

To: Robert C. Dynes, UC San Diego Chancellor
From: Chancellor's Advisory Committee on the Status of Women
Subject: Annual Report of CSW Activities for FY 2002-2003
Date: August 29, 2003
Cc: Marsha A. Chandler, UC San Diego Acting Chancellor

The Chancellor's Advisory Committee on the Status of Women (CSW) is comprised of faculty, staff, and students, and the committee is charged with identifying and analyzing problems relating to the status of women at UCSD, informing and educating the campus community about such problems, and advising the Chancellor regarding policies to ameliorate these conditions.

In any particular year, the particular focus issues of CSW change. While some issues (e.g., the Center for Teaching Development) are of interest primarily to one of our three constituent groups, many other topics (e.g., Women's Center Directorship, child care) are of interest to all constituent groups. Accordingly, this report is organized according to faculty, staff, student issues, but simply is presented as an unprioritized list of issues of concern to CSW.

1. Child Care Oversight

Last year CSW identified child care oversight as an area that needed significant improvement. As a result of CSW report, Alexandra Newton was appointed as chair of the Child Care Oversight Committee with the primary mission of apprising the Vice-Chancellor of Business Affairs on child care issues on campus.

Assistant Vice Chancellor Gary Matthews has taken an active role in addressing concerns of the teachers at the Early Childcare Education Center (ECEC). Specifically, he visits the ECEC regularly and actively addresses building maintenance and cleanliness, as well as individual teacher concerns. His active involvement in the daycare has increased the overall morale of the teachers at the daycare. The daycare director Jane Ann Carroll resigned and there is currently a search underway for her replacement.

The other concern put forward by CSW was that teachers were grossly underpaid. Professor Newton reported progress in this area as well. The teachers positions were reclassified at the end of the academic year, resulting in a salary increase for most teachers.

A new day care facility is being planned in a new location.

2. Women's Center Director Search

In December 2002 Nancy Loevinger resigned from the position of Women's Center Director. Emelyn Dela Pena, the Assistant Director, assumed the interim position. As a result of a system-wide analysis of the classification of this position, Linda Williams, Assistant Chancellor worked with Human Resources to upwardly reclassify the position to Principal Analyst. CSW supported this action and asked for representation on the Women's Center Director Search Committee. CSW member, Nancy Wahlig was selected as representative for CSW.

After a national search, Emelyn Dela Pena was selected as the new Director of the UCSD Women's Center effective July 28, 2003.

3. Faculty Gender Equity Study

The study results were reviewed by CSW in the fall of 2002. An additional study of ladder rank faculty was performed in the School of Medicine. CSW is eager to review the results as soon as they become available in order to make recommendations. Acting Senior Vice Chancellor for Academic Affairs, David Miller, will meet with CSW in November 2003 to discuss progress on both issues.

4. CSW Web Site

The CSW felt that it needed a broader presence at UCSD. Currently, the committee believes that our web presence is critical to reaching this goal. CSW's web site (<http://women.ucsd.edu/csw>) is currently out-of-date. A web site subcommittee was convened in February 2003 to address revising the site and selecting a vendor for re-design. The subcommittee recommended, and CSW approved, that CSW work with the UCSD Instructional Web Development Center to develop the new site. CSW's new web site will be hosted on the Women's Center Web server, in exchange for CSW funding a quarter of the Women's Center's web hosting costs. The subcommittee also recommended new content and design for the site, and CSW has approved the proposal. Funds allocated to CSW by the Chancellor's Office will be used for this project.

CSW anticipates a revised web site will be rolled out during Fall Quarter 2003, with an enhanced site in Winter Quarter 2004.

5. People Expo

Nearly 850 UCSD attended the first-ever People Expo in Price Center Ballrooms A & B on June 18, 2003. The People Expo highlighted career, professional development, and work/life programs and services for UCSD staff.

CSW provided flyers and asked participants to take our poll, located at the Women's Center Table. The poll asked respondents to offer their suggestions for how CSW can improve the status of women at UCSD. Comments focused on quality of work/life

issues, primarily alternative work schedules (flex time and telecommuting) and the need for CSW to have more visibility on campus. As a result, CSW is interested in working more closely with the UCSD Quality of Work/Life Committee and in conducting a campus-wide survey on the same issues in 2004.

6. Women in Science and Engineering

The Women in Science and Engineering (WISE) committee is a subcommittee of CSW. It provides programs on topics of interest to women in science and engineering and advises CSW concerning the general climate for women scientists on the UCSD campus. During FY2003 two important events were hosted by WISE. In November 2002, Wendy Baldwin, Ph.D., Deputy Director of Extramural Research at NIH spoke at the women's center about careers in science administration and policy. In February 2003, there was a Regents' Lecture and a National Academy of Sciences Panel Discussion with Elga Wasserman, Ph.D. author of *The Door in the Dream: Conversations With Eminent Women in Science*.

7. Graduate Student Issues

The graduate students have worked on two central issues: outreach and communication, and the issues facing women graduate students across departments at UCSD. The students have created a formal survey and are working with Office of Graduate Studies and Research to access the opinions of more women graduate students next year. The students in partnership with the Center for Teaching Development, reformulated the teaching assistant training program materials.

A major focus for the coming year is the level of isolation experienced by many women graduate students. The students will search for opportunities for faculty and graduate students to informally interact. CSW supports this new goal. For complete details please refer to the Graduate Student Addendum to this report.

8. Recognition for UCSD women

The Tribute to Women and Industry is an annual event hosted by the YWCA aimed at celebrating the accomplishments of special contributions of women in Industry. In 2003, 83 women in San Diego's Industry were recognized for their contributions to the business and nonprofit communities. CSW was involved in the selection and nomination of the 2003 TWIN Award for UCSD. Of many candidates, Dr. Sangeeta Bhatia, M.D., Ph.D. was selected for this award. An active member of CSW, Dr. Bhatia is an Associate Professor of Bioengineering and Medicine at UCSD. Just four years after completing her training at Brown, MIT and Harvard, Dr. Bhatia directs a laboratory and holds eight patents. In addition to her scientific activities, Dr. Bhatia has emerged as a community leader in tackling issues related to women in science and engineering. She

founded a very successful youth program called "Keys to Empowering Youth", with the goal of introducing science to middle school girls using interactive laboratories.

9. CSW administrative issues

In response to the last year's report on administrative issues, CSW worked closely with the Chancellor's Office to make progress on some of these issues.

1. Because of the frustration with the lack of administrative support, the CSW chairs resigned in early fall 2002. As a result, new CSW members Happy Aston-Snow and Francesca Torriani accepted to chair CSW. The current chairs share much of the same frustrations. To avoid gap in continuity, CSW decided that chairs would serve 2- and 3-year terms respectively.
2. Minute taking: Carol Putnam, Administrative Assistant in the Chancellor's Office, was assigned as the minute taker. However, due to staffing issues in the Chancellor's Office, Carol's workload was such that transcription and distribution of minutes was not accomplished in a timely manner.
3. Finances: In January 2003 the CSW chairs met with Chancellor's Office representatives to agree on a FY2002 financial report. As a result, Artie Evertz, Financial Manager for the Chancellor's Office, unfroze the CSW account. Because neither of the CSW chairs have access to financial systems we have an unresolved need for fiscal support, especially for year-end reporting. It is important to note due to the resignation of the Women's Center Director that the agreement with the previous CSW chairs that the Women's Center provide fiscal reporting support could not be implemented either. To avoid the account being refrozen, we request that the Chancellor's Office provide the necessary system access and support as soon as possible. We are hopeful that these issues can be resolved.

Attachment-1

Graduate Student Year-End Report to CSW By Melody Ellis

This has been a positive and productive year for the graduate student representatives on the CSW. We've worked on two central issues: first, we've begun to concentrate our efforts on outreach and communication, and have made it a top priority to learn more about the issues facing women graduate students across departments at UCSD. We've created a formal survey and, thanks to the offer by OGSR to put it on their web site, we will be able to access the opinions of even more women graduate students next year. The second issue of focus was on combining forces with the Center for Teaching Development on reformulating an element of their teaching assistant training program. We worked with them to transition away from some of the outdated language on a training document, and have successfully updated an important portion of the teacher training program.

One of the major issues that our outreach has brought to our attention is the level of isolation that many women graduate students feel. Next year, one of our primary goals will be to address this issue through creating opportunities for faculty and graduate students to informally

interact. Without this interaction, women graduate students are learning little about how to handle gender-related issues that faculty members have faced (i.e., how to successfully attain tenure and have a family, how to handle sexual harassment issues, etc.), which is, in turn, increasing the level of disenfranchisement felt by many students. This commitment to increasing the dialogue between faculty and graduate student women is crucial, and, by showing graduate student women that many who have gone before them have successfully handled these issues, this may increase retention rates and even, over time, increase the proportion of female faculty. Ideally, we hope to work with OGSR and the Women's Center next year even more, and, with their help, to institutionalize a women faculty/graduate students mixer, as well as a series of programs with faculty women guest speakers in which presenters discuss common issues facing female academics.