

To: Chancellor Marye Anne Fox
From: Chancellor's Advisory Committee on the Status of Women
Subject: Annual Report of CSW Activities for FY 2003-2004
Date: January 10, 2005

The Chancellor's Advisory Committee on the Status of Women (CSW) is comprised of faculty, staff, and students. CSW 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 of CSW changes. While some issues are of interest primarily to one of our three constituent groups, many other topics are of interest to all constituent groups. This report addresses only those issues of concern to all constituent groups of CSW.

1. Child Care Oversight

The availability and quality of child care offered the UCSD community continues to be an area necessitating significant improvement. CSW's representative to the Child Care Oversight Committee (CCOC), Alexandra Newton, served as Chair of CCOC for two years. Her insight provided CSW with the background and understanding necessary for CSW to assess the challenges facing UCSD's child care programs, the most important of which are summarized below:

A. Indefinite Delay of Construction of Second Early Childhood Education Center (ECEC): Despite a significant devotion of resources by several departmental units to the development of plans for an expansion of the ECEC, CSW understands that the funds necessary to construct and maintain the expansion are not available. As a result, the construction of the new ECEC facility has been placed on hold. The shortage of spots available for toddlers and the absence of infant care in the existing ECEC negatively impacts UCSD's ability to attract and retain faculty, graduate students and staff with children. A letter addressing the need for infant care in greater detail was sent to then-Chancellor Elect Fox from the CCOC on June 4, 2004.

Recommendation: Make funds and facilities available to open an infant room in the existing ECEC.

B. Successful Hiring of New ECEC Director: A search was conducted in the Fall of 2003 for a new Director of the ECEC. A number of highly qualified candidates were interviewed and the position was offered to Kathryn Owen, formerly the Kindergarten teacher at the ECEC. She has transitioned very efficiently into the position of Director and has made significant changes in improving the organization of the ECEC, the curriculum and teacher morale. A Spanish curriculum was implemented and parent participation has improved. In addition, health screening in 4 areas - dental, speech,

vision, hearing - have all been brought to the ECEC. With the exception of speech, all services are free of charge for families.

C. Commitment and Support of AVC Matthews to Child Care: Assistant Vice Chancellor of Auxiliary & Plant Services Gary Matthews, to whom the ECEC Director reports, met with CSW in September 2003. AVC Matthews has been extremely helpful in coordinating/funding much needed upgrades to the ECEC facilities and to identifying and meeting the needs of ECEC clients and staff. There have been significant improvements to the facilities and their maintenance in the past year.

D. Some Improvement in Staff Morale: ECEC teachers were successfully reclassified this year. In addition, the ECEC has offered teachers Professional Development workshops and opportunities to further career goals with a professional consultant. While this has had a positive impact on the salaries of the newer teachers, it has not been so beneficial to the salaries of the senior teachers at the ECEC.

Recommendation: Increase the salaries of the senior teachers at the ECEC.

2. Faculty Gender Equity Study

A. Acting Senior Vice Chancellor for Academic Affairs, David Miller, met with CSW in November 2003 to discuss the policy and programmatic outcomes of the Faculty Gender Equity Study, including salary recalibration for non-School of Medicine ladder-rank faculty, exit interviews, a mentoring system for women faculty, creating more family-friendly policies, and the partner opportunities program.

Recommendation: The effectiveness of these new programs should be monitored and evaluated.

B. An additional study of ladder rank faculty was also performed in the School of Medicine during FY 2003- 2004. CSW understands that UCSD Health Sciences has issued a Faculty Equity Action Plan, and remains interested in reviewing the results and speaking with senior leadership in the School of Medicine about the findings.

CSW plans to invite a representative from the School of Medicine Faculty Equity Plan committee to discuss the results of the SOM gender equity study and Faculty Equity Plan recommendations.

3. Quality of Work Life (QWL)

A. Identification of QWL as Campus Priority: Expanded QWL programs and improved campus internal communications were determined as a priority in the Staff Retention and Support Steering Committee (SRSSC) report, issued June 4, 2002. Now, in this austere budgetary climate where merit increases have been unavailable to certain departments, CSW believes QWL is even more critical to retaining and recruiting quality staff at UCSD. While QWL policies and programs benefit both men and women,

they have a disproportionate impact on women because 66% of UCSD staff are women (Staff Affirmative Action Plan, Table 1 Summary of Total incumbents by Job Group, as of October 31, 2003). Lori Chamberlain, a member of CSW, serves on the Quality of Worklife Steering Committee and Telecommuting Committee.

B. Institutional Commitment to QWL: CSW co-chair Happy Aston-Snow contacted Vice Chancellor Business Affairs Steven Relyea in February 2004 to express CSW's concern about the apparent decline in the level of institutional support for QWL as indicated by staffing changes within Human Resources. The Director of Quality of Work/Life and Policy Development retired, and the position was not filled with an FTE. Subsequently, the Director of Employee Relations, who already had lost one FTE due to a retirement in Employee Relations, assumed responsibility for Policy Development. Further changes took place when the Director, Internal Employee Communications vacated his position. A newly configured position was created and filled: Director, Internal Employee Communications and Quality of Work/Life.

Vice Chancellor Relyea met with CSW in April 2004 and discussed the role of the Quality of Work Life office and programs that he envisioned for UCSD. CSW members believe (and expressed this belief) that although many valuable policies exist to support QWL, UCSD's organizational culture may limit employees' ability to take advantage of the programs.

Recommendation: Develop a plan to increase the awareness and utilization of Quality of Work/Life programs for UCSD staff, faculty and students and to encourage supervisors to authorize such utilization. Assess use of current policies and limitations upon such use.

Recommendation: Ensure that appropriate Human Resources staffing and funding is dedicated to developing and implementing family-friendly policies for staff and for promoting QWL program success stories to the campus.

C. CSW co-chairs Francesca Torriani and Happy Aston-Snow met with Assistant Vice Chancellor, Human Resources Rogers Davis in April 2004 to discuss its concerns about the institutional support for quality of work/life. They also asked him to promote job-sharing, telecommuting, and alternative work schedules.

The Co-chairs also asked for data about the reasons female employees cite for leaving UCSD, but were informed that the data is not available, because the exit surveys don't request the respondent's gender.

Recommendation: Report data on the numbers and job titles of employees using job-sharing, alternative work schedules, and telecommuting. Report this data by department and Vice Chancellor area and explore the conditions where these arrangement situations work best. Market these success stories to the campus.

Recommendation: Add a gender dimension to exit surveys and interviews for staff and faculty, so that meaningful data can be gathered and trends analyzed. Report this data annually to the CSW.

4. Women in Science and Engineering

The Women in Science and Engineering (WISE) committee is a subcommittee of the Chancellor's Advisory Committee on the Status of Women. Its charge is to provide programs on topics of interest to women in science and engineering, and to advise CSW concerning the general climate for women scientists on the UCSD campus. To accomplish these objectives, WISE organizes campus events about women in science and engineering, and the WISE co-chair, Linda Zangwill, Ph.D., is a member of CSW. Elizabeth Yoder, Ph.D. of the Department of Radiology has agreed to co-chair the WISE committee.

A. WISE 2003-2004 programs included:

- **November 3, 2003:** WISE open house reception at the Women's Center.
- **Dec. 3, 2003:** talk and discussion with Dr. Kim Baldrige, Senior scientist for the San Diego Supercomputer Center and Principal Investigator for the National Biomedical Computation Resource (NBCR) and Director of the Center for Integrative Biosciences at SDSC.
- **Jan 20, 2004: panel discussion on juggling career and family responsibilities**
 - Panelists included: Pamela Cosman, Ph.D., Associate Professor in the Department Electrical and Computer Engineering;
 - Linda Zangwill, Ph.D. Associate Professor in the Department of Ophthalmology;
 - Ms. Gador Canton, Ph.D. Candidate in the Department of Mechanical and Aerospace Engineering.
- **March 8, 2004:** a talk and discussion with Dr. Anne Roberts, Chief of Vascular and Interventional Radiology Professor and Executive Vice-Chair of Radiology.
- **May 21, 2004, Panel discussion on "Challenging Conversations: How to Communicate Effectively with your Graduate Advisor".** Panelists included:
 - Jan Talbot, Ph.D., Professor, Department of Mechanical and Aerospace Engineering and Chair of the Academic Senate;
 - Cathy Thompson, Ph.D., Clinical Psychologist, Psychological and Counseling Services;
 - Ana Perez, Ph.D. Recent graduate of the UCSD Molecular Biology Program.

B. This year WISE actively recruited graduate students to become members of the

WISE committee. As a result of graduate student participation, a WISE graduate student group (*GWISE*) has been initiated under the leadership of a WISE committee member, Julia Adame from the Office of Graduate Studies & Research. The WISE graduate student group includes women from different departments who are interested in hearing and discussing topics of mutual interest. The WISE graduate student group had an initial meeting on January 23, 2004 to discuss the frequency of meetings and topics to be covered. On February 26, 2004, the WISE graduate student group sponsored a panel discussion on "Considerations in Choosing and Working with a Faculty Adviser in the Sciences". Panelists included Dr. Barbara Jones, Professor, in the Department Physics, Dr. Elizabeth Yoder, Assistant Researcher in the Department of Radiology, and Dr. Kathy French, Project Scientist, Biological Sciences. The panel answered questions about seeking a mentor, establishing a mentoring relationship, and the rewards of working with a faculty mentor.

Recommendation: Provide institutional support to develop and expand programs and activities for Graduate Women in Science and Engineering (*GWISE*).

C. WISE continues to be represented on the planning committee for the proposal to the National Science Foundation to establish the Academic Culture Transformation (ACT) Center (<http://soeadm.ucsd.edu/Proposals/ADVANCE/>). ACT's objectives are to increase the recruiting, retention, participation and promotion of women faculty in science and engineering at UCSD. UCSD is planning to resubmit its proposal according to the NSF ADVANCE guidelines.

D. WISE maintains an active Web site (<http://orpheus.ucsd.edu/women/wise/>) and email list for posting information about conferences, events and special funding opportunities that are specifically targeted for women. WISE continues to work with Sara Burke, the Project Director for the Office of Science and Technology Policy and Projects (OSTPP), who informs us when important women science administrators are visiting the UCSD campus. WISE also coordinates and publicizes activities of the San Diego chapter of the Association of Women in Science (AWIS). San Diego AWIS is the largest local chapter of National AWIS, a 501c(3) organization dedicated to achieving equity and full participation for women in science, mathematics, engineering, and technology. The AWIS Institutional Membership Program is comprised of leading academic employers of scientists, mathematicians, and engineers and is designed to provide a mechanism for sponsors of AWIS to partner more closely and effectively with AWIS and each other.

Recommendation: UCSD provide institutional sponsorship to the Association of Women in Science (AWIS).

E. WISE continues to receive its funding through the Women's Center budget. This structure will help us maintain continuity from year to year and through changing WISE and CSW chairs. WISE contracts with the Women's Center to provide administrative support and website maintenance. Due to a carryover of funds from previous years, we did not solicit additional support from the UCSD deans. In previous years, the deans have supported WISE directly.

5. 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.

Recommendation: Develop and implement a survey to study the climate for graduate students and to design solutions to commonly faced problems.

The level of isolation experienced by many women graduate students is a major concern for CSW graduate student representatives and their constituency. WISE addressed this for graduate students in science and engineering, but students in the social sciences and humanities do not have a similar program in place.

Graduate students also have expressed a need to create opportunities for faculty and graduate students to informally interact, helping women graduate students learn 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.). Graduate students on the CSW have also expressed a desire 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 women academics.

Recommendation: Create and fund a full-time staff position responsible for planning and implementing gender-related programs and events targeted towards graduate students. This person will also create graduate student/faculty connections programs, act as a liaison to other departments and offices on campus that work with graduate students, and create an information and referral resource for graduate students that can be used as a recruitment and retention tool.

The graduate students investigated the initiation of a formal inter-departmental mentoring program for women graduate students. They felt that in order to encourage faculty women (who are often over committed already) to participate, support for the program must come from the Deans' offices.

Recommendation: Institutionalize a formal interdepartmental faculty mentoring program for graduate students.

6. Recognition for UCSD Women

The Tribute to Women and Industry is an annual event hosted by the YWCA honoring women who have made a significant contribution to industry in managerial, executive or professional roles and to honor those organizations that have provided opportunities for women to achieve their potential.

Awards are given to faculty and staff in alternate years. In 2004, 117 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 2004 TWIN Award for UCSD. Of many candidates, Winifred Cox was UCSD's nominee in recognition of her service to UCSD and her many accomplishments as the Director of University Communications.

7. CSW administrative issues

CSW revised its web site during Fall Quarter 2003 and has maintained an active web site at <http://blink.ucsd.edu/org/csw>.

Recommendation: Include a welcome message from Chancellor Fox on the CSW home page. We have requested the message, but have not yet received text from the Chancellor's Office.

In response to last year's report on administrative issues, CSW worked closely with the Chancellor's Office to make progress on some of these issues. The quality of administrative support from the Chancellor's Office has been excellent; however, due to staffing issues in the Chancellor's Office, transcription and distribution of minutes was not always accomplished in a timely manner.

Recommendation: CSW asks the Chancellor's Office to consider whether the staff allocated to support CSW's administrative issues has sufficient time to support CSW, given the current staffing issues in the Chancellor's Office.