

**Chancellor's Advisory Committee on the Status of Women
Annual Report**

**Prepared by
Deborah Wingard, Faculty Chair
Evelyn Hidalgo, Staff Chair**

1997-1998

This has been a year of great satisfaction and ongoing concern for the Chancellor's Advisory Committee on the Status of Women (CSW). The CSW has been very pleased with the establishment and growth of the UCSD Women's Center, the recruitment of a new director of the Office of Sexual Harassment Prevention and Policy, and the preliminary efforts of the Diversity Commission.

CSW is concerned, however, that UCSD still has the lowest proportion of female faculty among all UC campuses, and especially low levels within departments of science and engineering. UCSD still has few women in high staff positions, and women are underrepresented among students in many science and engineering departments.

With the loss of affirmative action, CSW is very concerned that these discrepancies may only get worse. We are also concerned that gender issues may become lost, amid the more visible early losses among racial/ethnic groups.

Accomplishments

Advice & committee work:

CSW has reviewed several policy issues during this academic year, including committee representation, catastrophic leave donations, infant daycare, childcare referrals, diversity, and sexual harassment. In addition, CSW representatives have served on several important committees, including the following: Jan Talbot and Nancy Loevinger (director of the Women's Center) served on the OSHPP Task Force, which reviewed the outside OSHPP Management Review. Deborah Wingard chaired the Search Committee for a new director of the OSHPP, which included CSW member Lynne Clark. Ramona Mason chaired the Daycare Oversight Committee, which also included CSW member Evelyn Hidalgo. CSW was also pleased to recommend an outstanding woman from UCSD, Debbie McGraw, for this year's YWCA TWIN award.

Programming:

As in prior years, CSW sponsored the Women's Faculty Reception, the Day Care Expo and Take Your Daughter to Work Day. Each of these events was widely attended, and praised for providing beneficial information and the opportunity to network with colleagues.

This year CSW sponsored the first Women's Staff Reception, which included an orientation to many of the staff associations and resources on campus. This was also well-attended and received very positive feedback. Many have recommended that such an event be held for ALL new employees.

This summer CSW put on a reception at the Women's Center for Lori Chamberlain, the new director of the Office for Sexual Harassment Prevention and Policy. We are very pleased to have her join UCSD and were glad to provide her the opportunity to meet and begin to network with people on campus.

CSW co-sponsored many programs with the Women's Center, including an excellent presentation by Arlene Kaplan-Daniels entitled "Gender: The Still Hidden Agenda in Academic Life". CSW also co-sponsored programs with other groups on campus throughout the year, including CADRE.

Subcommittee on Women in Science and Engineering (WISE):

WISE has continued to sponsor quarterly luncheons at the Women's Center with eminent women scientists and engineers. These meetings have proven to be very beneficial for women graduate students, postdocs and faculty. WISE also sponsored three panel discussions on women teaching in male dominated careers, the academic job search, and balancing family and academic careers. All three were held at the Women's Center. WISE participated in Take Your Daughter to Work Day, by providing tours of labs.

WISE is very pleased that the Chancellor facilitated the APS review of the status of women in the Physics Department at UCSD. We hope to make these successful techniques available to other departments of science and engineering at UCSD in the coming years.

This year WISE established a listserv e-mail listing for announcements of interest and is developing a web page.

Women's Center Support:

CSW has been very pleased with the establishment and growth of the UCSD Women's Center. The Center has rapidly become an outstanding resource for the entire campus community, welcoming both women and men students, faculty and staff. In recognition of important unmet startup needs, the CSW has underwritten the acquisition of library books, particularly on science and engineering, medicine and women in academia, audiovisual equipment, and signs for the outside of the Women's Center building. The Women's Center in turn, has facilitated CSW programming and committee work. Together, we have co-sponsored many events.

Recommendations

1. Women's Center. CSW recommends increased support of this very worthwhile resource, including the requested third full time FTE for a program coordinator, and assistance in cataloguing contents of the Women's Center library.
2. Programming. CSW requests continued support of CSW's programming efforts, including new faculty and staff receptions, the Childcare Expo, Take Your Daughter to Work activities, Wise luncheons, and presentations of unique benefit to women faculty, students and staff. Eventually we would like the Women's Center to take over much of this programming, so that CSW can focus on review of policy issues and unmet concerns for women on campus. If the Women's Center takes on this increased responsibility for campus-wide gender programming, however, we believe that the requested additional staff (see above) would be essential, as well as a transfer of the programming funds from CSW.
3. Administrative staff person. CSW suggests that one administrative staff person be assigned to assist groups serving the entire University (CSW, CLGBTI, ADA Advisory Committee, the Women's Center, the Cross-Cultural Center, the proposed Lesbian, Gay, Bisexual and Transgender Center, the OSHPP, and relevant Staff Associations). All have budgets that need ongoing monitoring and reporting. Instead of each hiring a part-time assistant or working with possibly untrained volunteers, one administrative support person could serve as a resource to many, if not all, of the groups

4. Investigations. CSW requests that staff support be provided for campus investigations/data collection related to gender. CSW believes, for example, that an investigation of staff pay equity is long overdue, that faculty pay equity should be reassessed soon and on an ongoing basis, and that there is a need to assess parenting concerns throughout the campus.

5. Science and Engineering. CSW recommends continued support for activities of our subcommittee - WISE (women in science and engineering). In addition, we recommend support for an evaluation of the campus climate for women in science and engineering, and for facilitating departmental reviews similar to the recent APS review of the Physics Department. CSW also recognizes many unique issues of concern for women working in campus laboratories, the UCSD Medical Center, and SIO (i.e. chemical and radiation exposure during pregnancy or while breastfeeding), and recommends a re-evaluation of relevant policies (see #8 below).

6. Diversity Outreach. CSW recommends that outreach efforts, including the model charter school, K-12 programs and transfer programs, include gender components. For instance, mentoring efforts or other programs should be put into place designed to encourage girls and young women to continue in science and engineering.

7. Childcare. CSW believes that quality childcare is vital for all segments of our community; staff, faculty and students. While we understand the financial concerns of the Early Childhood Education Center, CSW hopes that an affordable infant care program (3-11 months) can be restored. This is particularly important for attracting and retaining qualified faculty in the sciences, who cannot leave their labs for 11 months.

In addition, many staff have raised concerns about the high cost of child care on campus, and the lack of part time care options for staff with reduced hours or job sharing. Many students have also raised concerns about the high cost of childcare and the lack of part time care options, as well as the insufficient number of subsidized slots in the UCSD program.

We hope that the childcare referral system will continue, with current and appropriate screening of providers. CSW recommends that communication about all UCSD childcare resources (on-campus providers and the referral system) be improved. Many constituents are still unaware of these services.

8. Breastfeeding. CSW recognizes the need for UCSD to support mothers wishing to return to work and to breastfeed during the first year, as recommended in AAP current medical guidelines. This might include setting up "mother's centers" with breastpumps and rooms with some privacy for breastfeeding at the main campus (such as at the Women's Center), South Torrey Pines, SIO, and the Medical Center. CSW also recommends that the Quality of Life group consider policies on flexible scheduling, reduced hours, and job sharing as additional means of supporting working mothers.

9. Safety/Domestic Violence. Domestic violence, safety and related concerns have been important but often hidden issues for women on campus. Support and education for staff and faculty need to be developed on campus similar to the support given by the Student Safety Awareness Program for students, and by the OSHPP office for sexual harassment. Such support could include resources for publications, programming, and training, as well as the appointment of designated staff contact persons on campus.

10. Access to Staff Development Programs. For staff, CSW believes there is a need to guarantee access to programs and training for everyone, regardless of classification. Monthly release time for career advancement or enhancement needs to be assured. Flex time could also be an option. This policy would encourage retention, promote a healthy campus climate, and help ensure efficient use of the investments made by the campus in CSW and the Women's Center.

11. Staff reception. CSW suggests that it would be beneficial for UCSD to hold an orientation and reception for all new staff (i.e. men as well as women), possibly through the staff association, or the HR Office of Worklife. We recommend that CSW's reception for new women staff continue, however, and that the two events be coordinated.

12. Catastrophic Leave. As noted in our earlier letter, CSW believes that the catastrophic leave policy is a very worthwhile program, especially for women. We hope that it can be extended to include all employees on a permanent basis, whether exempt or non-exempt, and that employees should be able to donate time and to use the service across these classifications.

June 4, 1998

TO: Deborah Wingard, Ph.D.
Co-Chair, Chancellor's Advisory Committee on the Status of Women

FROM: Jan B. Talbot, Professor, AMES
Gina Sosinsky, Ph.D., Neurosciences & Biology
Co-Chairs, Subcommittee on Women in Science & Engineering (WISE)

SUBJECT: End-of-Year WISE Subcommittee Report

The following events were sponsored (in part) by the WISE Subcommittee:

Fall 1997

October 10, 1997 Luncheon with Professor Fan Chung, Professor of Mathematics, Columbia University, co-hosted with Deps. of Math, and Computer Science & Engineering, 7421 APM, 12-2 pm

October 22, 1997 Presentation "Strategies for Successful Teaching by Women Faculty. What are the issues faced by women TAs, instructors and professors in male-dominated fields?" by Dr. Rosalind Streichler, Director of Center for Teaching Development, UCSD, Women's Center, 12-1:30 pm

Winter 1998

January 30, 1998 Panel discussion on "Academic Job Search" with Professor Katja Lindenberg, Dept. of Chemistry, Professor Fran Berman, Dept. of CSE, and Dr. Debbie Wingard, SOM, Women's Center, 12-1:30 pm (videotaped)

March 6, 1998 Luncheon with Dr. Flossie Wong-Stahl, Dept. of Biology and SOM, Women's Center, 12-1:30 pm

Spring 1998

April 23, 1998 Tours of labs for Take Your Daughters to Work; Tours of Professor Karen Kavanagh's lab, the undergraduate Senior design labs for Chemical Engineering (by Victor Gruol, Development Engineer, & Professor Jan Talbot, (Dept. of AMES), and Mechanical Engineering (by Kathy Prestridge, AMES)

May 8, 1998 Panel Discussion of "Juggling Family & Academic Careers"
Panelists include Fran Berman, Dept of CSE; Alexandra Newton, Pharmacology (SOM) and Anne Hoyer, AMES, Women's Center, 12-2 pm

May 18, 1998 Luncheon with Professor Lynne Talley, Oceanography, SIO, Women's Center, 12-1:30 pm

Committee members and Dr. Weil, Director of Graduate Academic Affairs and Admissions, met with the American Physical Society visiting team on May 8th concerning their process of assessment of the climate for Physics women graduate students in departments. The chairs of WISE as well as Dr. Weil were impressed with the process. During this meeting, we decided to start an internal pilot program by surveying women in 1-2 science/engineering departments as to the climate of the department towards women.

The Women's Center helped WISE established a list-serve e-mail listing and a Webpage for announcements of events of interest. WISE will be expanding the e-mail lists through departmental lists so that we can inform more students, postdocs, staff and faculty members about WISE events. The Subcommittee has met once a quarter for planning its programs.

A tentative schedule has been set for the coming year with a talk or panel discussion and a luncheon with a woman scientist planned for each quarter. WISE plans to co-sponsor events of interest planned for the Women's Center. The WISE Subcommittee requests \$2000 for next year's events and for funding of a climate survey process.

The following programs are planned for the coming year (1998/1999):

Fall quarter 1998

- 1) Dr. Rosaline Strichtler - Teaching women students
- 2) Lunch with Dr. Barbara Parker (oncologist)

Winter quarter 1999

- 1) Panel discussion on Industrial Career/Job Search Process (coordinate with Career Center)
- 2) Lunch with Dr. Katherine Ely (Burham Institute)*

Spring quarter 1999

- 1) Topic to be decided (see below)
- 2) Lunch with Dr. Gloria Ma (CEO Xxsys Technologies)*


Other topics we are considering for panels or presentations are:

- 1) "Imposter syndrome"
- 2) Grant preparation
- 3) How to give a good presentation

* Speakers are not confirmed to date

June 04, 1998

TO: Deborah L. Wingard
Evelyn J. Hidalgo
Co Chairs, Chancellor's Advisory Committee on the Status of Women

Fr: Yvonne Reid-Hairston 
CSW
Chair, Subcommittee on Quality of Life (QOL)

SUBJECT: Summary of Programs and Projects For 1997/98

The Quality of Life Subcommittee Program topics was based on needs and concerns expressed from the results of the 1996 Child-care Needs Assessment and Quality of Life Surveys and other validated requests. This subcommittee provided the following events, workshops and programs in the various areas to help meet the quality of life issues at UCSD. In conjunction with the Women's Center and Women Caucus and Human Resources, it has been a very valuable year in providing these activities to the UCSD community.

Fall Quarter

New Women Faculty -

12.04.97

Invitations sent: 475

CSW organized this reception at the Faculty Club to welcome new woman faculty members. All women faculty, department chairs, and MSOs were included on the invitation list. Twelve of the twenty new female appointees attended; about 90 people in all came to the reception. This reception provided an opportunity to welcome each new appointee and for them to create a link with existing faculty across campus departments and schools.

It is the subcommittee's recommendation to work jointly with the faculty members on CSW to evaluate the outcome of this reception and possibly recommend a few changes to strengthen the number of attendance's to this event.

New Women Staff -

12.18.97

Invitations sent: 525

Invitations were sent to all new staff women hired from Oct. 96, to Oct. 97, all Staff Association Chairs and directions from various HR and campus-wide departments. CSW organized this first time reception to continue our focus on reaching and educating the UCSD community about CSW and the Quality of Life. In providing this reception the 185 new staff member attendance's were able to receive important information and links to existing programs that are outside of their normal daily scope of information (which 20 campus-wide guest attended), that in turn will help the new staff members to succeed within the University's community.

It is the subcommittee's recommendation to extend this reception to all UCSD new staff members and explore the possibilities of other campus & medical center units hosting this outstanding event.

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Spring Quarter

Take Our Daughters To Work- 04.23.98

Invitation extended to Campus-wide, SIO, and Medical Center Staff, Faculty, & Students with children:

One of the primary goals of Take Our Daughters to Work Day is to call attention to the needs and concerns of our nation's daughters. For the last three years, UCSD has created a day in which all employees could bring their daughters to feel special and to become knowledgeable about the endless opportunities for careers in their future.

This year marked our fourth annual event, the committee extended an invitation to employees with sons, to join the 100+ daughters in becoming our special guest for the day. We provided six career panel presentations, three department tours, and lunch with the outstanding keynote speaker, Dr. Lindsay Calderon. CSW, Women's Caucus, The Women's Center and three San Diego community businesses hosted this year's event for over 200 people through-out day.

It is our recommendations and intent to market this event as an UCSD Community Outreach Program for employees children, renaming next year's event to "Take Our Children To Work" and to develop a one day, mini conference for the children.

The 3 Keys to Permanent Weight Loss -

04.30.98: Campus- 60 attendance's

05.13.98: Campus- 45 attendance's

06.04.98: Medical Center - 35 attendance's

Presented by Danna Demetre, RN and Lifestyle Coach. Her passion is to encourage and inspire others toward life-changing truth in all dimensions of their lives. Danna was a dynamic communicator that challenged, and motivated, attendance's to believe in themselves and their ability to make change.

This program was designed to validate the requests from the Quality of Life Surveys in the area of well being.

It is the subcommittee's recommendation to explore the possibility of having the department of "Quality of Work/Life," a unit that is housed in the Human Resources Division, and The Women Center to take the lead in hosting this type of well being and other fitness programs in the upcoming years.

Daycare & Summer Options Expo -

05.13.98

75 attendance's

This Program was designed to help members of the UCSD community locate appropriate childcare and summer camp placements for their children. For the first time in four years' this event was low in attendance's.

The subcommittee will evaluate the planning process and recommend a few changes for future event.

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CSW is not unique in its struggle to meet the challenge of more work, less time, and limited energy to commit to the work of the University that exists outside our "real jobs." Through the QOL work to overcome these struggles, our primary force was to strengthen the Campus-wide, and Medical Center knowledge about the Chancellor's Advisory Committee on the Status of Women, and the committee's Charge. With the increased involvement of staff members working on the various subcommittees within CSW, UCSD's CSW have become an excellent point of resources within UCSD and the UC System-wide community.