fee and travel.
5. **Volunteers Coordination:** Gina Torgersen was the co-chair with assistance by J.V. Agnew coordinated the conference volunteers. They coordinated 43+ day-of volunteers.
6. **Sponsorship:** Damarys Alicea and Marie Sidney were the co-chairs. The following offices supported the conference this year: UC San Diego Office of the Chancellor, Scripps Institution of Oceanography, UC San Diego Health Sciences, Vice Chancellor of Housing, Dining, and Hospitality, UC San Diego Research Affairs, CSW, Office of the Vice Chancellor for Equity, Diversity, and Inclusion, Office of the Executive Vice Chancellor—Academic Affairs, Office of the Vice Chancellor—Advancement, Office of the Vice Chancellor and Chief Financial Officer, Office of the Interim Assistant Vice Chancellor and Chief Financial Officer, Office of the Interim Assistant Vice Chancellor for Human Resources, Office of the Vice Chancellor for Resource Management and Planning, Office of the Vice Chancellor—Student Affairs
7. **Marketing, Media & Graphic Design:** Gwendolyne Guzman and Julia Partridge were the co-chairs with the assistance of Gayarti Singh. This group utilized worked in various mediums on- and off-campus to market the conference prior to, during, and after the event.
 - a. Social Media: Facebook, LinkedIn, Twitter, Guidebook, Wordpress/Blog, Hootsuite, Marquis at Price Center, and 20 monitors at Price Center;
 - b. Press Releases to various local and county-wide media coverage, including UC San Diego This Week, UC San Diego Main Page, Calendar of Events;
 - c. Scheduled Erik Jepsen, official UC San Diego photographer to come and photograph the day of the event;
 - d. Promoted the live web feed on Blink and hosted the recording on You-tube via the event's Wordpress blog;
 - e. Designed tumblers, bags, and signage (including four flags) for event and vendor fair with the event's logo for attendees and speakers.

WOMEN'S CONFERENCE SUB-COMMITTEE

COMPARE WITH PREVIOUS YEAR

The quality and caliber of program has increased steadily throughout the years. The inaugural conference was in 2009 and it had a budget of \$1,500, with 400 attendees and 300 additional attendees via a live webcast on Blink. This 2009 conference was located in the Price Center East Ballroom and it included a welcome address, a keynote, and a panel. Now, six years later, this conference has expanded from the East Ballroom (location of the current Vender and Resource Fair) to the entire West Ballroom, the Price Center Forum, the John Muir Room, the Roosevelt College Room, and the Thurgood Marshall Room. This year's sold-out conference had a budget of \$26,000, with 650 attendees, 25 speakers, 46 vendors, and 85 total year-long and day-of volunteers, plus additional attendees were able to participate in our conference via a live webcast feed on Blink. Additionally, this conference has grown from a single thematic track to four separate thematic tracks. And, the duration of the event also has doubled from three to six hours. The chart below shows the growth of the conference in dollars.



In 2010, the CSW realized that while the advisory committee identified the purview of this event to be within its mission, it also acknowledged that the role of CSW is not specifically in conference planning. Thus, the CSW recommended to the Chancellor to invite participation and collaboration from other relevant units across campus as well, to formally establish a Conference Planning Committee with steering from CACSW and membership from Human Resources, the Women's Center, Staff Education and Development, the Staff Association and other appropriate affiliates. And once again, in 2015, the CSW is realizing and recommending the same thing.

WOMEN'S CONFERENCE SUB-COMMITTEE

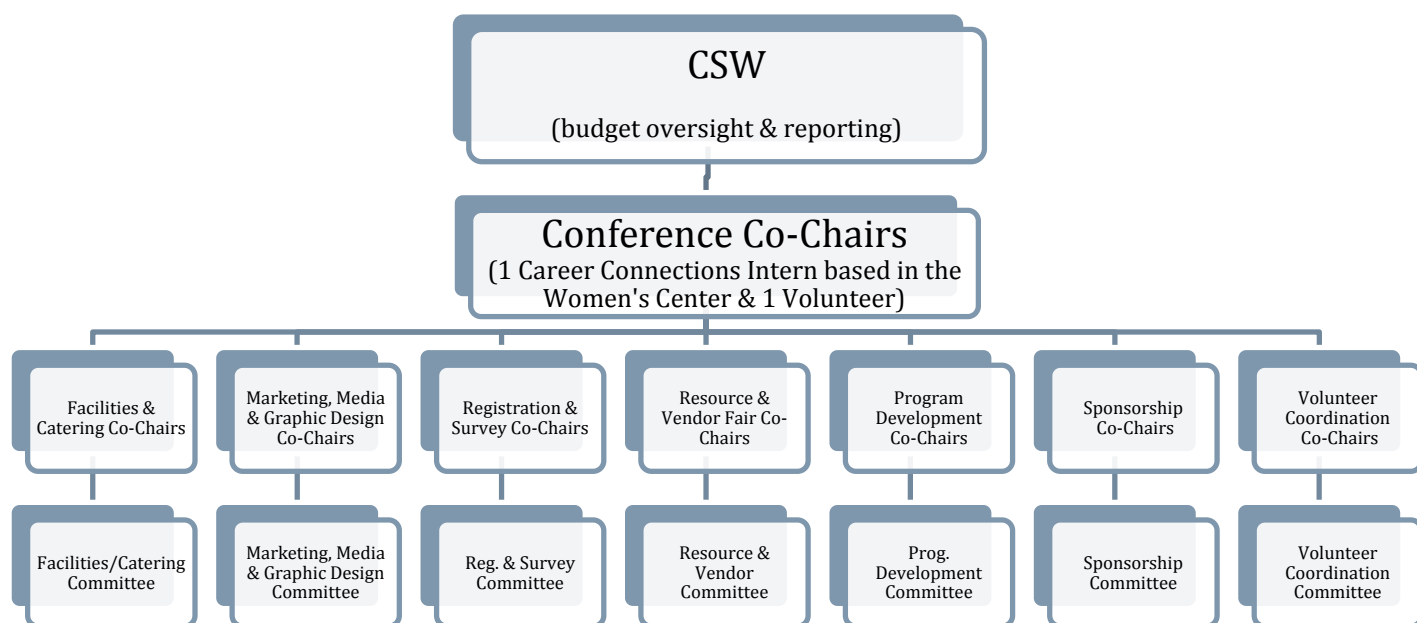
CONCLUSION AND RECOMMENDATIONS FOR THE FUTURE

As stated above, the UC San Diego Women's Conference has grown from a small workshop to addressing the professional development and motivational needs more than 650 staff, faculty and students across the entire UC San Diego campus each year. In 2015, this conference brought together a team of 42 volunteers that staffed 7 conference subcommittees and offered 16 mid-level female staff members highly sought after leadership opportunities which will help prepare them to expand their role and take on new challenges in their careers at UC San Diego. Despite structural challenges there has been a core team committed to ensuring the integrity and continuity of this conference ensuring that women – in particular professional staff – have the opportunity to connect and collaborate with their counterparts across campus which fosters a more unified spirit across campus, facilitates professional growth and builds leadership skills.

The Committee for the Status of Women (CSW) believes this conference supports the committee's overall mission by providing opportunities for women across campus and is a very valuable resource. Given the committee's objectives and bandwidth, the CSW committee is not in a position to continue to host the conference because its mission no longer aligns with the conference. The CSW's charge is ***to identify and analyze issues relating to the status of female faculty, staff and students at UC San Diego; to inform and educate the campus community about conditions that affect the status of women within the University; and to advise the Chancellor regarding policies and procedures that will improve conditions.*** To be fully effective in these charges, the committee is not able to commit ongoing resources to the continued growth and development of the conference which fills a void and serves a vital need for professional staff at UC San Diego.

To continue to replicate and increase the level of success the conference has seen in the past several years, the CSW recommends that the University provide strong, institutional support for the conference. While the CSW believes in the strength of volunteer committees, after thoughtful consideration and a thorough understanding of the needs and potential for the conference, the CSW believes that the conference cannot continue to serve the needs of the campus community as an all-volunteer effort. Instead the CSW recommends that the conference be assigned to the Women's Center, with the assistance of the VC Equity, Diversity, and Inclusion (EDI). The CSW believes this is an appropriate "home" location for the conference as the Women's Center's mission is focused on fostering the professional development of women on campus. Because of the time commitment necessary to successfully organize the conference, the CSW also recommends that the conference be supported by a Career Connection Intern. With this structure, the Conference will have the support of the institutional structure necessary to smooth the transition between volunteer committees from year-to-year. The Chart on the next page is a suggested organizational chart that could be considered with the transition.

WOMEN'S CONFERENCE SUB-COMMITTEE



The other challenge that the Conference faces is limitations on capacity due to the limitation of space available on campus. The last several years, the Conference has reserved and made use of all the conference space available in Price Center to run the ½ day conference. Out of necessity due to space limitations, registration for the conference has been capped at 650 attendees. To meet the demands of the campus community to attend this conference, CSW recommends that the following steps be taken:

1. The agenda for the conference be defined and solidified 2 months prior to the conference date
2. Attendees be guided to select the sessions they will be attending during registration prior to the event

If these steps are taken, the conference will benefit because:

- More attendees will be able to register for the conference and as individual sessions reach capacity during registration, registration for those sessions can close
- The committee will be able to assign the most popular sessions to the larger room to accommodate higher demand
- The rest of the conference committee can plan their activities and customize the activities for the specific schedule of speakers
- The marketing committee can better publicize the speakers at the conference which will add benefit to for the speakers who are donating their time to the conference and will draw an engaged audience to the sessions.

APPENDIX A: FAMILY FRIENDLY POLICIES SURVEY & RESULTS

Appendix A: Family Friendly Policies Survey & Results

UC San Diego Working & Student Parent Pilot Survey

25-51

UC San Diego Working & Student Parent Pilot Survey

Tuesday, November 17, 2015

165

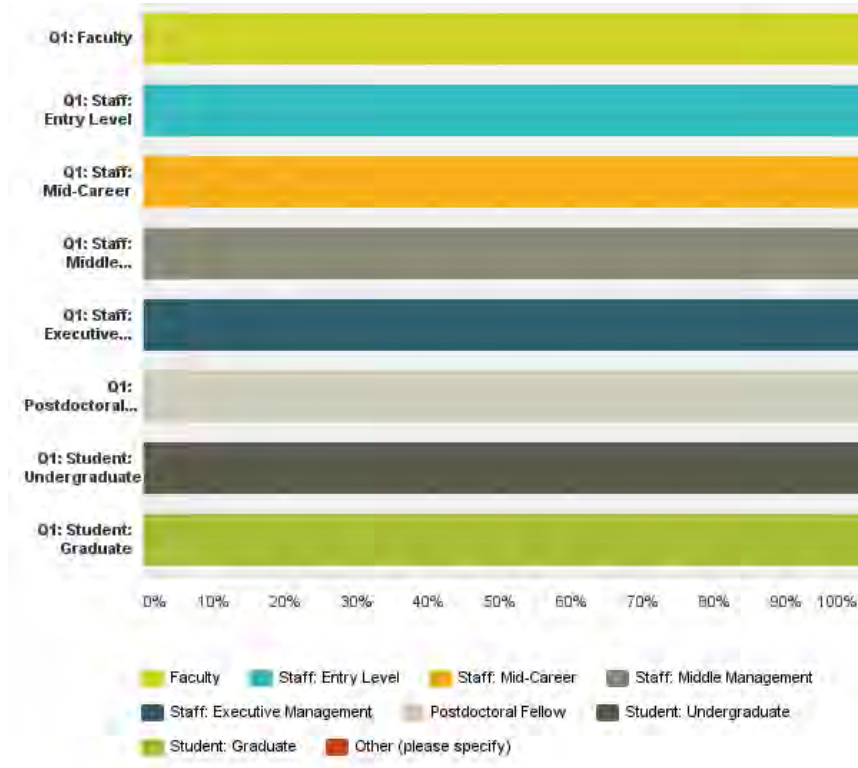
Total Responses

Date Created: Tuesday, April 14, 2015

Complete Responses: 152

Q1: Your position with UC San Diego would primarily be categorized as

Answered: 165 Skipped: 0



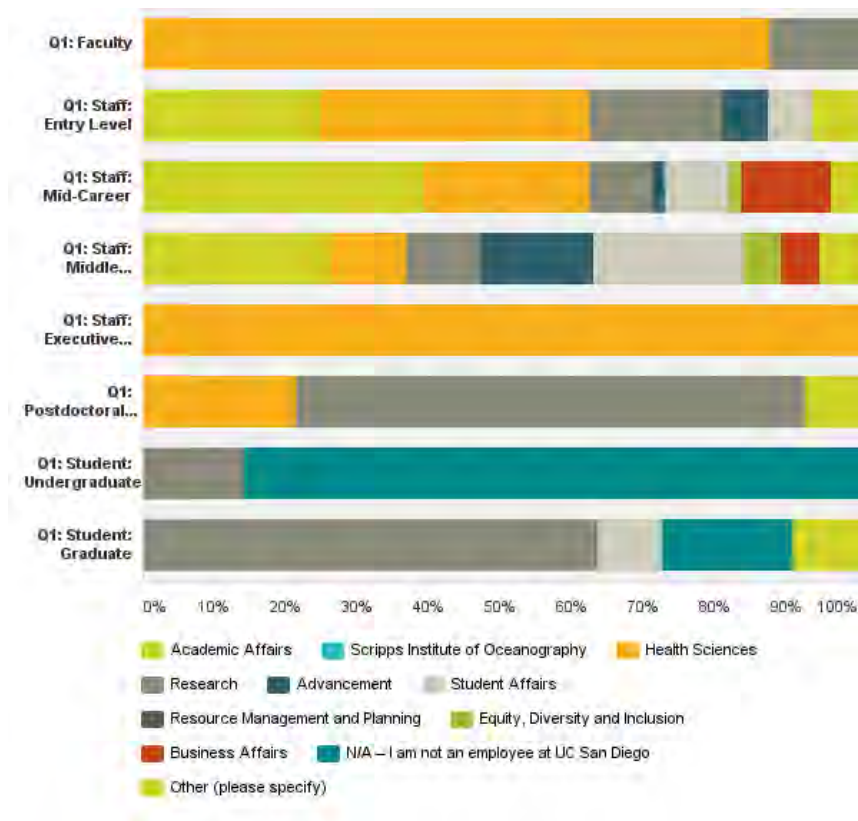
Q1: Your position with UC San Diego would primarily be categorized as

Answered: 165 Skipped: 0

	Faculty	Staff: Entry Level	Staff: Mid-Career	Staff: Middle Management	Staff: Executive Management	Postdoctoral Fellow	Student: Undergraduate	Student: Graduate	Other (please specify)	Total
Q1: Faculty (A)	100.00% 41	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	24.85% 41
Q1: Staff: Entry Level (B)	0.00% 0	100.00% 16	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	9.70% 16
Q1: Staff: Mid-Career (C)	0.00% 0	0.00% 0	100.00% 56	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	33.94% 56
Q1: Staff: Middle Management (D)	0.00% 0	0.00% 0	0.00% 0	100.00% 19	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	11.52% 19
Q1: Staff: Executive Management (E)	0.00% 0	0.00% 0	0.00% 0	0.00% 0	100.00% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.61% 1
Q1: Postdoctoral Fellow (F)	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	100.00% 14	0.00% 0	0.00% 0	0.00% 0	8.48% 14
Q1: Student: Undergraduate (G)	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	100.00% 7	0.00% 0	0.00% 0	4.24% 7
Q1: Student: Graduate (H)	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	100.00% 11	0.00% 0	6.67% 11
Total Respondents	41	16	56	19	1	14	7	11	0	165

Q2: What VC do you work in?

Answered: 165 Skipped: 0



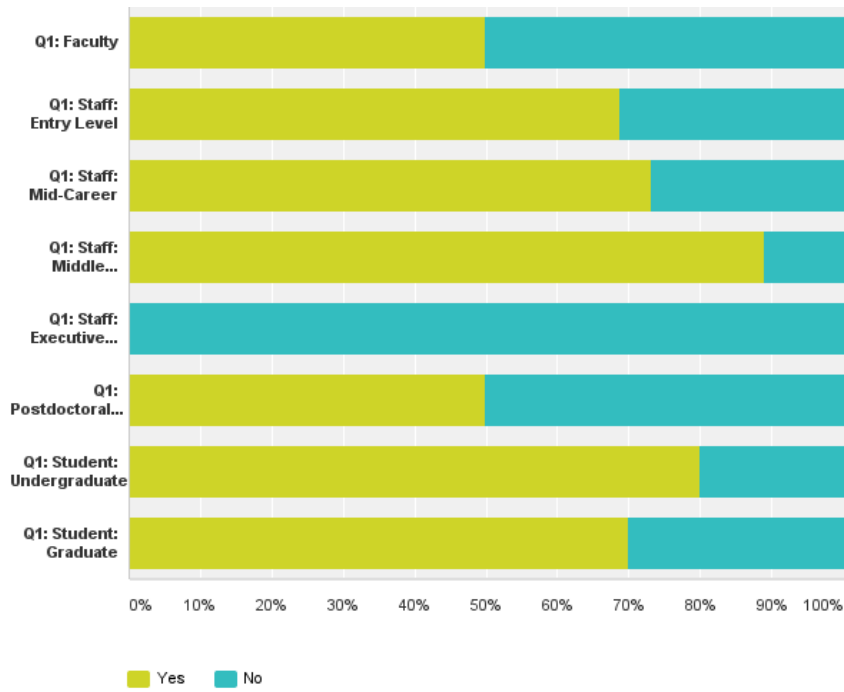
Q2: What VC do you work in?

Answered: 165 Skipped: 0

	Academic Affairs	Scripps Institute of Oceanography	Health Sciences	Research	Advancement	Student Affairs	Resource Management and Planning	Equity, Diversity and Inclusion	Business Affairs	N/A – I am not an employee at UC San Diego	Other (please specify)
Q1: Faculty (A)	0.00% 0	0.00% 0	87.80% 36	12.20% 5	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0
Q1: Staff: Entry Level (B)	25.00% 4	0.00% 0	37.50% 6	18.75% 3	6.25% 1	6.25% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	6.25% 1
Q1: Staff: Mid-Career (C)	39.29% 22	0.00% 0	23.21% 13	8.93% 5	1.79% 1	8.93% 5	0.00% 0	1.79% 1	12.50% 7	0.00% 0	3.57% 2
Q1: Staff: Middle Management (D)	26.32% 5	0.00% 0	10.53% 2	10.53% 2	15.79% 3	21.05% 4	0.00% 0	5.26% 1	5.26% 1	0.00% 0	5.26% 1
Q1: Staff: Executive Management (E)	0.00% 0	0.00% 0	100.00% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0
Q1: Postdoctoral Fellow (F)	0.00% 0	0.00% 0	21.43% 3	71.43% 10	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	7.14% 1
Q1: Student: Undergraduate (G)	0.00% 0	0.00% 0	0.00% 0	14.29% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	85.71% 6	0.00% 0
Q1: Student: Graduate (H)	0.00% 0	0.00% 0	0.00% 0	63.64% 7	0.00% 0	9.09% 1	0.00% 0	0.00% 0	0.00% 0	18.18% 2	9.09% 1
Total Respondents	31	0	41	38	15	11	0	2	8	1	8

Q4: Do you currently utilize any childcare?

Answered: 156 Skipped: 9



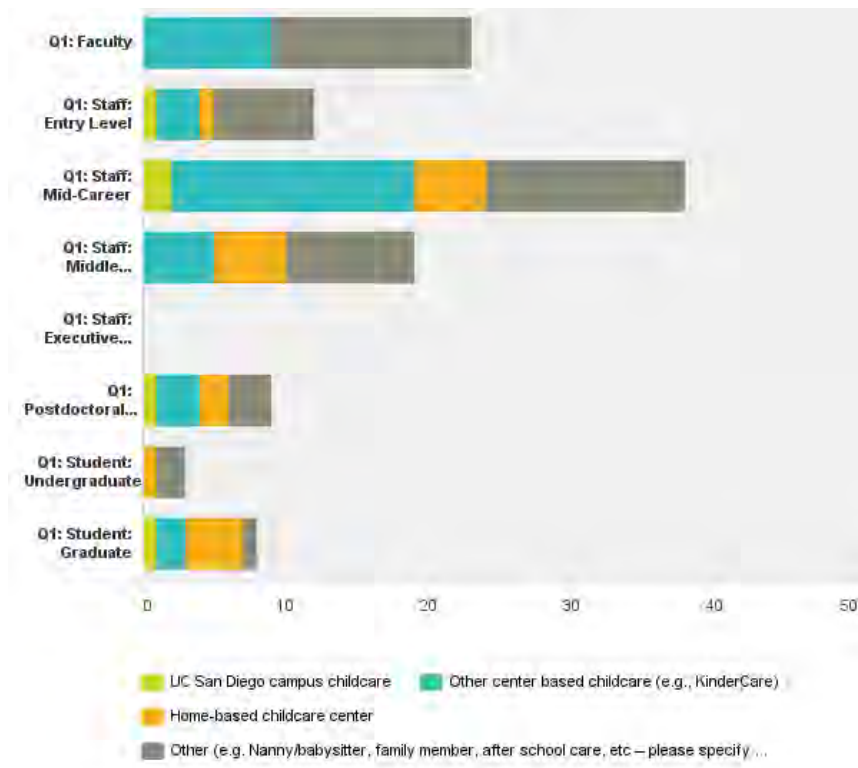
Q4: Do you currently utilize any childcare?

Answered: 156 Skipped: 9

	Yes	No	Total
Q1: Faculty (A)	50.00% 20	50.00% 20	25.64% 40
Q1: Staff: Entry Level (B)	68.75% 11	31.25% 5	10.26% 16
Q1: Staff: Mid-Career (C)	73.08% 38	26.92% 14	33.33% 52
Q1: Staff: Middle Management (D)	88.89% 16	11.11% 2	11.54% 18
Q1: Staff: Executive Management (E)	0.00% 0	100.00% 1	0.64% 1
Q1: Postdoctoral Fellow (F)	50.00% 7	50.00% 7	8.97% 14
Q1: Student: Undergraduate (G)	80.00% 4	20.00% 1	3.21% 5
Q1: Student: Graduate (H)	70.00% 7	30.00% 3	6.41% 10
Total Respondents	103	53	156

Q5: What kind of childcare are you currently using?

Answered: 100 Skipped: 65



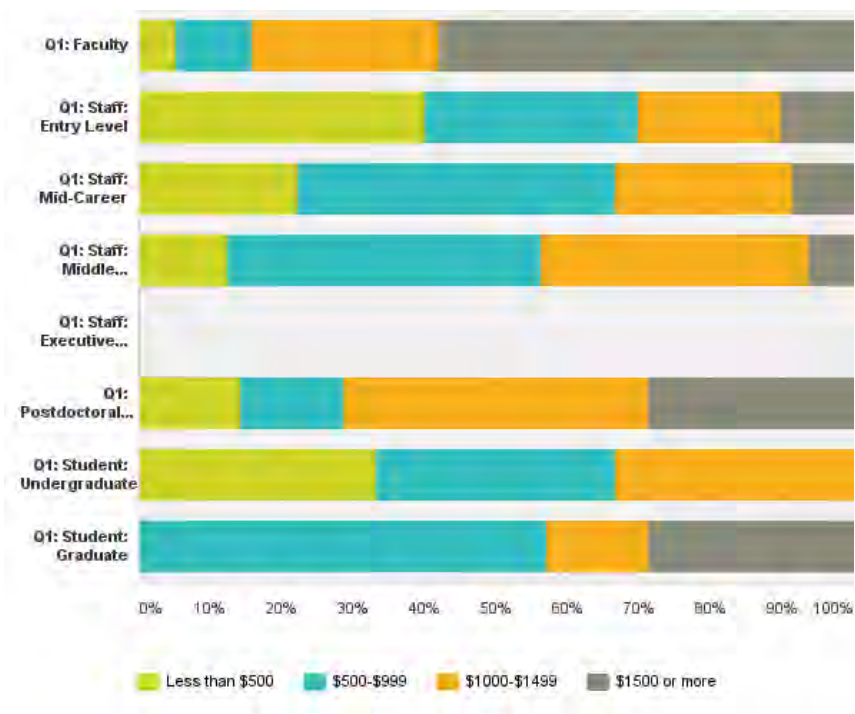
Q5: What kind of childcare are you currently using?

Answered: 100 Skipped: 65

	UC San Diego campus childcare	Other center based childcare (e.g., KinderCare)	Home-based childcare center	Other (e.g. Nanny/babysitter, family member, after school care, etc – please specify below)	Total
Q1: Faculty (A)	0.00% 0	45.00% 9	0.00% 0	70.00% 14	23.00% 23
Q1: Staff: Entry Level (B)	10.00% 1	30.00% 3	10.00% 1	70.00% 7	12.00% 12
Q1: Staff: Mid-Career (C)	5.41% 2	45.95% 17	13.51% 5	37.84% 14	38.00% 38
Q1: Staff: Middle Management (D)	0.00% 0	31.25% 5	31.25% 5	56.25% 9	19.00% 19
Q1: Staff: Executive Management (E)	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0
Q1: Postdoctoral Fellow (F)	14.29% 1	42.86% 3	28.57% 2	42.86% 3	9.00% 9
Q1: Student: Undergraduate (G)	0.00% 0	0.00% 0	33.33% 1	66.67% 2	3.00% 3
Q1: Student: Graduate (H)	14.29% 1	28.57% 2	57.14% 4	14.29% 1	8.00% 8
Total Respondents	14	39	18	30	100

Q6: What do you currently pay for childcare per month?

Answered: 98 Skipped: 67



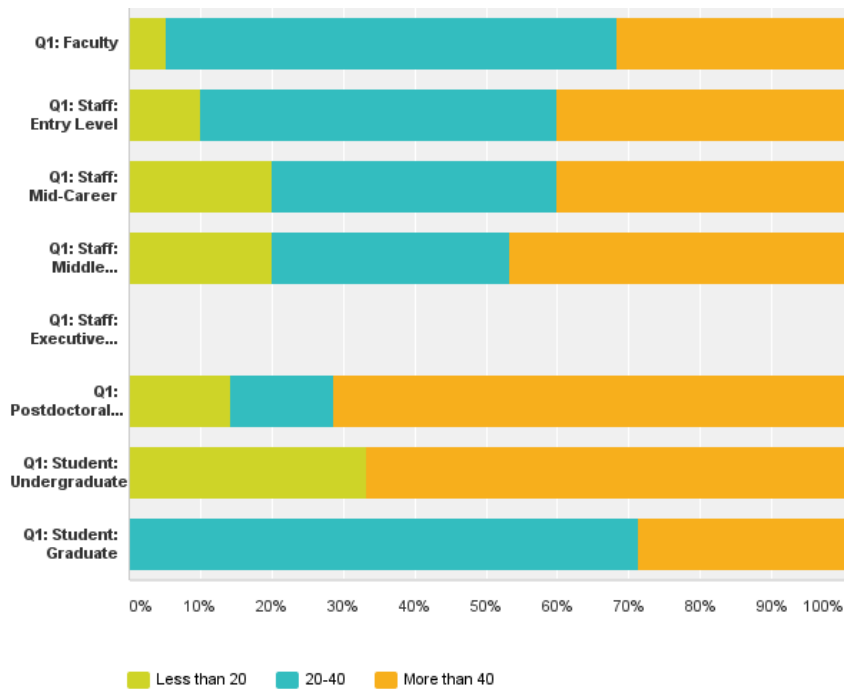
Q6: What do you currently pay for childcare per month?

Answered: 98 Skipped: 67

	Less than \$500	\$500-\$999	\$1000-\$1499	\$1500 or more	Total
Q1: Faculty (A)	5.26% 1	10.53% 2	26.32% 5	57.89% 11	19.39% 19
Q1: Staff: Entry Level (B)	40.00% 4	30.00% 3	20.00% 2	10.00% 1	10.20% 10
Q1: Staff: Mid-Career (C)	22.22% 8	44.44% 16	25.00% 9	8.33% 3	36.73% 36
Q1: Staff: Middle Management (D)	12.50% 2	43.75% 7	37.50% 6	6.25% 1	16.33% 16
Q1: Staff: Executive Management (E)	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0
Q1: Postdoctoral Fellow (F)	14.29% 1	14.29% 1	42.86% 3	28.57% 2	7.14% 7
Q1: Student: Undergraduate (G)	33.33% 1	33.33% 1	33.33% 1	0.00% 0	3.06% 3
Q1: Student: Graduate (H)	0.00% 0	57.14% 4	14.29% 1	28.57% 2	7.14% 7
Total Respondents	17	34	25	20	96

Q7: How many hours per week of childcare do you pay for?

Answered: 96 Skipped: 69



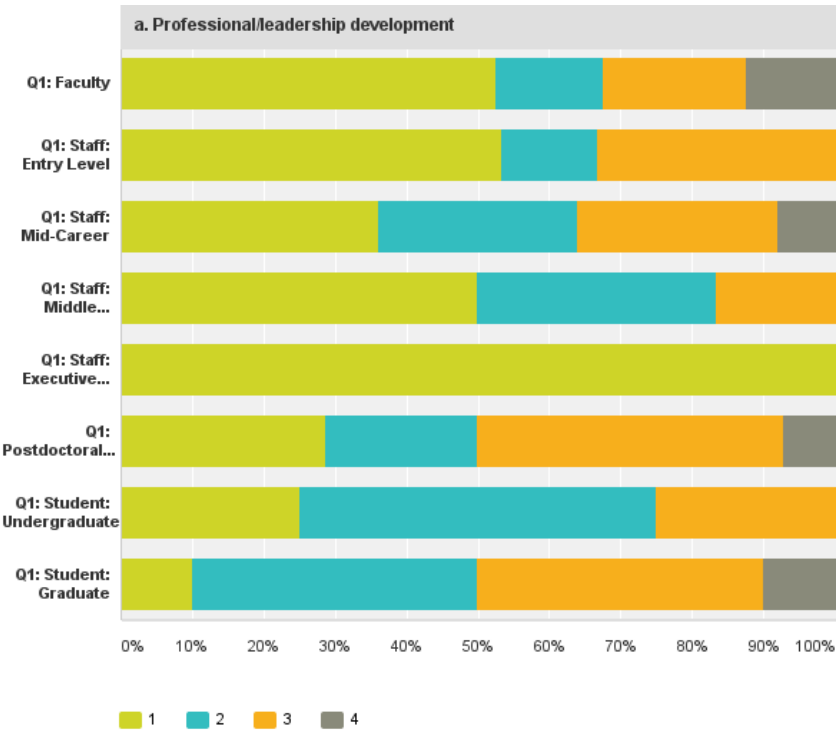
Q7: How many hours per week of childcare do you pay for?

Answered: 96 Skipped: 69

	Less than 20	20-40	More than 40	Total
Q1: Faculty (A)	5.26% 1	63.16% 12	31.58% 6	19.79% 19
Q1: Staff: Entry Level (B)	10.00% 1	50.00% 5	40.00% 4	10.42% 10
Q1: Staff: Mid-Career (C)	20.00% 7	40.00% 14	40.00% 14	36.46% 35
Q1: Staff: Middle Management (D)	20.00% 3	33.33% 5	46.67% 7	15.63% 15
Q1: Staff: Executive Management (E)	0.00% 0	0.00% 0	0.00% 0	0.00% 0
Q1: Postdoctoral Fellow (F)	14.29% 1	14.29% 1	71.43% 5	7.29% 7
Q1: Student: Undergraduate (G)	33.33% 1	0.00% 0	66.67% 2	3.13% 3
Q1: Student: Graduate (H)	0.00% 0	71.43% 5	28.57% 2	7.29% 7
Total Respondents	14	42	40	96

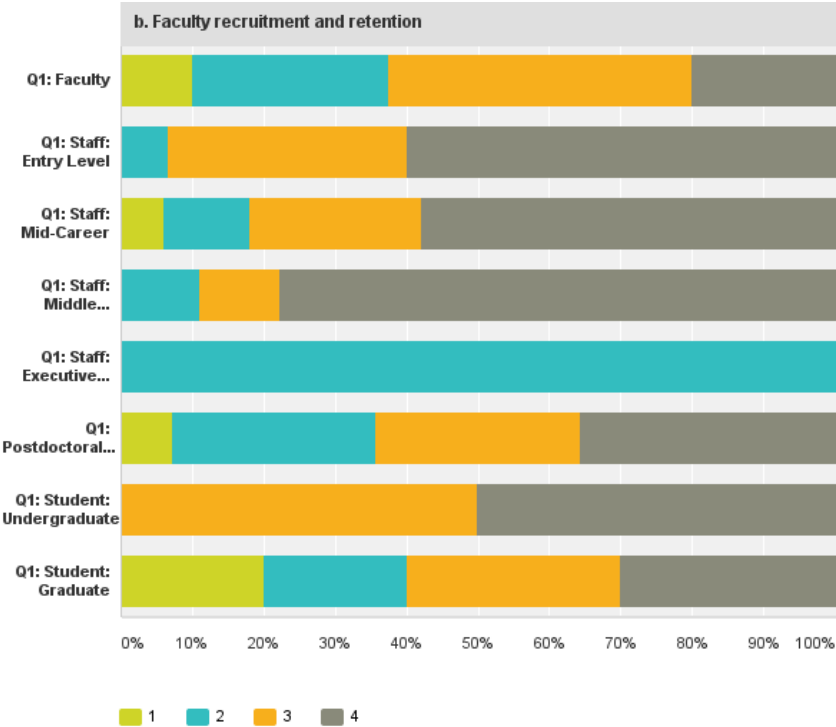
Diego. Please rank, in the order of importance, with 1 being most important, the 2015 themes/topics identified by the Committee on the Status of Women.

Answered: 152 Skipped: 13



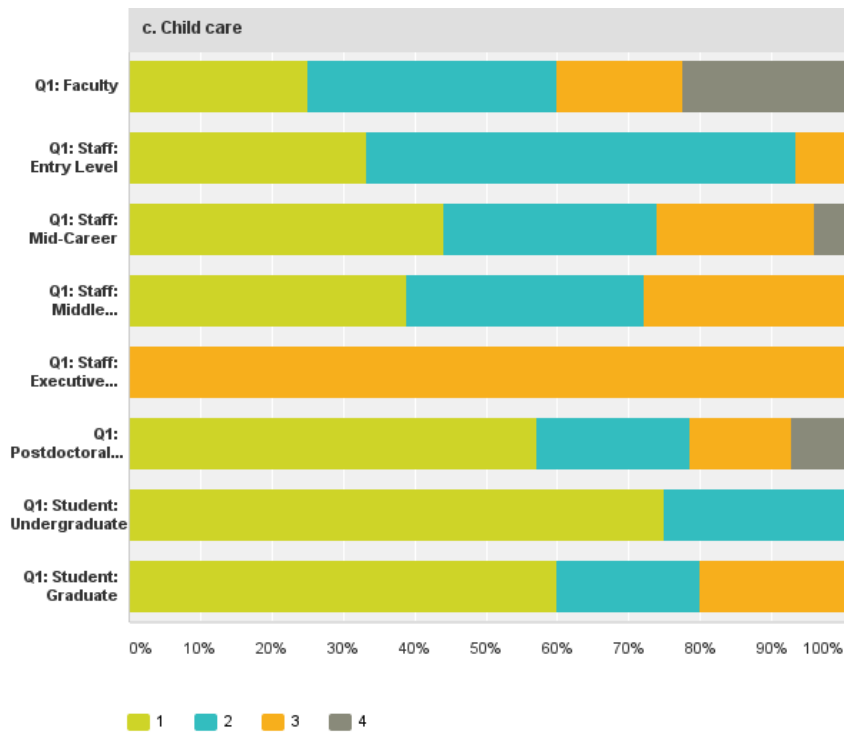
Diego. Please rank, in the order of importance, with 1 being most important, the 2015 themes/topics identified by the Committee on the Status of Women.

Answered: 152 Skipped: 13



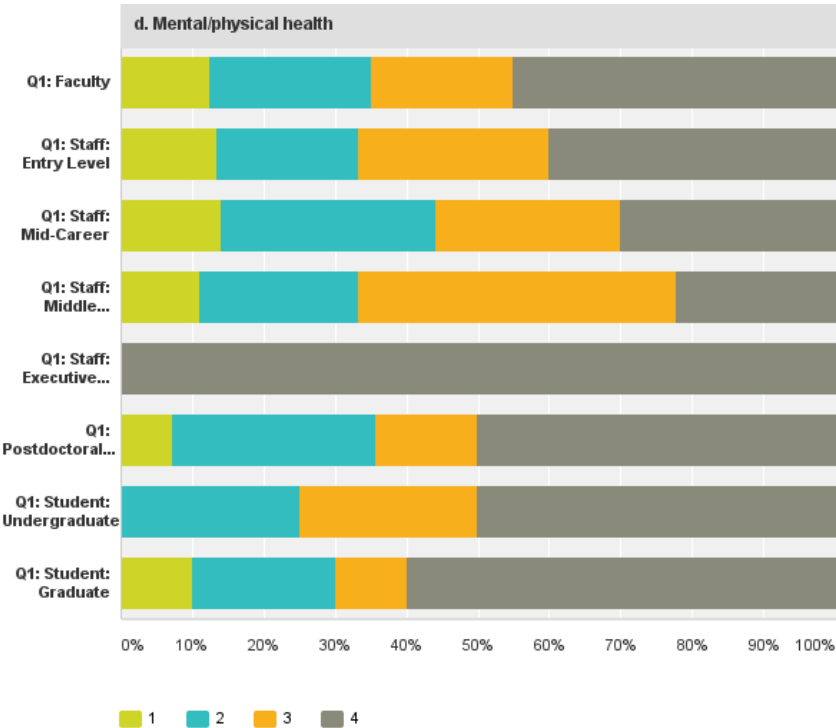
Diego. Please rank, in the order of importance, with 1 being most important, the 2015 themes/topics identified by the Committee on the Status of Women.

Answered: 152 Skipped: 13



Diego. Please rank, in the order of importance, with 1 being most important, the 2015 themes/topics identified by the Committee on the Status of Women.

Answered: 152 Skipped: 13



Q8: Which issues do you feel are most critical to women at UC San Diego. Please rank, in the order of importance, with 1 being most important, the 2015 themes/topics identified by the Committee on the Status of Women.

Answered: 152 Skipped: 13

a. Professional/leadership development					
	1	2	3	4	Total
Q1: Faculty (A)	52.50% 21	15.00% 6	20.00% 8	12.50% 5	26.32% 40
Q1: Staff: Entry Level (B)	53.33% 8	13.33% 2	33.33% 5	0.00% 0	9.87% 15
Q1: Staff: Mid-Career (C)	36.00% 18	28.00% 14	28.00% 14	8.00% 4	32.89% 50
Q1: Staff: Middle Management (D)	50.00% 9	33.33% 6	16.67% 3	0.00% 0	11.84% 18
Q1: Staff: Executive Management (E)	100.00% 1	0.00% 0	0.00% 0	0.00% 0	0.66% 1
Q1: Postdoctoral Fellow (F)	28.57% 4	21.43% 3	42.86% 6	7.14% 1	9.21% 14
Q1: Student: Undergraduate (G)	25.00% 1	50.00% 2	25.00% 1	0.00% 0	2.63% 4
Q1: Student: Graduate (H)	10.00% 1	40.00% 4	40.00% 4	10.00% 1	6.50% 10

b. Faculty recruitment and retention					
	1	2	3	4	Total
Q1: Faculty (A)	10.00% 4	27.50% 11	42.50% 17	20.00% 8	26.32% 40
Q1: Staff: Entry Level (B)	0.00% 0	6.67% 1	33.33% 5	60.00% 9	9.87% 15
Q1: Staff: Mid-Career (C)	6.00% 3	12.00% 6	24.00% 12	58.00% 29	32.89% 50
Q1: Staff: Middle Management (D)	0.00% 0	11.11% 2	11.11% 2	77.78% 14	11.84% 18
Q1: Staff: Executive Management (E)	0.00% 0	100.00% 1	0.00% 0	0.00% 0	0.66% 1
Q1: Postdoctoral Fellow (F)	7.14% 1	28.57% 4	28.57% 4	35.71% 5	9.21% 14
Q1: Student: Undergraduate (G)	0.00% 0	0.00% 0	50.00% 2	50.00% 2	2.63% 4
Q1: Student: Graduate (H)	20.00% 2	20.00% 2	30.00% 3	30.00% 3	6.58% 10

c. Child care	1	2	3	4	Total
Q1: Faculty (A)	25.00% 10	35.00% 14	17.50% 7	22.50% 9	26.32% 40
Q1: Staff: Entry Level (B)	33.33% 5	60.00% 9	6.67% 1	0.00% 0	9.87% 15
Q1: Staff: Mid-Career (C)	44.00% 22	30.00% 15	22.00% 11	4.00% 2	32.89% 50
Q1: Staff: Middle Management (D)	38.89% 7	33.33% 6	27.78% 5	0.00% 0	11.84% 18
Q1: Staff: Executive Management (E)	0.00% 0	0.00% 0	100.00% 1	0.00% 0	0.66% 1
Q1: Postdoctoral Fellow (F)	57.14% 8	21.43% 3	14.29% 2	7.14% 1	9.21% 14
Q1: Student: Undergraduate (G)	75.00% 3	25.00% 1	0.00% 0	0.00% 0	2.63% 4
Q1: Student: Graduate (H)	60.00% 6	20.00% 2	20.00% 2	0.00% 0	6.58% 10

d. Mental/physical health					
	1	2	3	4	Total
Q1: Faculty (A)	12.50% 5	22.50% 9	20.00% 8	45.00% 18	26.32% 40
Q1: Staff: Entry Level (B)	13.33% 2	20.00% 3	26.67% 4	40.00% 6	9.87% 15
Q1: Staff: Mid-Career (C)	14.00% 7	30.00% 15	26.00% 13	30.00% 15	32.89% 50
Q1: Staff: Middle Management (D)	11.11% 2	22.22% 4	44.44% 8	22.22% 4	11.84% 18
Q1: Staff: Executive Management (E)	0.00% 0	0.00% 0	0.00% 0	100.00% 1	0.66% 1
Q1: Postdoctoral Fellow (F)	7.14% 1	28.57% 4	14.29% 2	50.00% 7	9.21% 14
Q1: Student: Undergraduate (G)	0.00% 0	25.00% 1	25.00% 1	50.00% 2	2.63% 4
Q1: Student: Graduate (H)	10.00% 1	20.00% 2	10.00% 1	60.00% 6	6.58% 10

Respondents Answers to the Childcare Survey Open-ended Questions

Q3. What is one idea you have for how UC San Diego could better support working and student families?

1. Accommodating more children at UCSD daycare. I applied 18 months ago and am still on the wait list.
2. Onsite child care at clinical sites
3. Have more space available for the knock around camps and make the registration easier.
4. Have extended hours for child care on campus childcare should be available at the UCSD campus and at the University Hospitals (including Rady Children's Hospital). Working with schools to facilitate transportation between schools and childcare sites is very important.
5. Childcare onsite
6. Flexible work schedules to allow parents to attend special events or volunteer at school once per month
7. Allow women to be part time in the academic track. provide a good child care center on campus
8. Better support of women. Our salaries and faculty advancements/appointments are not equal to men.
9. For infants/toddlers: Have a high quality child care service which is really available not requiring a very long waiting list time. For: K-6: create a system where interested UCSD college students could work providing child care such as pick up from school, drive to sports, help with homework, babysitting
10. Daycare on campus and medical center
11. Develop a nanny service
12. Better start-time hours for clinic sessions
13. Flexible hours; child care; paid maternity leave 6mo
14. Prolong cycles for promotion review
15. On-campus childcare, spring break and summer childcare/camp programs for school aged children, paid maternity leave, breastfeeding support
16. Childcare availability in/close to the hospital.
17. All meetings should be required to be during working hours. This should be a policy at the level of the Dean. Childcare resources even a list of qualified nannies should be available. There should systematic info provided to employees about stopping the clock for faculty
18. More meetings during the hours that childcare is open rather than early mornings or evenings
19. Flexible hours and opportunity to work remotely
20. Flexible hours
21. Flexible schedules; Easily accessible childcare near work (not available)
22. Childcare near work, preferably within the hospital or within campus. Ensure that there is support for flexible schedules and other policies that support families throughout the entire University. Also, being mindful of staff workload and how this impacts working parents (staff taking work home at night and on the weekend just to stay afloat as an example)
23. Have childcare center that is open at least 7am-7 pm near each of the three campuses instead of just la jolla (other 2 being hillcrest and kearny mesa/Rady/UCSD)
24. Flexible schedules
25. Childcare options at more than one site.
26. Flex schedule, onsite childcare
27. Telecommute
28. Provide extra compensation like they do for graduate students that work to help offset daycare fees. Knock around in summer should be need based first before faculty.
29. Part time positions
30. Affordable daycare and preschool.
31. Financial assistance for the childcare
32. More child care options, more lactation rooms
33. Affordable child care, flexibility in schedules
34. Have more space/build another facility for ECEC or a different childcare program
35. Offer a broader childcare option that is more cost effective. ECEC is the only campus option, yet has a wait list and costs nearly \$400 a week for an infant. Even the toddler price at about \$300 a week is more that institutional daycare options. I make a good salary and yet that is nearly half of my monthly salary making it cost prohibitive. I can find quality in home care for \$250 a week. I also think that our sick and vacation accruals are low to where

you are coming to work sick because you used your sick days caring for sick children. that is not helpful to anyone.

36. Providing on-campus childcare programs. It is virtually impossible to get a spot on at the UCSD childcare center.
37. Part time childcare for younger children
38. Make it more affordable
39. Having sufficient childcare facilities
40. Easy and cheaper day care
41. More (and affordable) options for childcare, particularly for infants
42. More on campus daycare
43. More affordable child care
44. Subsidize childcare.
45. Childcare available closer to the Hillcrest campus as well.
46. Subsidize after care for working parents of children in preschool through junior high. Since many schools allow the offspring of staff members to attend their school for free, subsidized child care should be something UCSD should provide to its staff.
47. More childcare spots (especially for infants!), longer hours for childcare (also for infants!), and better run childcare center (especially for three-year olds!)
48. Have affordable childcare, Mesa childcare is too expensive
49. Having an affordable, available childcare services for children since 3 months old.
50. More locations for lactation rooms
51. Subsidize child care, flexible schedules
52. Provide low cost childcare with enough availability
53. Increase the number of day cares. Paid maternity leave.
54. Have those completing paperwork for maternity leave have an easy form on which they could complete childcare needs. Have a sliding scale based on income, and not just have it be for those at very low income employees. Have reasonably priced childcare inclusive of drop ins with opps for student employment for course credit.
55. Provide affordable daycare - possibly charge rates based on salary or provide transitional daycare for returning parents. Flexible work schedule for returning parents.
56. A. More reasonably subsidized childcare, it is extremely challenging for those that do not qualify for subsidized childcare based on income requirements for consideration (<30K per partner) but do not make enough for childcare costs to not be a significant burden. B. Automatic enrollment onto childcare waiting list, upon notification of pregnancy.
57. Make daycare more affordable; truly allow flexible schedule; be able to bring older kids to work (during spring break for example)
58. Please pick a better supplemental insurer, Liberty Mutual, in my opinion discriminates against women of child bearing age. Please have more daycare options and at a cost that is proportional to what employees and post-docs are actually paid.
59. More flexible schedule and/or telecommuting. Ability to get INTO the childcare program. I was 94th on the wait list when I started at UC San Diego.
60. Paid 6-12 mo maternity leave w/o fear of job loss
61. Offer more child care opportunities on campus, subsidized or not.
62. The campus could be more flexible regarding hours and telecommuting.
63. Provide more reasonable and flexible childcare options on campus
64. Make the childcare center more affordable for staff.
65. I do not use UCSD preschool because it is too expensive. I am not eligible for the summer campus programs because I am not a union employee. That's unfair.
66. Flexible work schedules and better day care on campus
67. More affordable/accessible childcare on campus
68. More openness to having positions be 70% - 80%
69. Part time childcare on campus. Can't afford full time care, but don't qualify for subsidization.
70. Subsidized on-campus daycare, after-school care
71. Provide Childcare and a place for parents that breastfeed.
72. Allow more positions that are less than 100% (but still more than 50% so benefits are covered), job share and work from home opportunities.
73. More spots for young children (i.e., babies) at the Early Childhood Education Center. I registered my first child when I was 1 month pregnant and she was admitted when she was 18 months old (by which time of course I'd arranged alternate daycare).
74. Affordable child care and time off for when child is sick or has a doctor's appointment.

75. On-campus childcare.
76. Have better childcare
77. Affordability and availability of on-campus day care
78. Provide on campus day care
79. Flexible work time
80. On-site childcare!
81. Cheap(er) child care options
82. Offer child care on campus.
83. More childcare options that are affordable and more flexible hours. I have an infant, and the ECEC only takes them full time and are prohibitively expensive.
84. More affordable childcare options.
85. Cheaper child care at ECEC
86. Have more childcare slots at more affordable prices.
87. Providing affordable child care for employees. Flexible schedules, like opportunities to work from home.
88. Have ECEC offer half day or part-time childcare.
89. Promote job sharing between departments and Colleges for similar classified positions.
90. Flexibility is very important and a university-wide policy allowing those flex-schedules would be very helpful in creating a better argument to your supervisor if the university supports this.
91. Lower the cost of on campus child care
92. Free Childcare
93. Making childcare more affordable on campus; flexible schedules, don't make us feel bad for taking time out to be with kids/take care of family obligations
94. Part time positions - with honestly no sense that they are "lesser committed" people
95. More infant childcare available
96. To provide more widespread support for parents who need alternate childcare or work arrangements. This would include but is not limited to providing the flexibility to telecommute once a week or alter their work schedule.
97. Priority access to childcare programs that are affiliated with UCSD or on or near campus, such as ECE, Summer Knockaround camp programs, JCC. Additional resources such as drop-in care, aftercare, childcare stipend.
98. More flexible admin support around grant deadlines (which really would help anyone). Having people leave at 3:30 or 4pm on the day a grant is due is really tough if you're working on things 'til the last minute (which you normally are because of childcare duties too).
99. MAKE THE CHILDCARE MORE AFFORDABLE AND MORE FLEXIBLE
100. Longer childcare hours -- say a closing time of 6:30
101. Instruct supervisors to be more flexible with working schedules.
102. Student-parents: Fix loopholes in prioritization of campus childcare allocation. We didn't qualify for the longest time because of silly loopholes that we couldn't change without having guaranteed childcare.
103. Better, more accessible and less costly options for daycare. ECEC is not affordable and the waitlist is very long...we have waited over 18 months for an opening w/o success.
104. More campus childcare opportunities. The center on campus has such an extended waitlist that it can take years to get in. Provide greater discount or sliding scale in pricing base on staff salary - similar to medical insurance. Better hours at the ECEC. Opening at 7:30a and ending at 5p, it is nearly impossible to work an average 8 hour day on the normal 8-4:30p schedule. It also does not allow for any flexibility in schedule or any coverage for any alternate start times. There is an one hour after-hours program from 5-6p, but it is at an additional cost.
105. Childcare is very costly and my UCSD pay so very low, that I am considering whether to seek employment elsewhere prior to starting a family or not starting a family at all. Major subsidies and larger childcare facilities for UCSD staff would be a tremendous help. I also want to get the most sanitary and trusted facility of well managed and knowledgeable childcare staff that I could find.
106. Have affordable child care ON CAMPUS and allow grandparents to put their grandchildren in the program.
107. Broader application of flexible schedules
108. Make the childcare more affordable.
109. Flex schedules, work from home, work 4 10 hour days or get every other friday off. come in early to get out early before traffic.
110. Improve the system for summer camp sign-ups.
111. Offer more affordable childcare options on campus.
112. Child friendly environments, informal extended hours to speak with faculty or innovative ways to speak with faculty, specialty parking permits for later campus arrivals,
113. Drop in childcare

114. I work at the HC location, it would be nice to have a childcare option on-campus where I can drop off my children before coming into work and have it be very close to work.
115. Paying benefits to part-time employees is HUGE. Thank you! Provide more convenient childcare for parents who work on the Hillcrest campus. Consider partnering with the Unitarian Cooperative Preschool if there is not enough demand to open a University childcare center in Hillcrest. Make Knock Around camps easier to register for -- strongly suggest online registration.
116. Cost of childcare same all around. We are not able to afford childcare
117. More affordable and flexible on campus childcare options
118. Lower prices. I bring home \$2,000 a month after paying taxes, and medical. If I were to enroll my infant daughter who is 17 months I would have to pay a tuition of \$1531 leaving me with less than \$500 for the month to pay for household goods and student loans. Yes I am married and husband brings home after also paying taxes \$2400 which covers our mortgage, household bills. Week after week I search for family and friends that can help us out with the care of our daughter.
119. Offer AFFORDABLE and accessible childcare
120. Have AFFORDABLE and accessible childcare onsite for students and staff.
121. Flexible hours.
122. More affordable childcare options on campus and more availability for flexible work hours.
123. Providing drop-off childcare for infants 3 months-3 years. Making students with fellowships eligible for childcare reimbursement.
124. Bigger daycare with more staff/facility so more people can successfully obtain childcare through it
125. True flex-time; time off to attend school events.
126. Really honoring flexible schedules. This depends generally on supervisor approval.
127. UCSD's ECEC (childcare), which is located in the heart of the graduate student community of Mesa Housing, should be financially accessible to graduate student families. As it stands right now, the tuition is extremely expensive (~60% of a graduate student's stipend!) and it pushes most families on the 1-2 year subsidized waitlist or to commute to external childcare! I truly feel that UCSD would benefit from supporting their graduate student parents by either making tuition more realistically affordable (~not more than 20% of a students stipend). There are two approaches to do this 1) decrease tuition or 2) increase graduate student childcare reimbursements.
128. Provide a discount for UCSD staff at the Early Childhood Education Center. The cost is very steep and it's pretty ridiculous that we do not get a discount, especially since staff are not paid very well at UCSD.
129. Offer more affordable childcare on/near campus
130. The waitlist at teh ECEC can be very long for people wanting to place their children there, and is very expensive. Perhaps it could be further subsidized and/or expanded or another location opened. The Knockaround summer camps are childcare and I currently utilize those (children went to ECEC a couple of years ago).
131. Affordable childcare for summer session student parents
132. Childcare available close to work
133. By making childcare more affordable.
134. More lactation rooms in the hospital for staff. On site daycare +/- childcare benefits (allot x days/month of emergency childcare use)
135. Make childcare at Mesa more affordable. To get my daughter enrolled is around \$1700 a month which is insane. Being punished for my wife making a \$40k a year is insane that our family of 3 makes too much money...
136. Day care AT the hospital

Q.9. Any other additional comments?

1. Breastfeeding support and maternity leave policies are also very important esp for young staff.
2. Child care is a key component for success of junior faculty.
3. Our department chairman does not treat women and men the same.
4. Summer camp at Knock Around should be available to UCSD staff first since we need to work during the summer. It should then be offered to faculty (9/9) and the rest of the community.
5. Your cost of childcare should offer additional boxes for those of us who end up spending \$2500 a month. That's for two kids at the UCSD ECEC daycare. Also, you should note that the 3-year classrooms there are horrible (causing a lot of stress for parents who after waiting a long time to get good care for their children, find themselves concerned that their kids are being traumatized with incompetent teachers; it's a widely understood problem among parents currently and formerly with children in the classrooms), while the younger groups are WONDERFUL.
6. I think that as a faculty member in my 40s I can forget how hard it is to work as a new mother. I have two employees that are contending with new motherhood now and am watching their struggles to manage child care, due to difficulties procuring slots and the high expense. UCSD childcare is cost prohibitive.


7. Being in a positive mental state and feeling confident/comfortable with one's work/life balance leads to greater productivity, efficiency, and dedication. This holds true across all types of appointments (staff, faculty, or otherwise). Sweden/France (and many others outside the US) set great examples.
8. I am on the UCSD childcare waiting list, I may or may not get a spot in the time frame I need it. I did the math, and would have had to place my child on the wait list before I even thought of conceiving. So the advice I have been giving out for co-workers who are getting married is, while you are registering for your gifts, make sure to get on a daycare wait-list. Once (if) I do get a spot I am asked to pay comparable to rent prices to place my child in a safe and educational environment. Finally, there should not be a department that does not allow for upward mobility. I have a coworker who not only has worked for multiple years but has consistently been asked to take on more and varied responsibilities all the while without any notable change in rank even as minimally as steps. I have come to learn that my co-workers and I are on average paid 20-30% less than industry, as an institution UCSD and the UC system cannot possibly hope to recruit and retain competitively with this compensation structure. I appreciate your attention and I hope that my comments are helpful.
9. There should be other parking options for parents of young children. When one has to leave the campus mid-day to take a child to the Dr's it is nearly impossible to find parking after the appointment. This often leads to less time worked and greater frustration and ultimately inclines one to use a 1/2 day of sick time rather than return to work knowing that a large part of time will be spent searching for parking.
10. Dealing with bias against women
11. Flex-time and part-time positions in mid-career and mid-level management.
12. I think there is a lot of pressure for women (especially those with children) to be perfect in all the various roles that they carry. I often find that roles at work often conflict with roles at home, and women are often expected to find a perfect balance by contributing "110%" to each role. I feel it's important to validate and support staff members in the various roles that they carry. I appreciate spaces such as the lunch gatherings that FSAP and the Women's Center coordinates for working mothers. I think more spaces and opportunities that would aid in promoting a positive mental/physical health for staff members would be helpful. I believe these would also aid in staff members' retention.
13. Anything you can do to make my job easier (e.g., make the grants process easier, make hiring staff easier, advise on grant concepts, provide bridge funding for us soft money folks), will make my home/work life balance better. BTW, the good part of academia is being able to have flexible hours and work from home when needed. I really appreciate that.
14. The driving factor in my success at UCSD has been whether or not I had reliable and safe childcare for my children. I spent the first year after transferring without regular childcare (but on 5 different waiting lists) and ended that year with a 1.66 GPA (I transferred in with a 3.8/4). This is a HUGE issue.
15. Making child care just a women's issue is a problem.
16. I also think that home support and employer support play a role in how this population fares on campus.
17. Affordable childcare and advocacy for expanded fertility benefits are primary concerns, as well as continuing to diversify our faculty and staff.
18. Work & job flexibility for parenthood: paid maternity leave with many options, returning part-time for a period with gradual return, and ability to do this for multiple children without certain "requirements" - attention to this as a reasonable priority in any field.
19. Please, please help improve the childcare affordability situation.
20. Flexibility in schedules (for staff) is important. Some supervisors are better about granting that than others

APPENDIX B: WOMEN’S CONFERENCE SCHEDULE, PROGRAM SPONSORS, VENDORS, AND SURVEY

Appendix B: Women’s Conference Schedule, Program Sponsors, Vendors, and Survey

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2015 UC San Diego Women's Conference Schedule

Theme: Equality for Women is Progress for All	8:00 - 8:45 AM	8:45 - 9:00 AM	9:00-9:15 AM	9:15-10:00 AM	10:10-10:55 AM	11:05-11:50 AM	12:00-12:45 AM
	Registration & Breakfast	Welcome Address & Honorary Guest	Opening Remarks	Keynote + Q&A	Session 1	Session 2	Session 3
Price Center East Foyer	REGISTRATION						
Price Center West Ballrooms A/B	Breakfast	Dr. Angela Scioscia, Chief Medical Officer, UC San Diego Health System + Introduce Honorary Guest: Natasha Josefowitz	Dean Cristina Della Coletta	Tricia Downing	"Campus Climate Change for Women in STEMM" Speaker: Vivian Reznik, Asst VC-Faculty Affairs; Panel: Chancellor Emeritus Marye Anne Fox; Asst VC-Academic Affairs Ann Briggs Addo; Senior Diversity Officer Glynda Davis; 1st Female Chair, Academic Senate Dr. Katja Lindenberg; and UCSD SOM Recruitment & Admissions Committee Member Dr. Dorothy Sears.		Going from Overwhelm to Calm: The Secrets to a Happy, Healthy and Wealthy Life, with Diane Halfman
Price Center Forum					Makers: Women Who Make America. Screening & moderated discussion of "The Awakening," the story of the birth of the modern Women's Movement.		Renew your Body from the Inside-Out w/ Lauray MacElhern and Dr. Gordon Saxe
Price Center John Muir Room					All Day Energy the Natural Way, Rico Caveglia, CPT, Founder of Ageless Living Lifestyle	Salary Negotiations, with Christine Rupp	Creating Your Vision for Reality: Making Progress Within Me Workshop with Dr. Valita Jones
Price Center Roosevelt College Room					NEW UC Policy on Sexual Harassment & Sexual Violence, with Lori Chamberlain, J.D., Nancy Whalig, and Patricia Leae (panel)	Life Strategies for Abundance, with Dawn R. Oree	Wellness Programs for Health, with Tangela Richardson, US Dept of Labor
Price Center Thurgood Marshall Room					Emotional Medicine Rx, with Penelope Andrade	Essential Self Care, with Michelle Brown-Shelton, Faculty and Staff Assistance Program	Pop Culture Feminism, discussion led by Cecily Nelson-Alford, Women's Center Assistant Director
Green Room	STAGING AREA						
Price Center East	8:00 AM - 2:00 PM RESOURCE & VENDOR FAIR						

Disclaimer: Speakers and times subject to change prior to the event.

<http://ucsdwomensconference.com/>

UC San Diego Women's Conference

(Re)Defining the UC San Diego Woman

2015 Sponsors



UC San Diego

Office of the Chancellor

Office of the Chancellor



Scripps Institution of
Oceanography

UC San Diego

HEALTH SCIENCES

UC San Diego Health Sciences



Vice Chancellor for Housing, Dining, and
Hospitality



Vice Chancellor for Research Affairs

Chancellor's Advisory Committee on the Status of Women

Office of the Vice Chancellor for Equity, Diversity, and Inclusion

Office of the Executive Vice Chancellor – Academic Affairs

Office of the Vice Chancellor – Advancement

Office of the Vice Chancellor and Chief Financial Officer

Office of the Interim Assistant Vice Chancellor for Human Resources

Office of the Vice Chancellor for Resource Management and Planning

Office of the Vice Chancellor – Student Affairs

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UC San Diego Women's Conference

(Re)Defining the UC San Diego Woman

Vendor Fair

The Vendor Fair at the UC San Diego Women's Conference is open to the general public, UC San Diego community, and UC San Diego Women's Conference attendees. We welcome all to attend to learn more about local resources and services for women, while supporting local small businesses.

The Vendor Fair will be held in the Price Center East Ballroom on Tuesday, March 10th from 8:00 am – 2:00 pm.

In addition to quality products and services for sale, there will be lots of free giveaways! Our vendors have all generously donated their products and services for giveaways.

See the list of vendors and table locations for this year's [VendorFair](#).

Local Community Resources



Virtue Naturals Soaps. At virtue, our all-natural, vegetable-based, cold-process, artisan soaps are made with saponified: olive oil, coconut oil, palm oil & enriched with: wheatgerm oil, jojoba oil, ground botanicals, pure essential oils, love ...and nothing else.



Peachy Keen Perfume. Artisan handmade perfumes.



The Pill Shoppe. Health products and services for women's wellness from bath and body to sexual and reproductive health. Handmade products available at the vendor fair include TheraPillow aromatherapy rice pillows, Espresso scrubs, Soothing salt satchels, Shag Bags, Pill Wallets, and Succulent plants.



Silpada Jewelry.



Bellini Beauty Bar. Local salon in La Jolla.



Ageless and Beautiful Medical Spa and Cosmetic Surgery. Located in Hillcrest with a spacious Zen-inspired, seven-room office. The spa is the recipient of the Black Diamond Award and the Pinnacle Award as San Diego's Leading Provider of Thermage Skin Tightening. We specialize in Vaser Liposuction, Botox® Cosmetic Injections, Breast Augmentation, Tummy Tuck, Laser Hair Removal and ActiveFX Skin Resurfacing.



Total Woman Gym + Spa is dedicated to guiding and supporting women to reach their health and wellness goals in a space that is created for them, by staff that is committed to them. We offer state-of-the-art equipment, dynamic group fit classes, a rejuvenating spa and convenient amenities.



Women's Elite Yoga. An intimate yoga studio in La Jolla and Carmel Valley with heated and non-heated classes to meet the daily needs of women. The heart behind each class is to create an experience to improve the quality of women's health – a marriage between the mental, physical and emotional wellbeing. Each class will be viewed as a stepping stone to a healthier lifestyle.



Bedsider.com. Bedsider is an online birth control support network for women 18-29 operated by The National Campaign to Prevent Teen and Unplanned Pregnancy, a private non-profit organization. Our goal is to help women find the method of birth control that's right for them and learn how to use it consistently and effectively, and that's it.



MotherToBaby California. Our service provides FREE information about the following exposures during pregnancy: Over-the-Counter and Prescription Medications, Vitamins/Supplements, Alcohol /Recreational Drugs, Vaccinations/Immunizations, Diseases or Infections, Chemicals, Pesticides, Occupational Exposures, and Paternal Exposures. We also provide information about the effects of medications taken while breastfeeding. This service is offered to the general public, including pregnant and breastfeeding women, women planning their pregnancy, fathers, physicians, and other health care providers. The information and counseling is provided in a non-directive, and non-judgmental manner.



Owaves. The world's first wellness planner. Owaves makes it easy to plan health and wellness goals into your day. Available on iPad. iPhone coming soon.



Legacy Memory Training. Dedicated to helping adults use scientifically proven memory techniques to improve their lives. Our multi-disciplinary team of geriatricians, psychiatrists and clinician-educators strive to promote the independence and longevity of older adults through this esteemed curriculum. Group classes in San Diego.



Emotional Medicine Rx/ Penelope Young Andrade, LCSW, author of Emotional Medicine Rx: Cry When You're Sad, Stop When You're Done, Feel Good Fast invites people to discover that they have an innate ability to manage mood and life's vicissitudes without medication if they learn to safely and responsibly cooperate with emotional experience. Penelope has an emotionally focused, attachment based, body oriented psychotherapy practice in Rancho Penasquitos, California. Penelope and her husband, Arturo, developed the VIVO Oral Focus™ method for body oriented self-soothing.



Adventures by the Book. Offers worldwide opportunities for readers to connect with authors and their books on an intimate basis through unique, interesting, and adventurous travels and events.



SendOutCards. In less than 60 seconds, you can choose your custom card, add a personal photo , write your heartfelt, inspirational, or cheerful message and click send. We print, stuff, stamp and mail your personalized greeting cards to any postal address anywhere in the world, all for less than the average price of a greeting card at the store.



LookUpSD Homes. Silva Salehi, Broker Associate, Big Block Realty, Lic. #01346323. Specializing in residential real estate sales and services throughout San Diego County. Dedicated to providing excellent service whether that's buying or selling your first home, luxury home, vacation home, or an investment property.



Maria Keith CA Insurance Lic. #0H25292 and James Hallemeyer CA Insurance Lic. #0I65310 AXA Advisors LLC, Member FINRA/SIPC // AXA Network Insurance Agency of California, LLC. We can help you break down your financial goals into small, manageable steps so you can understand your options, make informed decisions, and take action towards a more secure future. Financial Consultants, Maria Keith and James Hallemeyer, will be on site to answer your financial questions.



Nerium AD





Surf Diva has introduced women of all ages to the sport and spirit of surfing in a fun and encouraging environment. From competitive coaching to lessons for the beginner, Surf Diva offers it all.



Lifestyle Organizer Diane Halfman offers a variety of ways to help you regain your time, increase your fulfillment level and transform your space. Diane specializes in organizing all aspects of your life: productive time; healthy meal schedule; getting restoration; having fun; and, of course, clearing the clutter out of your home or office.



San Diego SCORE is the premier source of free small business advice for entrepreneurs. We are a volunteer, non-profit organization whose mission is to promote the success of small business in both San Diego and Imperial Counties. SCORE mentors provide free and confidential business assistance to both prospective entrepreneurs and existing small business owners. We also conduct a variety of low-cost workshops that address many of the essential techniques necessary for establishing and managing a successful business. San Diego SCORE is part of a national association which serves as a resource partner with the U.S. Small Business Administration (SBA).



California Casualty offers low rates negotiated exclusively for university faculty and staff. Benefits and services include: Auto discounts for good drivers; Multipolicy discount; Emergency roadside service available; Personal property replacement

option; 24-hour emergency claims service; Payment plans, including payroll deductions; ID theft resolution service; Foreign exchange program/benefits; Zero deductible for auto vandalism occurring on campus or at UC function; Earthquake Insurance; Mobile Home Insurance; Personal Umbrella Policies; Pet Insurance.

UCSD Resources



UCSD pharmacy students will be providing health screenings for diabetes (fingerstick blood sugar), hypertension (blood pressure), and high cholesterol (finger-stick blood cholesterol). Will also be providing general health information and answering medication-related questions.



Recreation. On campus resource for fitness and well-being. Recreation offers a huge variety of FitLife and RecClass classes and workshops, including cardio, strength and conditioning, yoga, pilates, dance, swimming and much more. You can also work out on your own in one of our three gyms, outdoor and indoor pools, tennis, volleyball or racquetball courts. Join our Masters Sports program for one of our faculty/staff and community oriented group coached swimming, running and triathlon groups or go sea kayaking, hiking, rock climbing or other outdoor activities with Outback Adventures. After your workout, you can rejuvenate with a private massage or meditation class. See entire quarterly schedule online.



Center for Integrative Medicine.



UC San Diego Health System's Center for Mindfulness is a multifaceted program of clinical care, professional training, education, research and outreach intended to further the practice and integration of mindfulness into all aspects of society. We offer a broad range of mindfulness-based programs and initiatives to help you better cope with the challenges of stress, pain and illness in daily life.



UCmom.ucsd.edu maximizes productivity of our absolutely, too busy UCSD lactating mothers (staff, post-docs, students, faculty) with our *NEW* Online Lactation Room Reservation System. UCmom was successfully demonstrated to Chancellor Khosla, developed by UCSD CSE undergraduate women, and supported by UCSD Women's Center, Work/Life Program, and CSW (Chancellor's Advisory Committee on the Status of Women). We are pleased to give *FREE* lactation "cool" bags to registrants of UCmom and the Lactation Program.



The Women's Center is a space in which people work collaboratively to foster the educational, professional, and personal development of diverse groups of women.

The Center provides education and support to all members of UCSD regarding gender issues, with the goal of promoting an inclusive and equitable campus community.



The LGBT Resource Center is a diverse, open and public space for all members of the university

community to explore issues relating to sexual and gender identities, practices and politics. It develops student leadership, builds workplace equity, promotes academic research, and provides resources. The Center challenges existing definitions of variant genders and sexualities by engaging in community building on- and off-campus. This Center sustains and develops visibility, sense of community, and knowledge of diverse queer people.



The **Raza Resource Centro** is one of the newest Campus Community Centers. The Centro came out of a history of struggle, and student and community movements that called for resources and support for UCSD Chicano/as- Latino/as. We offer activities, events and resources to connect, students, staff, faculty, and alumni. The Centro is open to everyone but we strive to emphasize and foster the access, retention, and graduation of Chicano/a-Latino/a students as well as create strong connections with our surrounding community.



The **Black Resource Center** serves the entire population of UC San Diego while emphasizing the Black experience. Come by to study, have lunch or attend one of our many programs and events. Allow the BRC to be a home away from home for you. In everything, we promote scholarship, foster leadership and cultivate community.



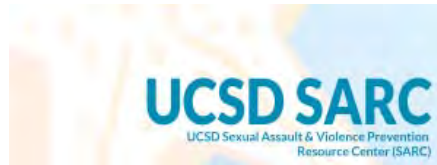
The Cross-Cultural Center is committed to supporting the needs of UCSD's campus communities by creating a welcoming and holistic learning environment for everyone. Our vision at the Cross-Cultural Center is to empower UCSD to recognize, challenge, and take proactive approaches to diversity for campus as a whole. As part of the UC San Diego Campus Community Centers, we value differences and building relationships at all levels of the university and experience community and diversity through a broad lens.



DisAbility Counseling & Consulting. Takes positive steps to assist faculty and staff stay at work or return to work when a medical condition interferes with their ability to perform some or all of their job duties. A Disability Management Counselor will work with the employee and department to explore possible accommodations and provide confidential counseling and consultation.



Career Connection. Helps UC San Diego employees interested in assistance with career planning, goal setting, job enhancement, and lateral or upward mobility.



The Sexual Assault & Violence Prevention Resource Center (SARC/CARE) offers free and confidential services for registered UCSD students, staff, and faculty affected by sexual assault, relationship violence, and stalking. Services include: individual counseling, crisis intervention, support groups, on-campus advocacy for academic and housing concerns and assistance with reporting options. We also offer various presentations, workshops, and trainings for the UCSD community.



Rady School of Management



UCSD Extension

SHILEY EYE INSTITUTE UC SAN DIEGO

The Shiley Eye Institute is the only academic institution in the San Diego area with comprehensive programs for the clinical care of patients with eye disorders, cutting edge research on surgical techniques and treatments of eye diseases, education in the field of ophthalmology and innovative outreach to the community.

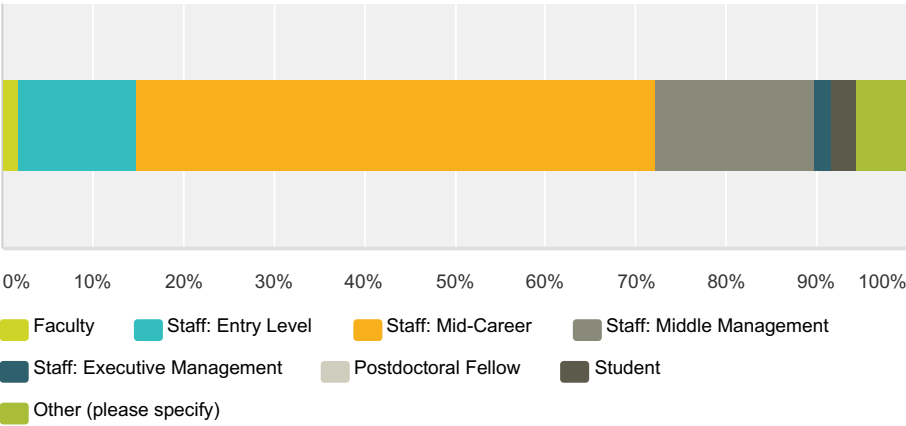
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Q1 Your position with UC San Diego would primarily be categorized as

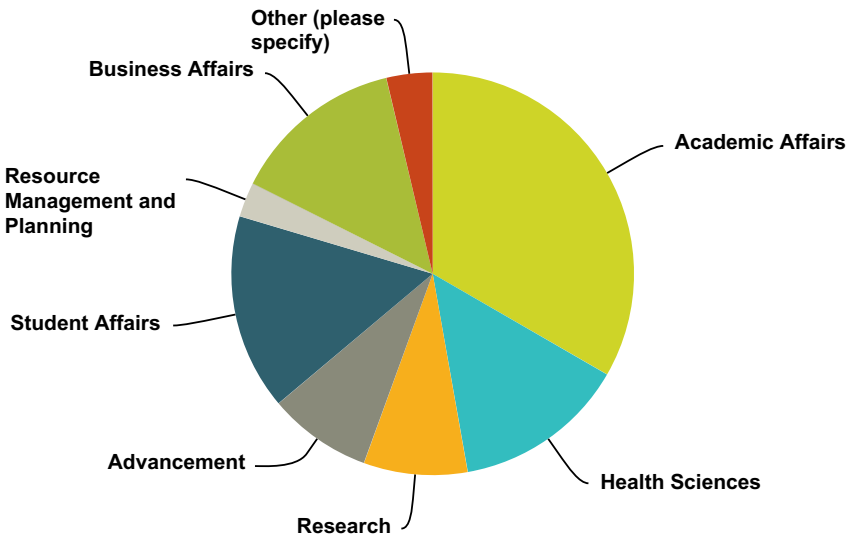
Answered: 108 Skipped: 0



Answer Choices	Responses	
Faculty	1.85%	2
Staff: Entry Level	12.96%	14
Staff: Mid-Career	57.41%	62
Staff: Middle Management	17.59%	19
Staff: Executive Management	1.85%	2
Postdoctoral Fellow	0.00%	0
Student	2.78%	3
Other (please specify)	5.56%	6
Total		108

Q2 What VC do you work in?

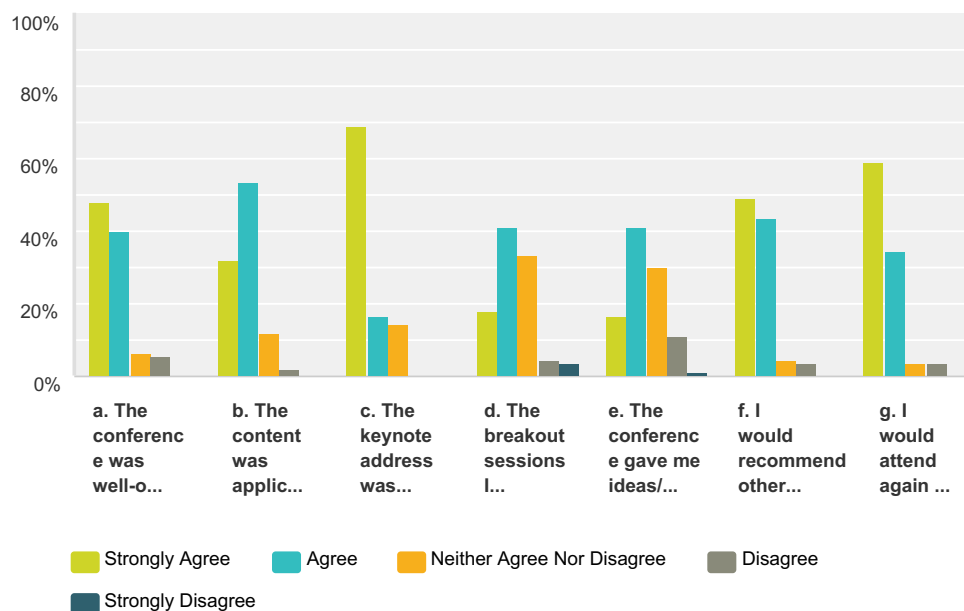
Answered: 108 Skipped: 0



Answer Choices	Responses	
Academic Affairs	33.33%	36
Health Sciences	13.89%	15
Research	8.33%	9
Advancement	8.33%	9
Student Affairs	15.74%	17
Resource Management and Planning	2.78%	3
Equity, Diversity and Inclusion	0.00%	0
Business Affairs	13.89%	15
Other (please specify)	3.70%	4
Total		108

Q3 Evaluate the following statements.

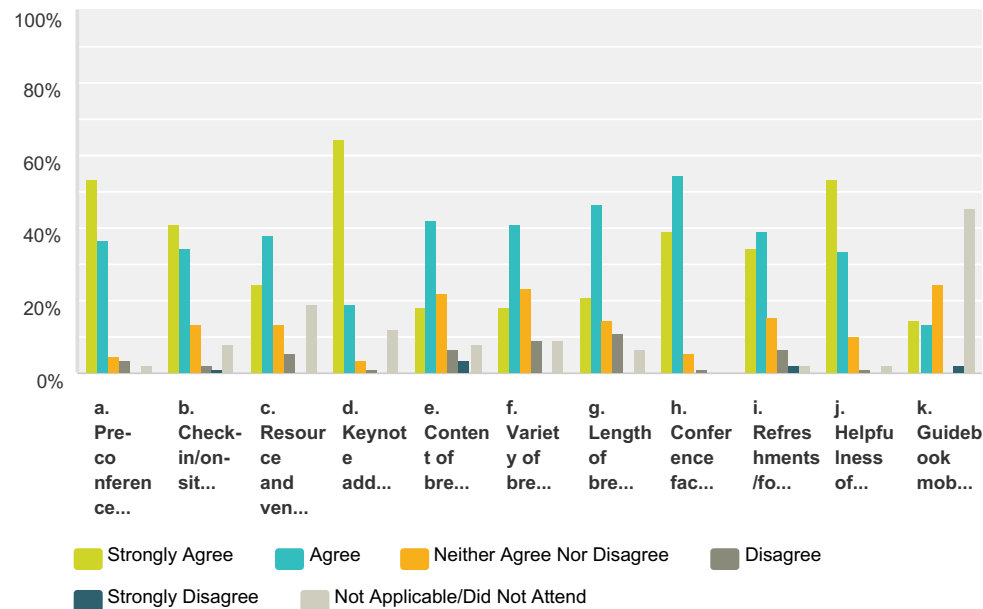
Answered: 90 Skipped: 18



	Strongly Agree	Agree	Neither Agree Nor Disagree	Disagree	Strongly Disagree	Total
a. The conference was well-organized	47.78% 43	40.00% 36	6.67% 6	5.56% 5	0.00% 0	90
b. The content was applicable to my life	32.22% 29	53.33% 48	12.22% 11	2.22% 2	0.00% 0	90
c. The keynote address was inspiring	68.89% 62	16.67% 15	14.44% 13	0.00% 0	0.00% 0	90
d. The breakout sessions I attended were inspiring.	17.78% 16	41.11% 37	33.33% 30	4.44% 4	3.33% 3	90
e. The conference gave me ideas/tools I could use in my career	16.67% 15	41.11% 37	30.00% 27	11.11% 10	1.11% 1	90
f. I would recommend other women to attend future conferences.	48.89% 44	43.33% 39	4.44% 4	3.33% 3	0.00% 0	90
g. I would attend again if offered.	58.89% 53	34.44% 31	3.33% 3	3.33% 3	0.00% 0	90

Q4 Please indicate your level of satisfaction with the following aspects of the Women's Conference

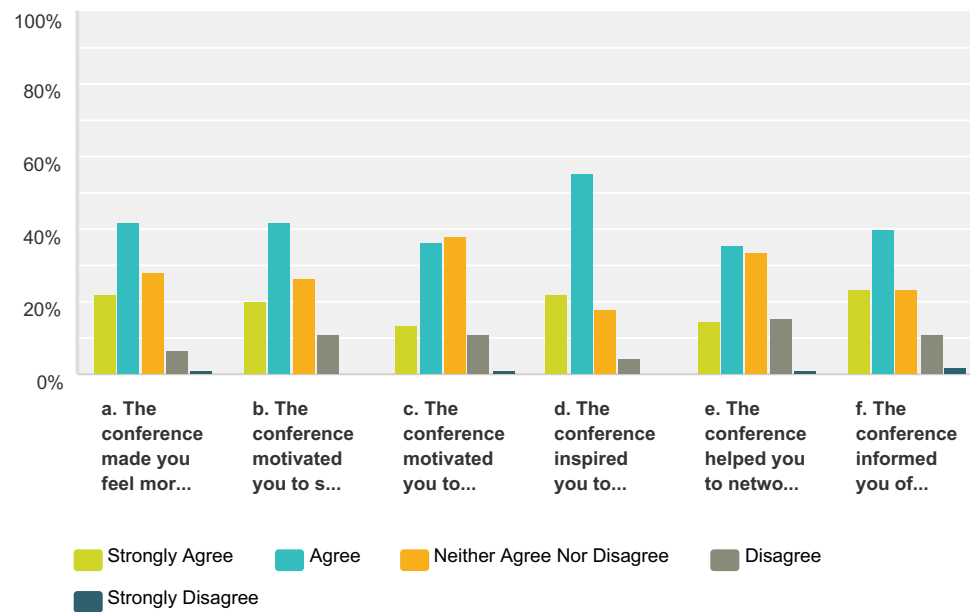
Answered: 90 Skipped: 18



	Strongly Agree	Agree	Neither Agree Nor Disagree	Disagree	Strongly Disagree	Not Applicable/Did Not Attend	Total
a. Pre-conference registration	53.33% 48	36.67% 33	4.44% 4	3.33% 3	0.00% 0	2.22% 2	90
b. Check-in/on-site registration	41.11% 37	34.44% 31	13.33% 12	2.22% 2	1.11% 1	7.78% 7	90
c. Resource and vendor fair	24.44% 22	37.78% 34	13.33% 12	5.56% 5	0.00% 0	18.89% 17	90
d. Keynote address	64.44% 58	18.89% 17	3.33% 3	1.11% 1	0.00% 0	12.22% 11	90
e. Content of breakout sessions	17.78% 16	42.22% 38	22.22% 20	6.67% 6	3.33% 3	7.78% 7	90
f. Variety of breakout sessions	17.78% 16	41.11% 37	23.33% 21	8.89% 8	0.00% 0	8.89% 8	90
g. Length of breakout sessions	21.11% 19	46.67% 42	14.44% 13	11.11% 10	0.00% 0	6.67% 6	90
h. Conference facilities	38.89% 35	54.44% 49	5.56% 5	1.11% 1	0.00% 0	0.00% 0	90
i. Refreshments/food options	34.44% 31	38.89% 35	15.56% 14	6.67% 6	2.22% 2	2.22% 2	90
j. Helpfulness of volunteers/staff	53.33% 48	33.33% 30	10.00% 9	1.11% 1	0.00% 0	2.22% 2	90
k. Guidebook mobile event application	14.44% 13	13.33% 12	24.44% 22	0.00% 0	2.22% 2	45.56% 41	90

Q5 Please indicate your agreement with the following statements:

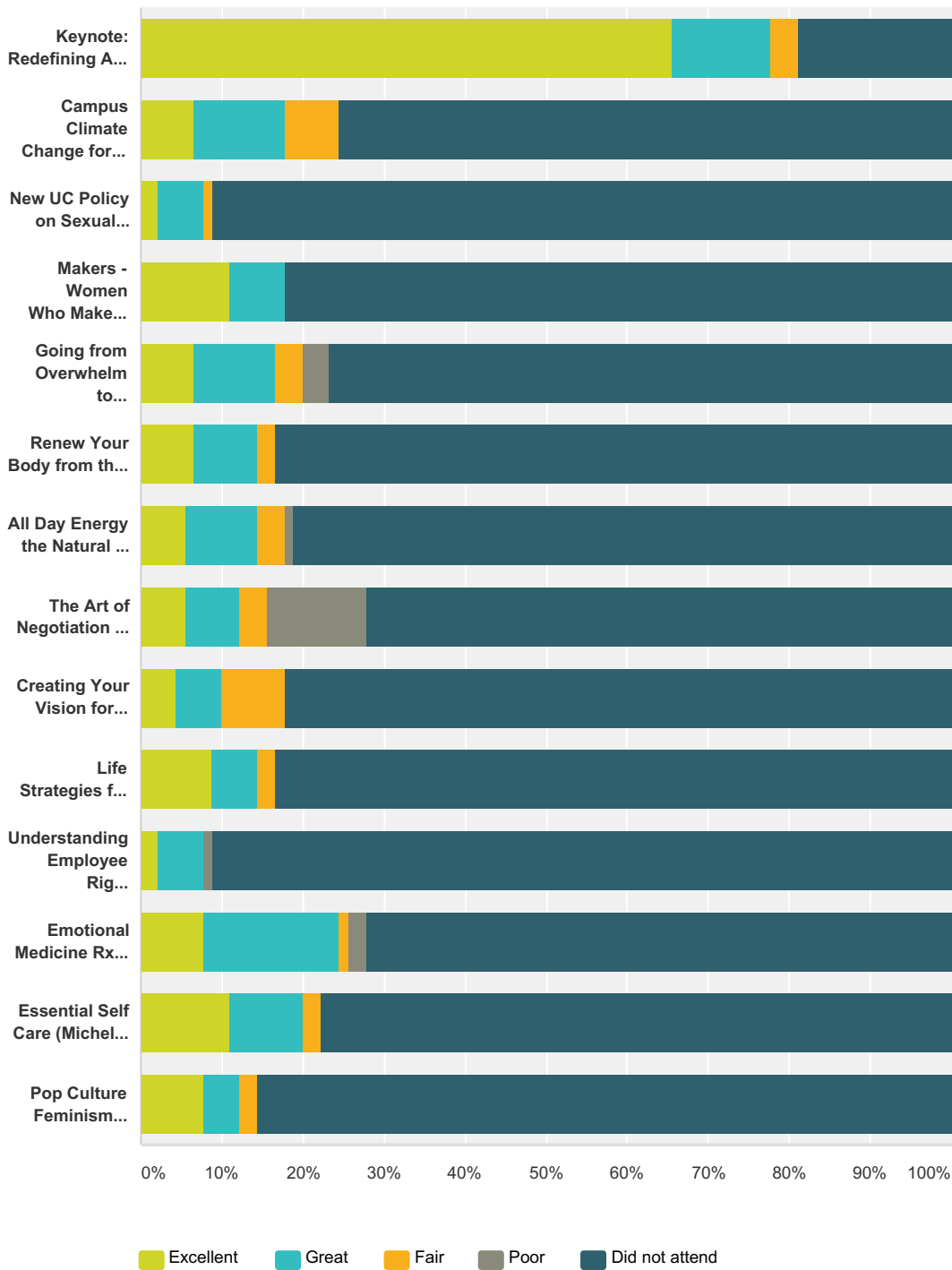
Answered: 90 Skipped: 18



	Strongly Agree	Agree	Neither Agree Nor Disagree	Disagree	Strongly Disagree	Total
a. The conference made you feel more confident as a woman	22.22% 20	42.22% 38	27.78% 25	6.67% 6	1.11% 1	90
b. The conference motivated you to seek further education/career development	20.00% 18	42.22% 38	26.67% 24	11.11% 10	0.00% 0	90
c. The conference motivated you to pursue career advancement	13.33% 12	36.67% 33	37.78% 34	11.11% 10	1.11% 1	90
d. The conference inspired you to improve your work/life balance	22.22% 20	55.56% 50	17.78% 16	4.44% 4	0.00% 0	90
e. The conference helped you to network with other women on campus	14.44% 13	35.56% 32	33.33% 30	15.56% 14	1.11% 1	90
f. The conference informed you of resources for women on campus	23.33% 21	40.00% 36	23.33% 21	11.11% 10	2.22% 2	90

Q6 Please rate how well the session’s learning objectives met your expectations:

Answered: 90 Skipped: 18



	Excellent	Great	Fair	Poor	Did not attend	Total
Keynote: Redefining Able (Tricia Downing)	65.56% 59	12.22% 11	3.33% 3	0.00% 0	18.89% 17	90

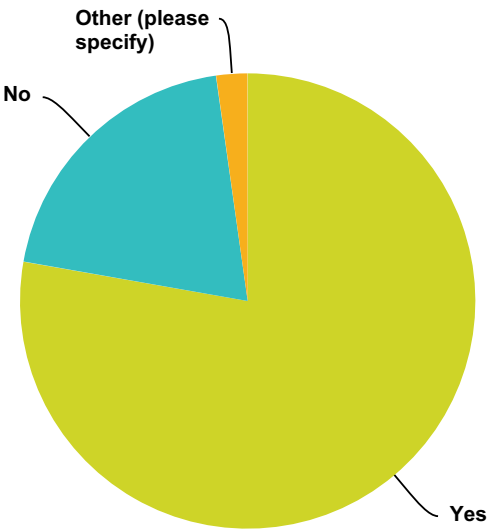
Campus Climate Change for Women in STEMM & Panel (Speaker: Vivian Reznik; Panel: Katja Lindenberg, Marye Anne Fox, Vivian Reznik, Ann Briggs Addo, and Dorothy Sears)	6.67% 6	11.11% 10	6.67% 6	0.00% 0	75.56% 68	90
New UC Policy on Sexual Harassment & Sexual Violence	2.22% 2	5.56% 5	1.11% 1	0.00% 0	91.11% 82	90
Makers - Women Who Make America: "The Awakening: the story of the birth of the modern Women's Movement" Film & Moderated Discussion (Marnie Brookolo)	11.11% 10	6.67% 6	0.00% 0	0.00% 0	82.22% 74	90
Going from Overwhelm to Calm: The Secrets to a Happy, Healthy, and Wealthy Life (Diane Halfman)	6.67% 6	10.00% 9	3.33% 3	3.33% 3	76.67% 69	90
Renew Your Body from the Inside-Out (Lauray MacElhern & Dr. Gordon Saxe)	6.67% 6	7.78% 7	2.22% 2	0.00% 0	83.33% 75	90
All Day Energy the Natural Way (Rico Caveglia)	5.56% 5	8.89% 8	3.33% 3	1.11% 1	81.11% 73	90
The Art of Negotiation and Mentorship (Christine Rupp)	5.56% 5	6.67% 6	3.33% 3	12.22% 11	72.22% 65	90
Creating Your Vision for Reality: Making Progress Within Me Workshop (Dr. Valita Jones)	4.44% 4	5.56% 5	7.78% 7	0.00% 0	82.22% 74	90
Life Strategies for Abundance (Dawn R. Oree)	8.89% 8	5.56% 5	2.22% 2	0.00% 0	83.33% 75	90
Understanding Employee Rights & Benefits for Health and Retirement (Dept. of Labor)	2.22% 2	5.56% 5	0.00% 0	1.11% 1	91.11% 82	90
Emotional Medicine Rx (Penelope Andrade)	7.78% 7	16.67% 15	1.11% 1	2.22% 2	72.22% 65	90
Essential Self Care (Michelle Brown-Shelton)	11.11% 10	8.89% 8	2.22% 2	0.00% 0	77.78% 70	90
Pop Culture Feminism Discussion (Cecily Nelson-Alford)	7.78% 7	4.44% 4	2.22% 2	0.00% 0	85.56% 77	90

Q7 What were things you feel could have improved the conference?

Answered: 30 Skipped: 78

Q8 Did you visit the vendor fair?

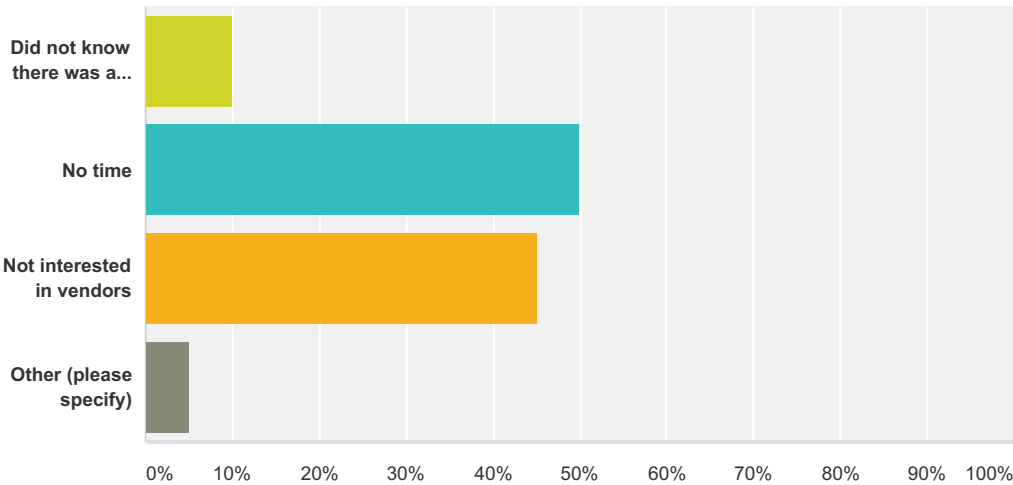
Answered: 90 Skipped: 18



Answer Choices	Responses	
Yes	77.78%	70
No	20.00%	18
Other (please specify)	2.22%	2
Total		90

Q9 If no, why not? Please answer all that apply.

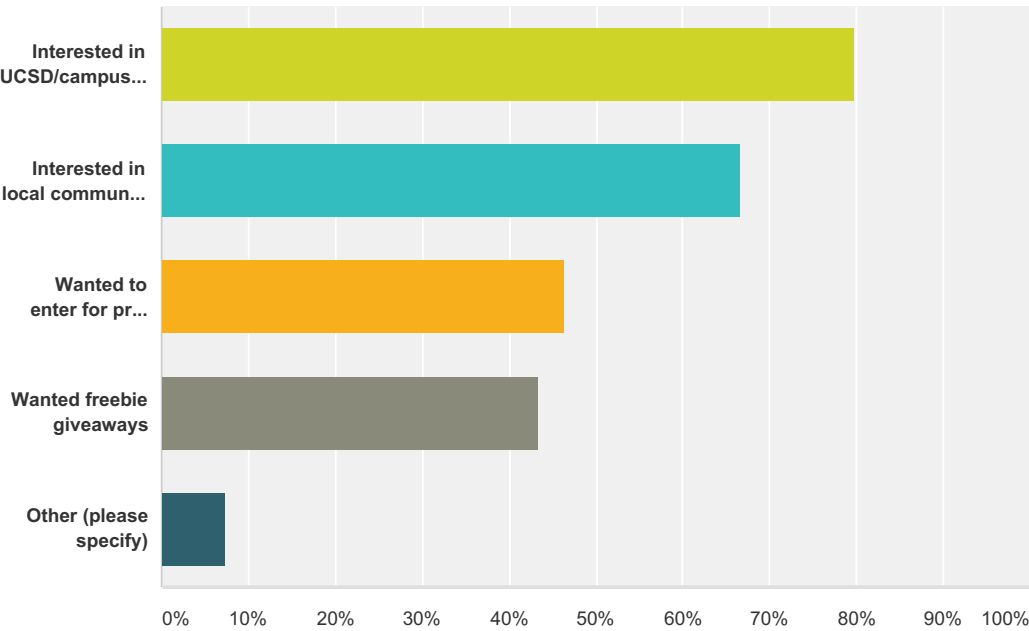
Answered: 20 Skipped: 88



Answer Choices	Responses
Did not know there was a vendor fair	10.00%2
No time	50.00%10
Not interested in vendors	45.00%9
Other (please specify)	5.00%1
Total Respondents: 20	

Q10 If yes, why? (select all that apply)

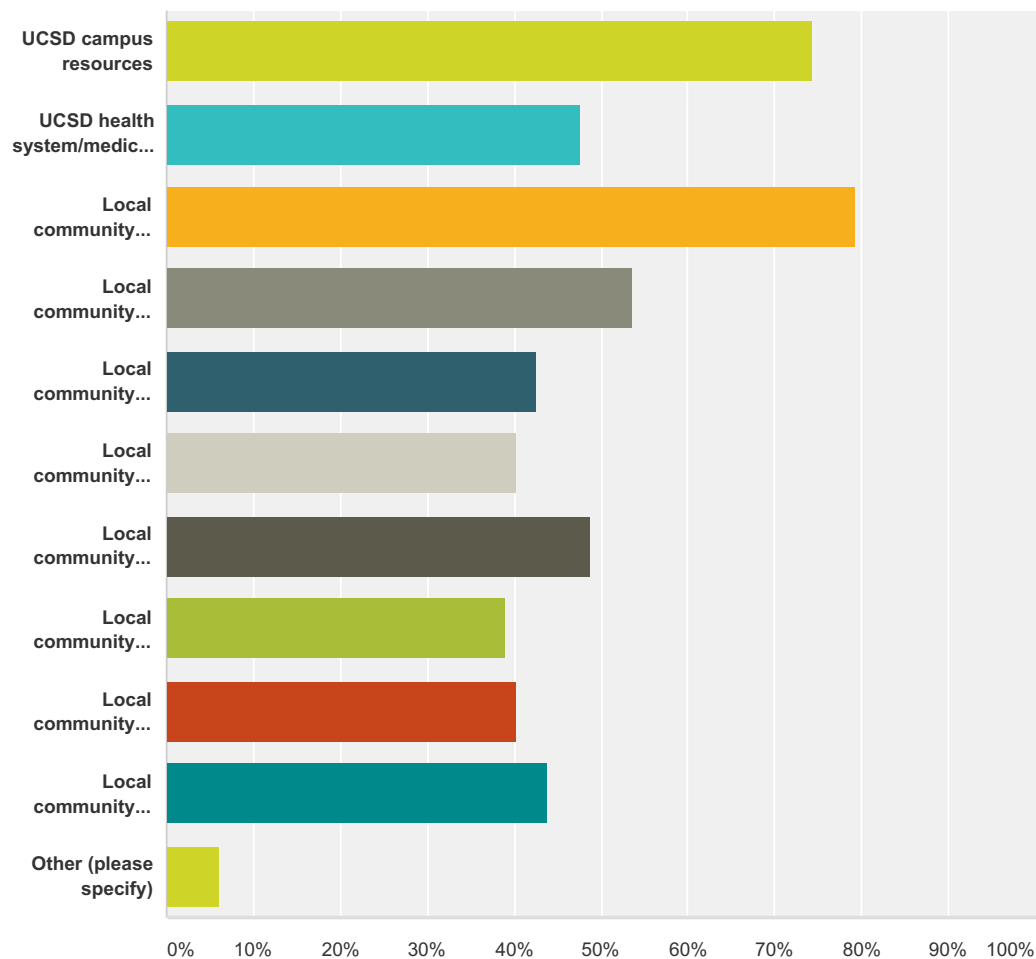
Answered: 69 Skipped: 39



Answer Choices	Responses	
Interested in UCSD/campus resources	79.71%	55
Interested in local community vendors	66.67%	46
Wanted to enter for prize drawings	46.38%	32
Wanted freebie giveaways	43.48%	30
Other (please specify)	7.25%	5
Total Respondents: 69		

Q11 Which type of vendors are you interested in? (select all that apply)

Answered: 82 Skipped: 26



Answer Choices	Responses	
UCSD campus resources	74.39%	61
UCSD health system/medical center	47.56%	39
Local community vendors related to health/wellbeing	79.27%	65
Local community vendors related to physical fitness	53.66%	44
Local community vendors related to spa/cosmetics/beauty	42.68%	35
Local community vendors related to philanthropy/volunteerism	40.24%	33
Local community vendors related to social/entertainment	48.78%	40
Local community vendors related to finances	39.02%	32
Local community vendors related to leadership	40.24%	33
Local community vendors related to education	43.90%	36

Other (please specify)	6.10%	5
Total Respondents: 82		

Q12 What is one idea you have for how UC San Diego could better support working parents?

Answered: 45 Skipped: 63

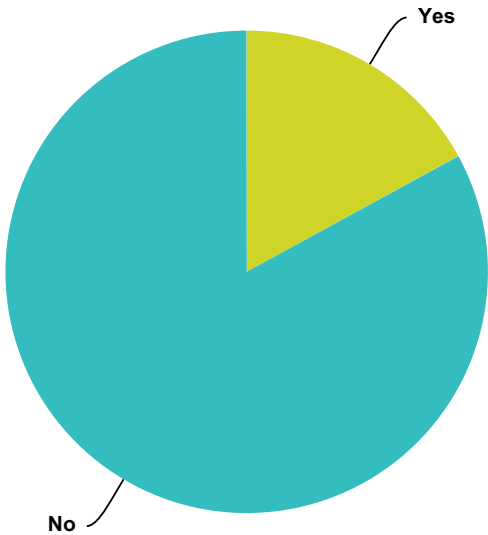
Q.12 Respondents Answers to Question: What is one idea you have for how UC San Diego could better support working parents?

1. expand day care services
2. Promote the childcare program more.
3. I do not have children
4. Fix the incredibly broken system for summer camp sign up. Offer single day camps (as opposed to only full week option) for spring break. Open a small grocery (with meat and fish - like a wild oats or such) on campus. (Sunshine mart is great, but geared for students. Would be great to be able to grab groceries on my lunch break or right after work without destroying the evening commute.)
5. Offer reduced price child care to all employees
6. day care
7. Providing affordable childcare
8. Improve access to flexible work schedules/remote working options. Offer accessible and AFFORDABLE childcare options even if rates are scaled based on payroll title
9. flextime!
10. More affordable UCSD childcare Backup childcare benefit
11. Free childcare for those with young children.
12. To strongly encourage departments to allow more baby bonding time with new parents, especially mothers even if that were to mean reduced work schedules or telecommuting for part days or at least 1 day per week. Anything to assist in their transition back.
13. Personally, I found the family leave/disability/sick/vacation time balance very confusing during my maternity leave. There was little explanation of my rights and expectations before I went on leave. While I was on leave, the benefits department and payroll did not provide the same explanation of how I should claim my time, resulting in a missed paycheck. Payroll should work with benefits to create a unified set of instructions for claiming time during family leave.
14. Child lounges on campus...?
15. Provide more childcare options and reduce rates. Childcare expense on top of parking fees and benefits is a large expense. UC emp. should have first priority particularly when signing up for summer childcare options. My son is now 21 but we did use and love the childcare facility on campus. The cost was an issue.
16. Definitely a flexible work schedule that includes the opportunity to telecommute one or two days a week. I know this is listed as an option on the work/liffe balance website, but in the end it doesn't materialize for many of us because it has to have supervisor approval. Some supervisors offer this as an option, while others don't. This to me seems very unfair. So much of what we do we can do remotely, at night or in the early morning while our children are asleep. We need more "day" time when our children are awake to spend time with them. I would be a much happier employee if I could take my child to school in the morning, go back home to work while my child is at school, and finish my work (if need be) when my child is in bed. We have a limited amount of time with our children and we spend precious/valuable time every day commuting to and from work. I understand that telecommuting every day is not possible, but I honestly don't see why one to two days per week is not possible. If this is to be implemented across the university it needs to come from the VIP administration as an benefit/opportunity available to ALL employees. Thank you very much for considering this. I look forward to learning about possible outcomes in this direction. Lastly, I would like to add that some of us are in the sandwich generation, with small children and aging parents. Anything that can be done to assist us (including a flexible work schedule) will be greatly appreciated. Thank you.
17. Affordable childcare center on campus for those with children under age 5.
18. Flexible hours, more childcare options on campus and particularly in Hillcrest.
19. Better educate supervisors on benefits of flex time and telecommuting workers.
20. The UC Child Care is far too expensive for non-academic staff to use. Somehow helping cover the costs of child care would be very helpful.

21. Bring your children to work day
22. allow for more remote working possibilities
23. I am fortunate to have my own office but for others I hear that there are not enough lactation room.
24. More working from home situations or job sharing
25. More flexibility for working parents with work hours and parking summer camps for staff for knock around need priority over faculty
26. Flexible schedule options are very helpful.
27. On-campus childcare (not adjacent to the campus) at more affordable rates with flexible hours.
28. Job sharing, flex time, offer more part time or 3/4 time positions. The medical/dental/vision benefits offered by UCSD are stellar in that they allow a working mother to provide her family with
29. Affordable rates
30. Offering occasional day care after regular working hours ‘
31. Work flexibility, work 4 10 hour days etc.
32. Expand childcare services
33. better discounts on tuition for UCSD employees
34. support flex time and telecommuting
35. flexible schedule
36. Create a working parents support group or Staff Association.
37. Have more affordable child-care options on campus

Q13 Do you currently utilize any childcare?

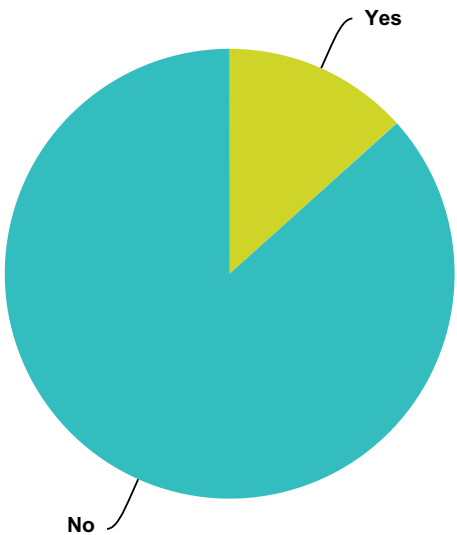
Answered: 88 Skipped: 20



Answer Choices	Responses	
Yes	17.05%	15
No	82.95%	73
Total		88

Q14 Are you currently using UC San Diego campus childcare?

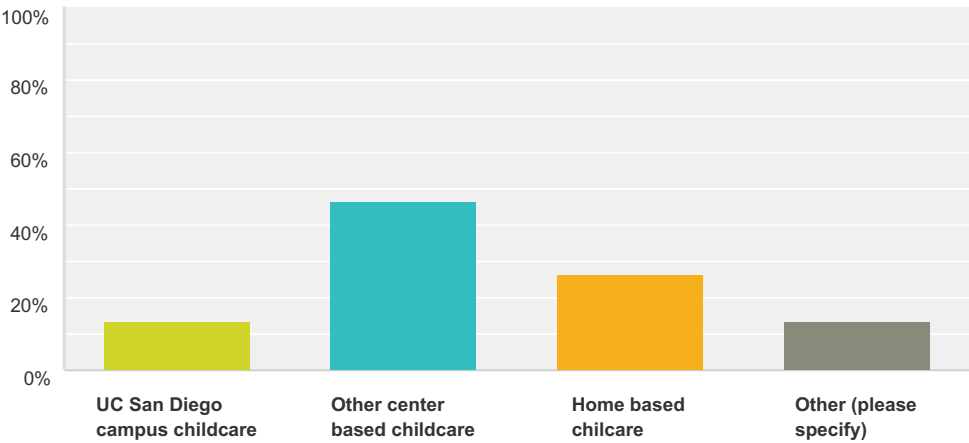
Answered: 15 Skipped: 93



Answer Choices	Responses	
Yes	13.33%	2
No	86.67%	13
Other center based care	0.00%	0
Home-based care	0.00%	0
Total		15

Q15 What kind of childcare are you currently using?

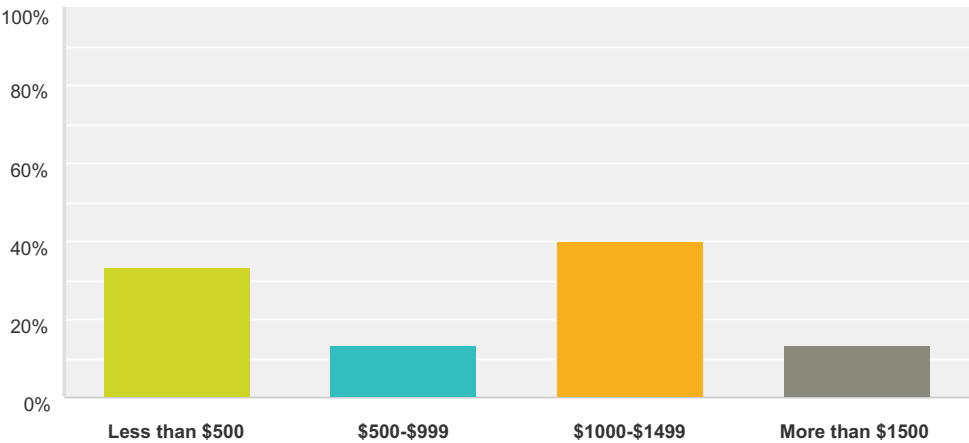
Answered: 15 Skipped: 93



Answer Choices	Responses	
UC San Diego campus childcare	13.33%	2
Other center based childcare	46.67%	7
Home based childcare	26.67%	4
Other (please specify)	13.33%	2
Total Respondents: 15		

Q16 What do you currently pay for childcare per month?

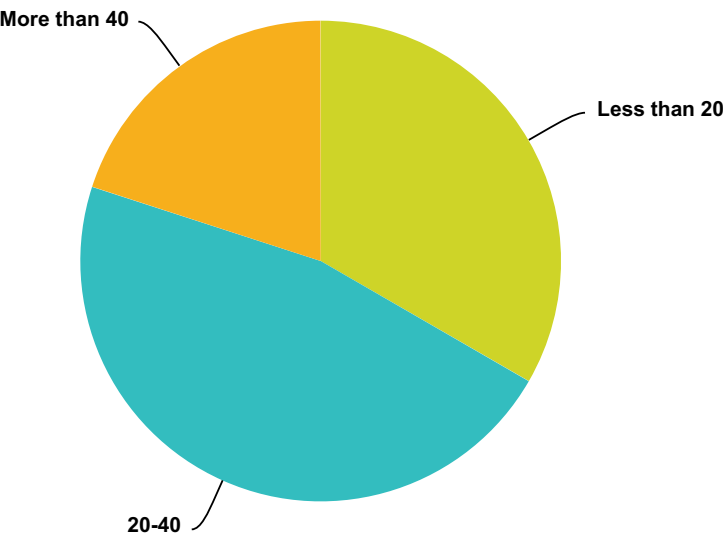
Answered: 15 Skipped: 93



Answer Choices	Responses
Less than \$500	33.33%5
\$500-\$999	13.33%2
\$1000-\$1499	40.00%6
More than \$1500	13.33%2
Total	15

Q17 How many hours per week of childcare do you pay for?

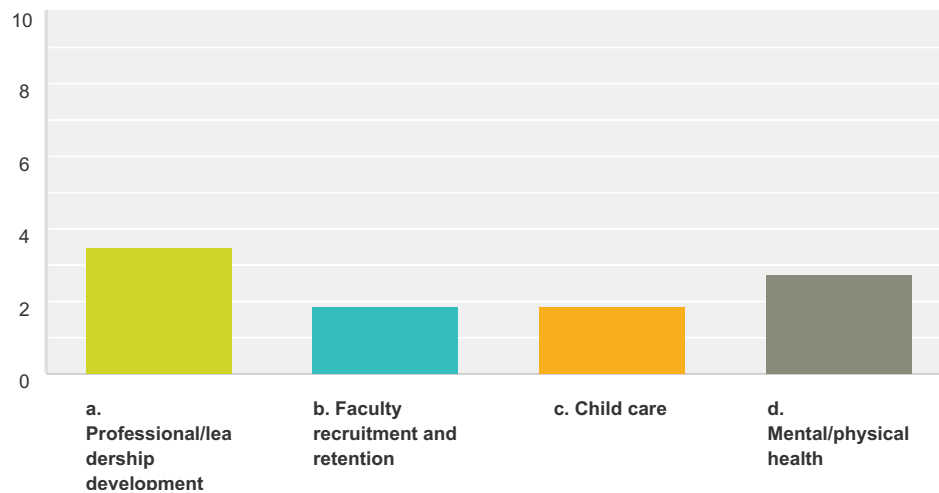
Answered: 15 Skipped: 93



Answer Choices	Responses	
Less than 20	33.33%	5
20-40	46.67%	7
More than 40	20.00%	3
Total		15

Q18 Which issues do you feel are most critical to women at UC San Diego. Please rank, in the order of importance, with 1 being most important, the 2015 themes/topics identified by the Committee on the Status of Women.

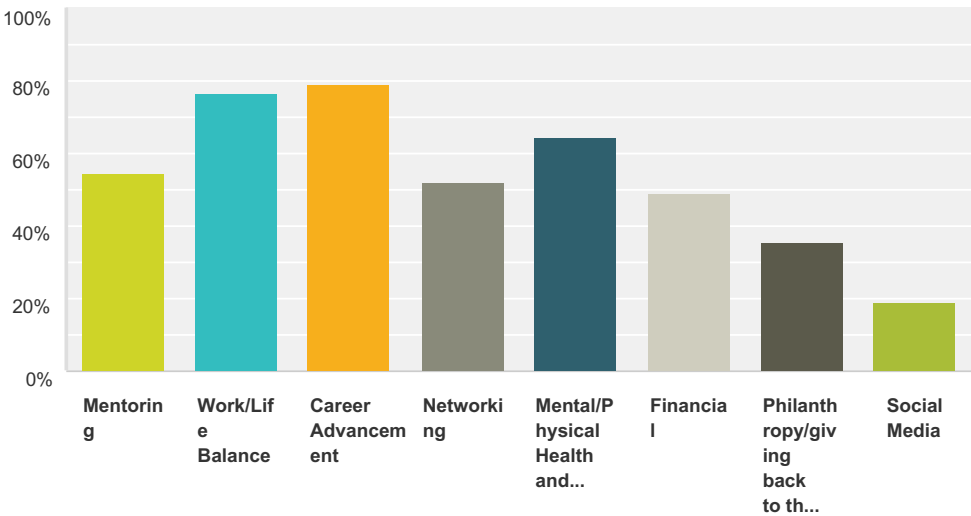
Answered: 90 Skipped: 18



	1	2	3	4	Total	Score
a. Professional/leadership development	66.67% 60	18.89% 17	13.33% 12	1.11% 1	90	3.51
b. Faculty recruitment and retention	3.33% 3	17.78% 16	41.11% 37	37.78% 34	90	1.87
c. Child care	8.89% 8	14.44% 13	31.11% 28	45.56% 41	90	1.87
d. Mental/physical health	21.11% 19	48.89% 44	14.44% 13	15.56% 14	90	2.76

Q19 What topics would you like to see at future Women’s Conferences? (select all that apply)

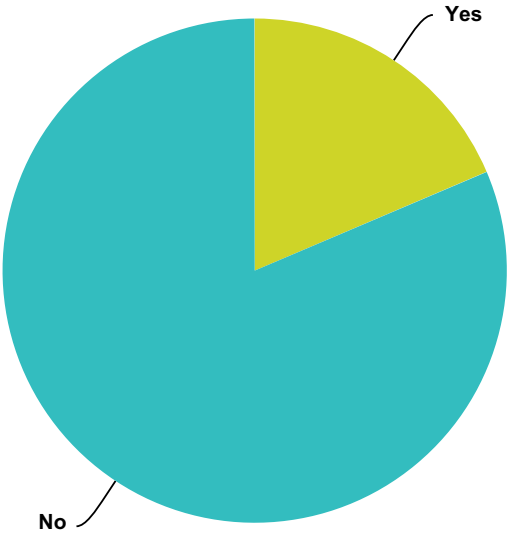
Answered: 90 Skipped: 18



Answer Choices	Responses	
Mentoring	54.44%	49
Work/Life Balance	76.67%	69
Career Advancement	78.89%	71
Networking	52.22%	47
Mental/Physical Health and Wellness	64.44%	58
Financial	48.89%	44
Philanthropy/giving back to the community	35.56%	32
Social Media	18.89%	17
Total Respondents: 90		

Q21 Are you interested in being a part of the committee that organizes the 2016 UC San Diego Women's Conference?

Answered: 86 Skipped: 22



Answer Choices	Responses	
Yes	18.60%	16
No	81.40%	70
Total		86

Q22 Any other additional comments (insert box)?

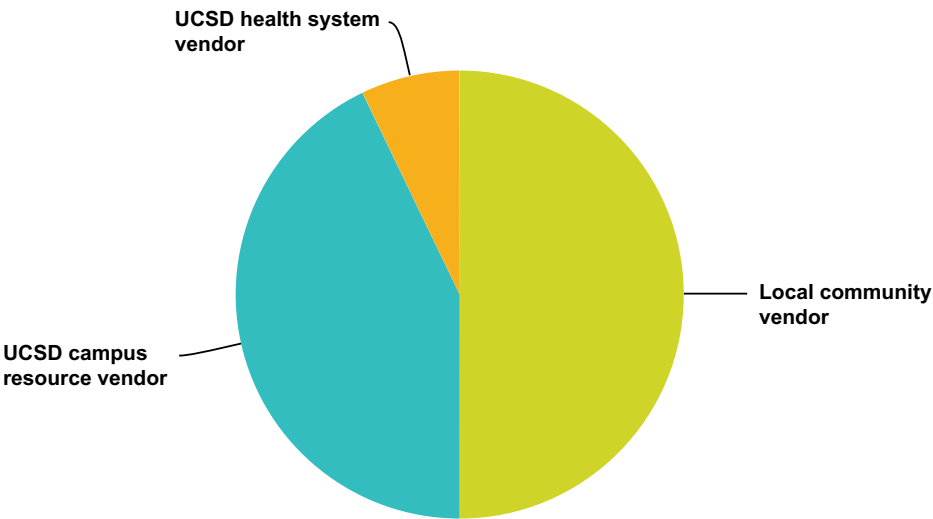
Answered: 10 Skipped: 98

Q. 22 Respondents Answers to Question: Any Other Additional Comments?

1. I appreciate all the effort and work that the committee put to have this together. Great job.
2. I would like more things geared toward managing being a working mom
3. Thank you!
4. Thank you! It was an enjoyable morning.
5. Thank you very much to everyone involved in putting this conference together. At the moment I am not able to be of the organizing committee, but I hope to be able to give back in the near future.
6. I wish that I could participate in organizing for next year but I don't think that my boss will look favorably on my time away from my duties here in the office.
7. I would like to see health & fitness rep closer to San Diego and South Bay. I believe everyone I spoke to were about 20- 30 minutes away from campus.

Q1 Please specify your role at the vendor fair.

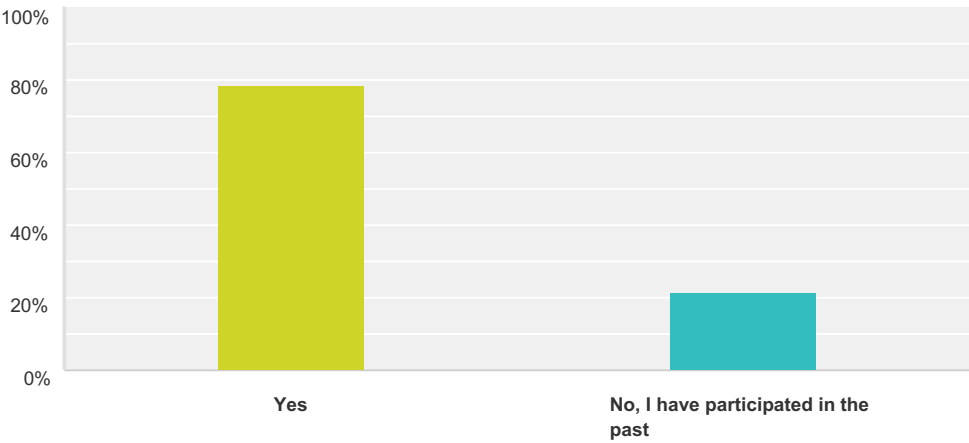
Answered: 14 Skipped: 0



Answer Choices	Responses	
Local community vendor	50.00%	7
UCSD campus resource vendor	42.86%	6
UCSD health system vendor	7.14%	1
Total		14

Q2 Was this your first time participating in the vendor fair?

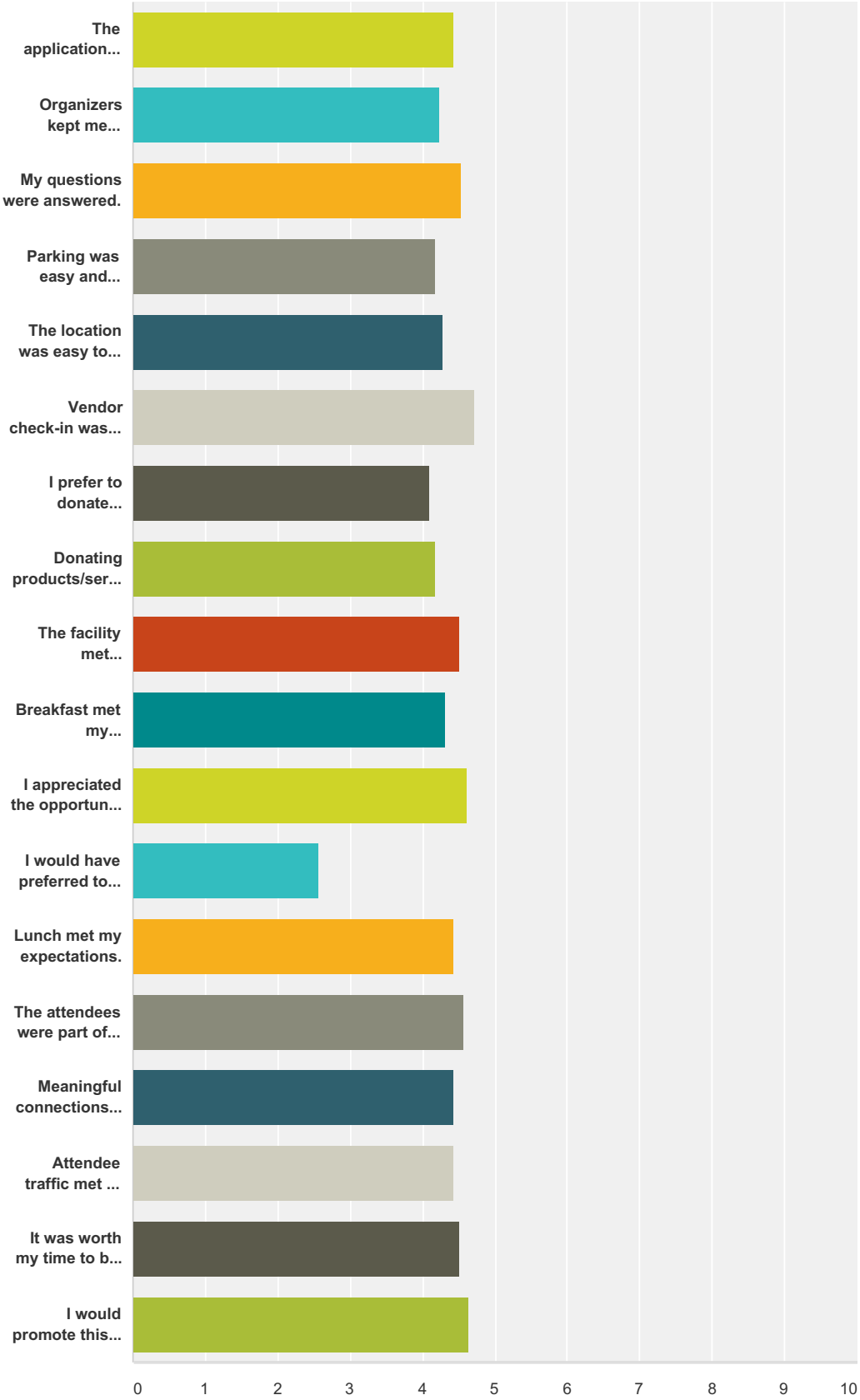
Answered: 14 Skipped: 0



Answer Choices	Responses	
Yes	78.57%	11
No, I have participated in the past	21.43%	3
Total		14

Q3 Please indicate whether your level of agreement or disagreement with the following statements:

Answered: 14 Skipped: 0



	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	N/A	Total	Weighted Average
--	----------------	-------	---------	----------	-------------------	-----	-------	------------------

The application process was easy.	42.86% 6	57.14% 8	0.00% 0	0.00% 0	0.00% 0	0.00% 0	14	4.43
Organizers kept me informed.	42.86% 6	35.71% 5	7.14% 1	7.14% 1	0.00% 0	7.14% 1	14	4.23
My questions were answered.	57.14% 8	28.57% 4	7.14% 1	0.00% 0	0.00% 0	7.14% 1	14	4.54
Parking was easy and convenient.	42.86% 6	14.29% 2	14.29% 2	7.14% 1	0.00% 0	21.43% 3	14	4.18
The location was easy to find.	71.43% 10	7.14% 1	0.00% 0	21.43% 3	0.00% 0	0.00% 0	14	4.29
Vendor check-in was efficient.	71.43% 10	28.57% 4	0.00% 0	0.00% 0	0.00% 0	0.00% 0	14	4.71
I prefer to donate products/services in lieu of a vendor fee.	28.57% 4	21.43% 3	21.43% 3	0.00% 0	0.00% 0	28.57% 4	14	4.10
Donating products/services valued at \$100 or more was fair.	42.86% 6	14.29% 2	14.29% 2	7.14% 1	0.00% 0	21.43% 3	14	4.18
The facility met expectations.	50.00% 7	50.00% 7	0.00% 0	0.00% 0	0.00% 0	0.00% 0	14	4.50
Breakfast met my expectations.	50.00% 7	14.29% 2	21.43% 3	0.00% 0	0.00% 0	14.29% 2	14	4.33
I appreciated the opportunity to attend the keynote address.	57.14% 8	35.71% 5	0.00% 0	0.00% 0	0.00% 0	7.14% 1	14	4.62
I would have preferred to continue the vendor fair during the keynote address.	14.29% 2	7.14% 1	14.29% 2	50.00% 7	14.29% 2	0.00% 0	14	2.57
Lunch met my expectations.	50.00% 7	42.86% 6	7.14% 1	0.00% 0	0.00% 0	0.00% 0	14	4.43
The attendees were part of our target demographic.	57.14% 8	42.86% 6	0.00% 0	0.00% 0	0.00% 0	0.00% 0	14	4.57
Meaningful connections were made with attendees.	50.00% 7	42.86% 6	7.14% 1	0.00% 0	0.00% 0	0.00% 0	14	4.43
Attendee traffic met my expectations.	64.29% 9	21.43% 3	7.14% 1	7.14% 1	0.00% 0	0.00% 0	14	4.43
It was worth my time to be a vendor.	64.29% 9	21.43% 3	14.29% 2	0.00% 0	0.00% 0	0.00% 0	14	4.50
I would promote this event within my network.	71.43% 10	21.43% 3	7.14% 1	0.00% 0	0.00% 0	0.00% 0	14	4.64

Q4 Do you have any additional comments you would like to offer regarding your experience?

Answered: 8 Skipped: 6

#	Responses	Date
1	Fantastic room and set up. Consider wrapping up vendor fair soon after conference programming ends unless vendor fair will be marketed more widely to entire campus. Consider having breakfast and/or snack in the vendor fair room to drive more traffic.	4/22/2015 10:02 PM
2	I am still connecting with attendees who expressed an interest in my service so I have yet to incur any ROI, but I would consider returning next year.	4/10/2015 9:43 AM
3	Thank you for the opportunity.	3/31/2015 7:41 PM
4	Great job! My only suggestion would be to end the vendor fair closer to the event end time.	3/31/2015 10:25 AM
5	Recommend having UCSD Health System Reproductive Medicine services all together, rather than being segmented/separated into different specialties.	3/30/2015 3:20 PM
6	The stamp system that asked participants to visit exhibitor tables worked very well.	3/30/2015 2:31 PM
7	As a speaker I would like to have the breakout sessions announced in the expo area. It was a great event and I enjoyed it.	3/30/2015 1:17 PM
8	Great event!	3/30/2015 12:55 PM