

CHANCELLOR'S ADVISORY COMMITTEE ON THE STATUS OF WOMEN

ANNUAL REPORT

PREPARED BY
STEPHANIE MCCURRY, CHAIR

JUNE 1996

DRAFT REPORT, JUNE 3, 1996

CHANCELLOR'S OFFICE
JUN 5 10 32 AM '96

1995-96 has been a busy, challenging and fruitful year for the Chancellor's Advisory Committee on the Status of Women. In response to the recent passing of the Regents Resolutions, SP-1 and SP-2 and its challenge to affirmative action programs at the University of California, the committee organized a series of events designed to educate the UCSD community on the meaning of the resolutions for women staff, students and faculty. In addition to the now regular annual activities of our standing subcommittees (delineated below) the committee participated in a review of a draft pregnancy and parenting leave policy for faculty issuing from the Office of the President. In the process of preparing that report we learned that there currently exists a great deal of inconsistency, inequity and departmental custom in the implementation of the policy delineated in the APM and we made recommendations to the Chancellor about how this situation might be improved (see enclosed report). Finally, at the invitation of interim Chancellor Marjorie Caserio, I made a report to the Chancellor's Advisory Council about the status of women at UCSD and about the work of the committee. It was a valuable and we hope productive meeting (see enclosed report).

All involved in the committee's work feel optimistic about the prospects of gender equity at UCSD, but as befits our charge, we remain committed to accomplishing that state of affairs by pushing forward on a number of fronts. Accordingly, the CSW makes the following recommendations:

Recommendations:

1. The CSW on our campus here at UCSD will host the fall system-wide meeting of CSW's. That meeting will be in October. We have, accordingly, made a request in our budget for an allotment of funds to cover expenses involved in hosting this meeting. We see it as a wonderful opportunity to educate the UCSD community about the functions and role of CSW and to introduce our campus to our peers throughout the system. It could also be a great introduction to the Women's Center at UCSD and we will seek to involve them in our plans.

2. The CSW looks forward to doing joint programming with the Women's Center in the upcoming academic year. That arrangement, accounted for in the budget submitted below, should allow us to fulfill our mandate to educate the campus on gender equity issues, to take the initiative in introducing programming, but not to shoulder the entire organizational burden alone as we have done heretofore. We have included a discretionary program fund in our budget request for next year to accommodate this part of our agenda. We plan to do programming on HRMI and on Affirmative Action as well as a series of brown bag lunches on gender equity and diversity issues.

3. The CSW has become concerned about the dissemination and uneven

implementation of faculty pregnancy and parenting leave policy across the campus but especially in the Medical School. We recommend that the CSW in conjunction with the Chancellor's office undertake a study to ascertain the practices of departments in relation to that issue. We also recommend that the administration communicate directly to department chairs about the proper and non-prejudicial implementation of these policies. The CSW will also continue to monitor and respond to draft policy from the Office of the President.

4. The CSW is concerned about the new HRMI about to be initiated at UCSD. We recommend that the CSW undertake significant programming in the upcoming year in conjunction with the Women's Center to educate the staff community about the policies and to monitor their implementation especially with respect to their consequences for the advancement and salary level of staff women. We also would like to make clear that we were not consulted on the formulation and revision of this policy as we should have been. We protest that decision or oversight on the part of the relevant administrative parties.

5. As was mentioned in the report to the Chancellor's Council, we recommend that CSW undertake a study of the pattern of gender representation on and appointment of faculty to university committees. The perception is quite widespread among faculty women that while their level of committee service is high they are not being asked to sit on the important committees. We will study, then, gender patterns of appointment to all committees served by Committee on Committees, as well as on ad hoc committees for tenure and promotion files.

6. We express our continued concern about practices in the Medical School including sexual harassment and various forms of sex discrimination. We will continue to monitor that situation in relation to each of the issues CSW takes up (especially sexual harassment, implementation of pregnancy leave policy, and faculty promotions) and we urge the administration to act aggressively in response to reports of sexual harassment as they issue from the Medical School.

7. We intend to follow up on continued suggestions of inequity in faculty promotion in the associate and full professor ranks. Charges of inequity issue most directly from the Medical School and the School of Engineering, but given the still low representation of women in the full professor ranks even in the Social Sciences and Humanities we believe the matter deserving of our attention. Beginning in the next academic year, then, the CSW will begin to collect data on patterns of promotion in the middle and upper faculty ranks.

8. Finally, at the invitation of Chancellor Caserio and in response to an action initiated at the fall system-wide meeting of CSW's we expressed our needs with respect to staff assistance to our committee and requested that we be funded to hire part (25%) of the

time of the Program Manager to be appointed to the Women's Center. (See enclosed letter.) As is clear from the agenda already laid out above for the CSW to pursue next year, we do not currently have a level of staff support adequate to these activities. Even planning the fall faculty reception for new women faculty becomes a time-consuming event for the Chair and Co-Chair, and that is only one of the many events and programs the CSW puts on each year. Collection of data from the Academic Senate, for example, will continue to be carried out by committee members, but other secretarial and administrative tasks could -- and should -- be effectively delegated to a staff support person.

SUBCOMMITTEE REPORTS

As is our custom, much of the work of the CSW is conducted through standing subcommittees. This year a new subcommittee on Gender and Affirmative Action was formed to educate the UCSD community about the Regents Resolutions. That was the busiest subcommittee this academic year but others executed what are now annual functions, programs and events on gender equity of benefit to the university community.

Reports from the subcommittee chairs are appended to this report. But let me here reprise briefly the main activities of each of our subcommittees.

Gender and Affirmative Action Subcommittee:

This subcommittee organized two large campus events and a number of smaller ones. The Gender Equity Forum, organized by Artie Evertz (staff, Cognitive Science) and Joellen Russell (graduate student, SIO) was a day long event that combined a morning panel of speakers with an afternoon panel of respondents chaired by Chancellor Marjorie Caserio. The afternoon event was filmed by UCSD TV. The subcommittee under the charge of Bud Mehan (faculty, Teacher Education and Sociology) also collaborated with the Regents lectureship folks to bring to campus the honorable Percy Sutton of New York City. Mehan also arranged for a series of noontime lectures by faculty in other parts of the UC system.

Women and Science Subcommittee

Professor Deborah Wingard (Professor, Department of Family and Preventive Medicine) organized this year (as she has in recent years past) a series of four meetings for graduate students, post-docs, and female faculty in the Sciences and Engineering designed to reduce the feeling of isolation women feel in fields in which they are critically underrepresented and to encourage networking and collective problem solving.

Quality of Life Subcommittee

As fits its mandate to provide the UCSD community with programming on a number of topics including parenting, career development and balancing career and family this subcommittee under its chair, Evelyn Hidalgo (Staff, Dean's Office, School of Medicine), organized the daylong DAYCARE SUMMER OPTIONS EXPO. This event, now in its second year, is designed to help members of the UCSD community locate appropriate childcare and summer camp placements for their children. The event was well attended by UCSD folk and by providers and vendors.

Subcommittee on Faculty Reception

As has become customary the Chair, Stephanie McCurry and then (now departed) Co-Chair, Mary Klemme (staff, History department) organized the annual reception for new faculty members. That event was held at the faculty club on November 14, 1995 and attracted about 60 faculty women and a few administrators. Notably, many of the new faculty women who attended were from the Sciences and Engineering. Despite our best efforts, however, (we wrote every department chair) the turn-out by department chairs and other administrators was low. We will renew our efforts in this direction next year.

Next year for the first time, the CSW will co-sponsored a reception for new staff women with Women's Caucus and Human Resources. We have requested a budget allotment to cover our part of the expenses involved in mounting that event. We thought it a matter of simple equity to host a reception for new staff women since we have long done that for new faculty women.

Glass Ceiling Subcommittee

The Glass Ceiling Subcommittee was inactive this year due to the press of other business, especially on Gender and Affirmative Action. The subcommittee will resume its work next year. The Glass Ceiling Subcommittee would like to carry over its budget allotment (not used, 1995-96) into the next academic year to fund anticipated programming on glass ceiling issues for staff and faculty women.

Nominations Subcommittee

Stephanie McCurry will continue to chair the CSW in the 1996-97 academic year. Yvonne Reid-Hairston (acting Director, Cross Cultural Center) will continue as Co-Chair. The Subcommittee is currently working on filling vacancies in staff, faculty, and student slots.

Chancellor's Advisory Committee on the Status of Women
BUDGET REQUEST FOR 1996-97

Women and Science Subcommittee: (Programming)	\$1,500
Quality of Life Subcommittee: (programming on parenting issues, career fitness, and balancing career and family, Daycare Expo)	\$2,000
Glass Ceiling Subcommittee: (programming with funds carried over from the 1995-96 academic year budget)	\$1,600*
Reception for New Women Faculty:	\$1,500
Reception for New Staff Women:	\$2,000
Childcare: (for late-day programs)	\$200
System-Wide Meeting of CSW's (October 1996): (keynote speaker, meals, audio visual)	\$3,500
Discretionary Program Funds: (programming on HRMI, Regents Resolutions, and a brown bag lunch series on gender equity and diversity issues)	\$5,000
Staff Support to CSW: (pending decision of the Chancellor)	PENDING**
TOTAL REQUEST:	\$17,300

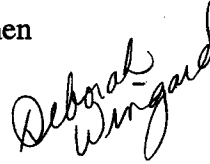
* Funds carried over from 1995-96 academic year budget allotment.

** Pending decision of the Chancellor with respect to level of staff support to be afforded CSW. See attached report from Chair.

MEMORANDUM

To: Stephanie McCurry, Ph.D.
Co-Chair, Committee on the Status of Women

From: Deborah Wingard, Ph.D.
Chair, Subcommittee on Women in Science



Date: May 7, 1996

RE: End-of-Year Subcommittee Report

Subcommittee on Women in Science

In prior years the Committee on Women in Science documented that similar to elsewhere in the country, women at UCSD are underrepresented in the fields of science. This is especially true at the postdoctoral and faculty levels. The committee also determined that women in science tend to feel isolated because of this low representation. This year the committee identified a series of specific issues of concern for female faculty, postdocs and graduate students, with the goal of organizing a series of meetings which would address these issues, and serve as a vehicle to get women in science together to discuss common problems and possible solutions.

The Committee on Women in Science planned four meetings for this academic year. The first session, on April 30, 1996, featured a panel presentation entitled "How to Juggle a Career in Science or Engineering with a Personal and Family Life". Over 30 female faculty, postdocs and graduate students from a variety of disciplines participated in the session, which included pizza and soda. This event proved to be very informative, and was enthusiastically received.

The second event, scheduled for May 21, 1996, will be a luncheon featuring a presentation by story teller Gertrude Nelson entitled "Briar Rose: The Woman Imprisoned in the Tower". This story has particular relevance for women working in male-dominated fields, such as science.

In June, the committee has planned an afternoon "happy hour", primarily to encourage continued networking between women faculty, postdocs and graduate students who have met through the prior sessions. Similarly, a barbeque has been planned on the SIO campus for July. (Most science faculty, postdocs and graduate students are on campus throughout the year.)

This coming academic year, the Committee on Women in Science would like to sponsor several events targeting issues of concern for women in science, that will continue to encourage campus networking between women faculty, postdocs and graduate students. Eventually we hope that the Women's Center will take over sponsoring such events, however for now, the Committee on Women in Science requests \$1,500 for next year's events.

CHANCELLORS COMMITTEE ON THE STATUS OF WOMEN: REQUEST FOR FUNDING

SUBCOMMITTEE: QUALITY OF LIFE

Fiscal Year: 1996/1997

- 1. DESCRIPTION:** Provide UCSD Community with programming on a number of topics to include parenting, career development, and balancing career and family issues. The Quality of Life subcommittee will continue to provide the UCSD community with the Daycare and Summer Options Expo held every year in the month of April. A resource guide with updated information will be published with daycare and summer options in the San Diego area. In addition, we are planning to co-sponsor a number of events with FSAP, Women's Caucus, and Graduate Student program that will encompass the topics mentioned above.

Projected Date of Presentation:

Winter & Spring Quarter 1997

2. BENEFITS FOR UCSD

The Quality of Life subcommittee has met to address the concerns of working women at UCSD. Based on the recent Childcare Needs Assessment survey and the Quality of Life survey, the subcommittee ascertained that focusing workshops on these three areas would meet the needs of many women on campus, based on the results of the surveys. It would be valuable to the Chancellors Committee on the Status of Women to provide workshops to women at UCSD that directly correspond to their needs based on the recent survey results.

3. SPEAKER/PRESENTERS

A number of speakers will be invited to give lunch time presentations on parenting and childcare issues (child CPR, redirecting children's behavior, parenting, etc.); Career fitness issues (dressing for success, interviewing skills, continuing education options, etc.); and Balancing Career & Family issues (relieving stress, time management, organizing skills, etc.). In addition, many providers and vendors from the community will be invited to participate in the Daycare and Summer Options Expo.

4. BUDGET

a. Advertising (duplicating/mailling)	<u>\$300.00</u>
b. Audio Visual Equipment	<u>\$100.00</u>
c. Facility/Rental Fee	<u>\$0.00</u>
d. Handout/Printing Costs	<u>\$300.00</u>
e. Light Refreshments	<u>\$0.00</u>
f. Speaker/Fees/Honorarium	<u>\$600.00</u>
g. Travel	<u>\$400.00</u>
h. Lodging	<u>\$300.00</u>

TOTAL PROGRAM BUDGET

\$2,000.00

Contact for additional information:

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TO: DR. STEPHANIE McCURRY

TO FAX Number: ~~41995~~ 47283

Date: 5/29/96

Pages (including this one): 2

Message: Hi Stephanie,
 The following is the budgetary year-end report:

Affirmative Action:	Allocation	\$ 8685.00	✓
	Expenses	\$ 6889.36	
	BALANCE	\$ 1795.64	
Childcare:	Allocation	\$ 200.00	
	Expenses	\$ 60.00	
	BALANCE	\$ 140.00	
Faculty Reception:	Allocation	\$ 1500.00	✓
	Expenses	\$ 1406.09	
	BALANCE	\$ 93.91	
Glass Ceiling:	Allocation	\$ 1600.00	✓ ✓
	Expenses	N/A	
	BALANCE	\$ 1600.00	
Quality of Life:	Allocation	\$ 2000.00	✓
	Expenses	\$ 631.32	
	BALANCE	\$ 1368.68	
Women in Science:	Allocation	\$ 1700.00	✓
	Expenses	\$ 1134.17	
	BALANCE	\$ 565.83	
Main Index (Operational)	Allocation	\$ 500.00	
	Expenses	\$ 318.89	
	BALANCE	\$ 181.11	

TOTAL UNSPENT BALANCE: \$5745.17