

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

1. Summary of CSW Activities:

1A. CSW Retreat, September 9, 2004: CSW had a half-day retreat at the Faculty Club facilitated by Lana Brenes from Staff Education and Development. The retreat was designed to identify the skills and resources of the CSW members, anticipate challenges, and outline opportunities with a new chancellor. The retreat helped us successfully prioritize 2004-05 activities.

1B. Reception for Women Faculty, May 5, 2005: The Chancellor's Advisory Committee on the Status of Women (CSW) and the Office of the Senior Vice Chancellor of Academic Affairs (SVCAA) jointly sponsored a reception, for "All Women Faculty at UCSD." Invitations were emailed to all women faculty at UCSD. The response was excellent; over 100 female faculty members attended. Our invited keynote speaker Professor Angelica Stacy, Associate Vice Provost from the Office for Faculty Equity at UC Berkeley, presented information on the new UC Faculty Family Friendly Edge Initiative designed to develop and implement a comprehensive package of work and family policies programs for ladder-rank faculty in the UC system. This initiative will assist UC with recruitment, retention of the best and the brightest, and will greatly contribute to the continued excellence of the University. Chancellor Marye Anne Fox and Acting Senior VC David Miller also updated the faculty on new policies at UCSD designed to foster better work-family balance.

1C. UCSD's Recipient of TWIN Award: The Tribute to Women in Industry (TWIN) is an annual event hosted by the YWCA aimed at celebrating the special contributions of women in Industry. Awards are given to faculty and staff in alternate years. In 2005, 73 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 2005 TWIN Award for UCSD. Provost Ann Craig was selected from several strong candidates to be UCSD's 2005 TWIN awardee.

1D. Highlighted Guest Speakers from Meetings: CSW continues to solicit information on UCSD activities that affect women staff, faculty and students.

March 8, 2005: Rogers Davis, Assistant Vice Chancellor-Human Resources and Colleen DeLory, Director of Quality Work Life discussed what their department is doing to improve the quality of work life at UCSD.

May 10, 2005: Jorge Huerta, Associate Chancellor and Chief Diversity Officer discussed how the Chief Diversity Officer can work with CSW.

June 14, 2005: Deborah Wingard and Kim Barrett, Professors and Co-chairs of the School of Medicine Gender Equity Task Force and members of the Health Sciences Faculty Equity Committee discussed the results of the study and Faculty Equity Plan recommendations. The SOM Climate survey results were not yet available for discussion.

CSW thanks Chancellor Fox and Chief Diversity Officer Huerta for their personal participation in the WISE Open House and CSW All Women Faculty Reception during the 2004-2005 academic year. We hope that they can continue to attend these events in future years.

2. Faculty Issues

2A. New Programs and Policies: There have been several important policy and programs implemented as a direct result of the 2003 Campus and 2004 School of Medicine Faculty Gender Equity Studies, including salary recalibration for ladder rank faculty, establishment of exit interviews, automatic stoppage of tenure clock after childbirth or adoption, a mentoring system for women faculty, creation of more family-friendly policies, and the development of partner opportunities program. These new initiatives are important for increasing the recruitment, retention and promotion of women and under-represented minority faculty. CSW will continue to discuss the goals and success of these programs with the Senior Vice Chancellor and Chief Diversity Officer.

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

2B. Non-Senate Faculty Concerns: UCSD faculty include those who are members of the Academic Senate (50.9%) and those who are not (49.1%). Women are disproportionately represented among the Non-Senate faculty. Women represent 37.4% percent of Non-Senate faculty, compared to 20.4% of the Senate faculty. Furthermore, a majority (63.9%) of all female faculty appointments are in Non-Senate titles, as compared to a minority (43.1%) of male faculty appointments that are in Non-Senate titles. (Data are as of 10/31/04 and include General Campus, SOM, and SIO – details are in Appendix A.) We acknowledge the important roles of the new Non-Senate Faculty Professional Development Fund for Lecturers and the newly established task force that has been initiated to evaluate the review processes for Non-Senate Academic employees and to recommend ways to improve these processes. However, there are issues of concern that are not addressed by these initiatives. Most Non-Senate faculty do not benefit from the security of other faculty, nor are they eligible for many of the programs available to Academic Senate members, such as the Faculty Career Development Program. In addition, it is not the primary mission or responsibility of the Academic Senate to address the needs of these faculty.

Recommendation: Establish or designate an organizational structure or governing body, similar to the Academic Senate, for addressing Non-Senate faculty issues. This organizational structure or governing body could be charged with such tasks as (a) developing policies across departments for participation by Non-Senate faculty in departmental decision-making (including faculty appointments, merits and promotions), (b) handling Non-Senate faculty career development initiatives designed not only for Lecturers or Unit 18 members, and (c) establishing bridge funding that is available to all faculty in "soft money" positions including those that are in Non-Senate titles.

2C. Women's' Leadership Alliance:

The aim of this group is to advance leadership development, networking of women faculty and recognition of women faculty at UCSD. This initiative arises partly from the recent UCSD Gender Equity Summit's recommendations. To promote these aims, the WLA sponsors quarterly meetings that have social, professional development, and celebratory components. CSW supports the activities of the WLA. WLA's 2004-2005 events are outlined in Appendix B.

2D. NSF ADVANCE Grant: UCSD, in collaboration with UC Santa Cruz submitted an NSF Advance grant proposal to establish a UC-WISE (Women in Science and Engineering) Collaborative Center. The goal of this center is to advance women and underrepresented minorities in science and engineering in the upcoming period of faculty growth. Faculty-led and project oriented, UC-WISE will drive multifaceted and multilayered transformation at our UC institutions by focusing upon activities that (1) transform the perceptions and practices in faculty recruitment, retention and promotion, (2) provide support, mentoring and career development for women and underrepresented minority faculty in S/E at each career point, and (3) promote and retain women and underrepresented minority faculty as their academic careers evolve, including improving the academic climate. The CSW faculty chair participated in the planning of the proposal and was included as key personnel in the NSF proposal. Additionally, WISE coordinated a letter from the local AWIS chapter president in support of the proposal.

3. Staff Issues –Quality of Work Life (QWL)

Assessment of QWL

UCSD is recognized nationally for its Quality of Work Life programs. However, CSW is concerned that there is no practical method for measuring effectiveness and participation in these programs. We are encouraged that Vice Chancellor Steve Relyea will convene the QWL Advisory Committee to assess the organizational culture and to explore ways of generating data on this information. We also look forward to receiving an annual report regarding exit surveys and interviews with staff that reports data by gender.

Recommendation: We suggest that a web application be developed for the exit survey and that there is a periodic general campus survey (short, perhaps with one to two questions on a topic) to gather information on the participation in QWL programs. While this may not yield a precise determination of who is participating, it could generate discussion on better ways to gather the data and to quickly inform all staff of the programs.

4. Graduate Student Issues:

4A. Quality of Life and Related Issues: The graduate students have focused on several key issues, primarily in the areas of quality of life (including campus community, advisor relationships, and mentoring opportunities) and graduate student satisfaction and retention.

The GSA/OGSR survey results are not yet available, but anecdotal data suggest that quality of life issues are of primary importance to graduate students. Students are unclear about existing campus policies regarding family leave, and departmental/lab advisors may not have the most up to date information available upon which to base their own lab or department policies.

Recommendation: Clarify, publish, and disseminate campus policies on family and medical leave, flexible scheduling opportunities, extension of time limits, and other policies affecting graduate students.

4B. Programming: Women graduate students continue to express a need for mentoring programs, programming opportunities, and informational resources. While the Graduate Community Coordinator was successful in initiating programming for each constituency group served by the position, the demand for specific programming was unable to be fully satisfied. While the current position is based out of each community center for one quarter, programming for each constituency should not be limited to one quarter per year.

Recommendation: The Chancellor's office should strive to guarantee funding for the current internship so the position can be advertised earlier in the year to reach a broader base of potential applicants. Ideally, expand the current OGSR sponsored (and registration fee funded) internship program to provide a team of three graduate student interns, each based at one of the three campus community centers.

4C. Form Committee: The Graduate Student Association has proposed the formation of a Graduate Student Experience Committee, which might be comprised of representatives from GSA, OGSR, the Campus Community Centers, Women in Science and Engineering, Center for Teaching Development, Career Services Center and other campus groups with an interest in graduate student affairs. Such a committee could act on the findings of the GSA/OGSR survey and make recommendations about issues of graduate student quality of life. Issues such as work/family balance affect all graduate students, though parental leave policies are especially important to women graduate students.

Recommendation: Support the formation of a Graduate Student Experience Committee as proposed by GSA.

4D. Attrition and Gender: There is currently no comprehensive source of information on the causes of student attrition. According to other universities' retention studies, gender is an important component in degree completion. Gender information is not currently collected in exit surveys at UCSD, so it is unclear if this is an issue on our campus.

Recommendation: Expand the exit interview process for students leaving the university prior to completion of their intended degree program or taking a leave of absence. OGSR should confidentially collect and report data including students' gender, department, and reason for leaving the university or taking a leave of absence to better serve students and increase retention rates.

5. WISE

5A. Introduction to WISE and GRADWISE

The Women in Science and Engineering (WISE) committee is a subcommittee of the Chancellor's Advisory Committee on the Status of Women (CSW). 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 and engineers on the UCSD campus. To accomplish these objectives, WISE organizes campus events about women in science and engineering, and the WISE co-chairs, Linda Zangwill, Ph.D. of the Ophthalmology Department and Elizabeth Yoder, Ph.D. of the Radiology Department are members of CSW. Additionally, Dr. Zangwill has been serving as the faculty co-chair for CSW.

GRADWISE, a new division of WISE initiated by graduate students to address issues important to graduate women in science and engineering, continued to develop this year with assistance from the Office of Graduate Student Research (OGSR) Graduate Community Intern, and publicity coordinated with the OGSR Graduate Student Intern. A summary of WISE and GRADWISE events for the past academic year appears in Appendix C.

5B. WISE and the University Community

WISE continues to be represented on the planning committee for the proposal (submitted in July 2005 with UC Santa Cruz) to the National Science Foundation to establish UC-WISE, a Collaborative Research Center to Transform UC Academic Culture (<http://soeadm.ucsd.edu/Proposals/ADVANCE>).

WISE continues to work with undergraduate and graduate student programming coordinators through the Office of Academic Enrichment Programs and the Office of Graduate Studies and Research to actively include underrepresented female student participants from programs such as the California Alliance for Minority Participation in Science, Engineering, and Mathematics and UC LEADS.

WISE continues to coordinate with Sara Burke, the Director of Federal Research Projects in the Office of Government and Community Relations, to host events with women

administrators from science and engineering agencies who are visiting the UCSD campus. Additionally, GRAD WISE coordinates programming with Megan Pincus Kaitani, Graduate Student Career Advisor at the Career Services Center.

Historically, WISE administrative matters, programming support and web site maintenance have been handled in accordance with a contract between WISE and the Women's Center. WISE continues to closely collaborate with the Women's Center and its staff, including the Graduate Community Intern supported by OGSR, and will be overseeing a new CSW/WISE student intern based at the Women's Center. WISE financial reports and receipts are submitted to the CSW Treasurer.

Recommendation for Institutional Support: We recommend continued institutional support for WISE from the Chancellor's Office for programming costs and for a CSW/WISE student intern coordinated by the Women Center to provide essential administrative and programming support.

Recommendation for Technical Support: We recommend that technical support be provided to host, revise, and maintain the WISE website that is linked to the CSW web site and any future GRAD WISE web site established through Student Organizations Leadership Opportunities (SOLO) in Student Affairs or the Graduate Student Association (GSA). We further recommend that the WISE web site be designed in accordance with "Official UCSD Webpage" policy and that they contain a "Welcome Message" from the Chancellor's Office indicating its support of WISE.

Recommendation to Continue OGSR Support: In order to facilitate the further development of GRADWISE, we recommend continued support through OGSR for the Graduate Community Intern and Graduate Student Intern.

Recommendation to Continue Counseling Group: We recommend that Psychological and counseling Services in the Division of Student Affairs continue its support of the graduate women in science support group. While this group is independent of GRADWISE, it compliments the role of GRADWISE by providing a confidential forum of support for women graduate students and postdoctoral fellows that enhances the campus climate. Feedback from participants in this group has been very positive.

5C. WISE and Community Outreach

During the past year, WISE continued to support and publicize 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. Symbiotically, WISE tapped into the local AWIS chapter membership to find panelists for our "Careers in Industry" event, AWIS San Diego again provided a letter of support for the ADVANCE proposal submitted by UCSD, and Janet White (current AWIS San Diego President) was as a keynote speaker at the 'Expanding Your Horizons' event held at UCSD on April 11, 2005. Additionally, one of the AWIS interns for 2005 is an undergraduate female student from UCSD, Minsi Su. This student recently completed

her internship at the national AWIS office in Washington, DC.

According to AWIS, the purpose of its new Institutional Membership Program is “to facilitate the integration of women into all levels of the work force by fostering a network dedicated to the education of women in the science, mathematics, engineering, and technology fields”. The platinum-level AWIS institutional membership for UCSD that was recently approved by the Chancellor provides the campus with several benefits, as summarized in Appendix D. WISE will continue to coordinate this institutional membership with the Chancellor’s Office. UC Berkeley and UC Irvine are also platinum level institutional members in AWIS.

In support of the formalized partnership between UCSD and AWIS, WISE and the local AWIS chapter are working to foster closer ties by coordinating programming and expanding the local network for women in science, engineering, and medicine to include members of both groups. The AWIS San Diego President has been added as an AWIS Liaison to the WISE committee. WISE co-chair Elizabeth Yoder has been elected to the local chapter’s Board to serve as a liaison from UCSD and coordinate WISE events with the local AWIS Event Planning Committee. We anticipate that these cooperative efforts will result in a strengthened academic representation in AWIS-San Diego and an increased interaction with local industry for UCSD.

Recommendation to Continue AWIS Membership: We recommend continued support of UCSD’s institutional membership in AWIS.

6. Child Care Issues

Child Care Committee

On an annual basis the Vice Chancellor, Business Affairs requests that CSW appoint a member to the Child Care Oversight Committee. CSW acknowledges and appreciates the commitment of the Chancellor and AVC Gary Matthews to improve the availability of quality child care to the UCSD community. In light of the fiscal crisis facing the campus, the situation continues to merit significant attention and improvement. Julie Conner served as CSW’s representative to the Child Care Oversight Committee (CCOC). The committee met twice during the 2004-2005 academic year.

6A. Opening of Infant Care Slots in Existing Early Childhood Education Center (ECEC)

CSW understands the fiscal and political challenges that have caused an indefinite delay in the development of ECEC II and is appreciative of the Chancellor’s and AVC Gary Matthews’ efforts to remediate the delay by opening six (6) infant care slots in the existing ECEC. These slots were scheduled to open this Fall and CSW has not been informed of any delay in that schedule.

Recommendation: Continue Chancellor’s support for implementation of infant care and explore other opportunities for increased infant care.

6B. Implementation of ECEC II Development

The challenges facing the development of ECEC II are formidable. The fiscal limitations facing campus, the desirability of the location for other purposes, the underutilization of child care in limited cases, and the resistance of the community to develop the land under consideration for the ECEC II pose significant hurdles.

However, quality, convenient, affordable child care, especially for infants, is difficult to find. Studies have shown the lack of child care adversely impacts employees in productivity and absenteeism. The Child Care Action Campaign estimates absenteeism caused by poor quality child care costs American business more than \$3 billion a year. A Kaiser Family Foundation study found 49% of women miss work when their children are sick. Bright Horizons found that organizations with sponsored child care centers saved money, ultimately calculating a \$3.4 million aggregate cost savings from reduced voluntary turnover among center users.

UCSD grad students and employees especially need child care and the demand is growing. The child care center currently averages about 140 inquiries per month. CSW believes that the Chancellor, AVC Matthews and leaders from External Relations and Academic Affairs can work together to address the budget problem by finding creative solutions in the form of corporate partnerships and a uniquely attractive naming opportunity.

Recommendation: Child care needs to be viewed as a critical issue. We suggest that Chancellor, AVC Matthews and leaders from External Relations and Academic Affairs collaborate to identify and develop corporate partnerships and simultaneously identify ECEC II as a naming opportunity to potential donors. We also recommend continued support for AVC Matthews' exploration of opportunities that support the ECEC II development and protect the potential site from being developed by other campus departments

6C. Parking Spots for Pregnant Women and Nursing Mothers

In a meeting with AVC Matthews, a need was identified for temporary parking for mothers attempting to utilize the newly opened lactation rooms at various locations around campus. AVC Matthews invited a proposal from the Childcare Oversight Committee and expressed comfort that the need could be addressed. The following programs have been developed.

- **Lactation Parking Pilot Program**

Six Multi-Purpose Parking Permits have been created to allow mothers unlimited parking in service yard, loading zone, and meter spaces from 10:00 a.m. - 2:00 p.m., Monday through Friday, July 1 until December 31, 2005 when displayed with a valid UCSD Annual/Daily/Limited Parking Permit.

Four Multi-Purpose Parking Permits have been created to allow significant others (fathers, nannies, grandmothers, caregivers, partner), unlimited parking in service yard, loading zone, and meter spaces from 10:00 a.m. - 2:00 p.m., Monday through Friday, July 1 until December 31, 2005 without displaying a valid parking permit.

The Women's Center (WC) staff is responsible for permit control, and uses a log sheet to list the users name and telephone number when issuing and collecting the permit during and after lactation. By controlling the permits, WC staff assists with close parking in front of their location and across the street in the Gilman Parking Structure.

Those who have offices located in the University Center, School of Medicine, Sixth College, Muir College, Thurgood Marshall College, and Warren College have a choice of walking to the closest lactation facility. Revelle College, SIO, and Eleanor Roosevelt College users can drive to the Women's Center because of the long distance. The Women's Center has become the parking and permit distribution hub for this program.

- **Pregnant Women and Nursing Mothers Parking Program**

Cleo Phillips, from Transportation and Parking Services, has agreed to make parking arrangements, on a case-by-case basis, to assist pregnant women with closer parking accommodations near their offices during their last trimester or if they are having difficulty with their pregnancy. He has asked Jessica Chapin-Geipel, from the Women's Center, to screen pregnant women and based on their needs contact him to discuss accommodation. Participating staff will be asked to provide him with a written doctor's evaluation stating they cannot walk long distances because of possible injury to baby or themselves. A parking meter will be reserved with a barricade/sign that includes a permit number and a code (first and last name initials for privacy) near the staff member's work location. There is no charge for this service.

In a meeting with AVC Matthews, a need for temporary parking was identified for nursing mothers attempting to utilize the newly opened lactation rooms at various locations around campus. AVC Matthews invited a proposal from the Childcare Oversight Committee and expressed comfort that the need could be addressed. The Childcare Oversight Committee presented such a proposal to AVC Matthews and looks forward to his response.

Recommendation: Support AVC Matthews' efforts to accommodate nursing mothers' needs for temporary parking and additional efforts to facilitate use of lactation rooms and the Women's Center,

7. CSW administrative issues

CSW appreciates the support and dedication of the Chancellor's staff during the year. We look forward to adding content as the Chancellor's website is updated. We anticipate that the prior year's recommendation to include a message from the Chancellor will be achieved.

Recommendation for Updated Guidelines: The Chancellor's Office should update the Guidelines document to include CSW's WISE subcommittee (including its membership, budget appropriation, support) and an additional section on services not provided by the Chancellor's Support Staff.

Recommendation for Online Calendar Tool: CSW requests that a calendaring tool be created and linked to the CSW and WISE websites in order to facilitate timely and efficient posts of event changes and addendums. Access to this tool should be granted to key members of CSW, WISE, WLA, and the Women's Center to facilitate rapid postings of events and meetings.

8. CSW Consultants

CSW membership includes consultants representing the Women's' Center, Office of Sexual Harassment Prevention and Policy, Equal Opportunity/Staff Affirmative Action, and the Student Safety Awareness & Sexual Assault Resource Center. A summary of CSW-related activities by our consultants is presented in Appendix E.

Appendix A: Profile of Academic Workforce *
UCSD Academic Workforce, 10/31/04*
General Campus, School of Medicine, Scripps Institution of Oceanography
Senate and Non-Senate Faculty

SENATE TITLES:	TOTAL	MEN		WOMEN	
Tenured	878	725	82.6%	153	17.4%
Tenure-Track	179	116	64.8%	63	35.2%
In Residence	120	95	79.2%	25	20.8%
Clinical X	82	66	80.5%	16	19.5%
TOTAL Senate:	1259	1002	79.6%	257	20.4%

NON-SENATE TITLES:	TOTAL	MEN		WOMEN	
Acting/Visiting	37	31	83.8%	6	16.2%
Adjunct	147	94	63.9%	53	36.1%
Clinicals	278	157	56.5%	121	43.5%
Other Teaching Faculty	218	98	45.0%	120	55.0%
Research Scientists	209	165	78.9%	44	21.1%
Project Scientists	287	184	64.1%	103	35.9%
Specialists	37	30	81.1%	7	18.9%
TOTAL Non-Senate:	1213	759	62.6%	454	37.4%

% of Appts that are Non-Senate-All Depts		Men	43.1	Women	63.9
% of Academic Workforce in Non-Senate titles	49.1				
% of Academic Workforce in Senate titles	50.9				

*Does not include Academic Administrators, Librarians, Lecturers P/SOE, Postdoctoral Scholars, University Extension personnel or those in "Recall" titles. Lecturers P/SOE (n=18) are 61.1% women. These appointments were excluded because they do not qualify for many Senate member programs.

SOURCE: UCSD Office of Academic Diversity and Equal Opportunity

Appendix B: Women's Leadership Alliance Programs

October 2004: Professor Mary Blair-Loy (Sociology, UCSD) presented her recent work on women and career issues.

January 2005: Nancy Houfek, Head of Voice and Speech, American Repertory Theatre/Institute for Advanced Theater Training at Harvard University combined leadership development techniques and theatre training to deliver a dynamic, hands-on workshop on discussion management and negotiation skills.

May 2005: Associate Vice Provost Angelica Stacy Office for Faculty Equity, UC Berkeley presented and led a discussion on faculty equity. Dr. Stacey's meeting with WLA was in addition to the CSW faculty reception talk on the Sloan Initiative for Family Friendly policies.

Appendix C. WISE and GRADWISE Programs

There were seven WISE/GRADWISE-sponsored programs this year, as listed below, and attendance ranged from approximately 20 to 55 persons per event.

Oct 15, 2004: WISE Open House reception held at the Price Center. The purpose of this Open House was to introduce the campus community to WISE and GRAD WISE – including their mission and programs.

Nov 19, 2004: Lunch and talk with Dr. Annette Karmiloff-Smith, the Inaugural Lecturer for UCSD's Kavli Institute for Brain and Mind. Dr. Karmiloff-Smith is a Professor of Neurocognitive Development at the University of London and directs the Neurocognitive Development Unit within its Institute of Child Health. This event allowed attendees to gain advice from and network with an internationally successful female scientist role model.

Feb 3, 2005: Lunch and talk with Dr. Steffanie Strathdee, Professor of Family and Preventive Medicine and Harold Simon Chair of International Health and Cross Cultural Medicine, UCSD School of Medicine. This event allowed attendees to gain advice and insight from and network with a successful female scientist role model who works with cross cultural situations.

Mar 4, 2005: Panel Discussion on Careers in Industry. Panelists were: Candace Anderson, Ph.D., Electrical Engineering, Rice University; Amy Butler, Ph.D., Neuroscience, University of Pennsylvania; Sonya Summerour Clemmons, Ph.D., Bioengineering, UCSD (alumnus); Trish Sur, Ph.D., Mechanical Engineering, Cal Tech; Sharon Wampler, Ph.D., Biology, UCSD (alumnus). This event provided information about and strategies

for career paths in industry, including work-life issues relating to female scientists and engineers.

- April 8, 2005: "Preparing Your Academic File for Review" with Dr. Doris Trauner, Professor of Neurosciences and former campus CAP member. This event was held to advise faculty on tips for preparation of their academic files.
- May 6, 2005: GRADWISE teamed with the Women's Center for a special edition of the Gender Buffet that focused on balancing the demands of work and family. The facilitators for this event were Dr. Reina Juarez (who directs a graduate women in science support group in the Psychological and Counseling Services, Division of Student Affairs) along with School of Medicine project scientists Dr. Christine Fennema-Notestine and Dr. Amanda Birchhoff-Goethe. This event was held to brainstorm ideas for balancing work and family and to provide a support network for those juggling these responsibilities.
- May 18, 2005: "Preparing for Graduate School" Panel Discussion for Undergraduates held at the Cross Cultural Center. Panelists included seven women graduate students representing the disciplines of biology (Alicia Bicknell), psychology (Lauren Cornew), oceanography (Kate Hanson), astrophysics (Regina Jorgenson), chemistry (Julia Koeppe), biochemistry (Gina Nubile), and bioengineering (Michele Temple). Dr. Ebonee Williams (Ph.D. in Chemical Engineering) from OGSR, Dr. Elizabeth Yoder (Ph.D. in Neuroscience) from Radiology, and Dr. Laura Dunn (M.D.) from Psychiatry facilitated the panel. This event encouraged undergraduates to consider graduate school in science and engineering, provided female role models of graduate students in science and engineering, and clarified the process of selecting grad schools and fields of study.

Appendix D: UCSD Institutional AWIS Membership Benefits

The four individual AWIS memberships (for both the national organization and the local chapter) that are part of the institutional membership are being filled by Chancellor Marye Anne Fox, WISE co-chairs Linda Zangwill and Elizabeth Yoder, and Associate Dean of Engineering/Principal Investigator of the NSF ADVANCE proposal Jeanne Ferrante. UCSD's platinum membership is recognized in AWIS Magazine, thereby promoting and publicizing the campus' commitment to diversity. All AWIS members receive this magazine. Our institutional membership provides a library subscription, which has been directed to the Science and Engineering Library.

Recruitment of women faculty in science and engineering is facilitated by having UCSD's "Jobs Available" website linked to the AWIS website. AWIS also provides an online database of women in science and engineering that may be used by campus search committees to identify potential job candidates. This database (known as the AWIS Registry) may also be used by female faculty, staff, students, and alumni in science and engineering (<https://www.sgmeet.com/awis/registry/searchreg.asp> or <https://www.sgmeet.com/awis/registry/searchjob.asp>).

Additionally, UCSD's membership in AWIS confers four free job advertisements or other announcements per year, each posted on the AWIS website for one month (up to 300 words each, see <http://www.awis.org/voice/advertising.html>) plus a discount on two job advertisements or announcements placed in AWIS Magazine. WISE is communicating with Chief Diversity Officer Jorge Huerta and Jon Welch, Director of the Office of Academic Diversity and Equal Opportunity, to determine how these free and discounted advertisements may be best directed to broaden the applicant pool for faculty searches in science and engineering.

UCSD receives electronic announcements of AWIS Educational Foundation Award and AWIS Intern application deadlines. These programs include undergraduate and graduate student scholarships from the AWIS national office and are in addition to the scholarship program for undergraduate and graduate students supported by the AWIS San Diego chapter. Underrepresented students in science and engineering at UCSD are encouraged to apply for these awards. As noted in the main report, one of the AWIS Summer Interns for 2005 was an undergraduate female student from UCSD.

Appendix E: Consultant Activities

E1. Women's Center

The UCSD 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.

Lactation centers

In August 2004 a steering committee chaired by the Women's Center Director was charged with the implementation of recommendations prepared by the UCSD Lactation Facilities and Services Workgroup. The steering committee consists of members from Student Health Services, Academic Employee Relations, Lactation Services for UCSD Healthcare, HR Internal Employee Communications and Quality of Work/Life, and Resource Management and Planning. Two initial locations were identified for renovations and the Lactation Services Pilot Program was successfully launched June 2005. To date, part of the Price Center Green Room has been renovated for designated lactation space in the Price Center; a space at Torrey Pines Center South has been renovated for lactation space; and the lactation room which already existed in the Basic Science Building has been added to the campus wide program and will be re-furnished to resemble the other two spaces.

Since launching the pilot program, the Women's Center has received several emails praising the campus for having such a program and expressing wishes that lactation services had existed years ago. We have also had inquiries from other campuses who are interested in initiating similar programs and services. The Women's Center and the steering committee will evaluate the use of existing spaces and determine the need for additional lactation rooms around campus. In January 2006, the Women's Center will move to its new location at the Original Student Center. This new facility will have a dedicated lactation room which will be added to the campus-wide program.

E2. The Office of Sexual Harassment Prevention and Policy

The Office of Sexual Harassment Prevention and Policy (OSHPP) has been extremely busy during the 2004-05 year. In the fall of 2004, Governor Schwarzenegger signed legislation requiring 2 hours of mandatory sexual harassment training for all supervisors by the end of 2005. In December, the Office of the President (OP) issued a systemwide Policy on Sexual Harassment and required all locations to implement procedures in accordance with a template provided by OP. In early 2005, OP also announced that it would select an online program for use by all locations. These 3 events shaped much of OSHPP's activity. We spent substantial amounts of time doing live training programs for supervisors, answering questions posed by campus members regarding the new requirement, interacting with representatives from OP and other campuses regarding implementation of the requirement and the new online program, and coordinating with campus units to try to ensure a smooth rollout of the online program and to put tracking

mechanisms in place.

OSHPP has enjoyed strong support from the Chancellor and Vice Chancellors – and, of course CSW, OSHPP's success depends on such support. It also depends on being part of an integrated approach to broader issues of diversity and work/life. CSW helps to keep all of these issues on the table.

E3. Equal Opportunity/Staff Affirmative Action

Succession Management Model: Careful consideration is being given to the development of a succession management model at UCSD that promotes equal opportunity. The Director of EO/SAA in collaboration with the AVC-HR, Director of Staff Education & Development, and members of a campus work group, identified succession management resources and developed succession management options. This information was compiled and reported as requested to the UC Office of the President in June 2005. Next steps include further discussions with campus leaders.

People Expo: In preparation for the June 2005 People Expo, EO/SAA staff served on the People Expo Planning Committee, chaired the Career Development Subcommittee and led the effort to develop the Career Development neighborhood information area and workshop/mini-session line-up. The purpose of the People Expo was to inform UCSD staff of the broad array of resources and benefits available to them from childcare and wellness to career planning and training.

EO/SAA/Diversity Awards Program: Annually, EO/SAA hosts the EO/SAA/Diversity Awards Program where the Chancellor and vice chancellors recognize members of the UCSD community for their efforts to promote equal opportunity, affirmative action, diversity and the UCSD Principles of Community. The 10th annual Awards Program was attended by approximately 500 UCSD and local community members. Twenty-one individuals and seven groups within the UCSD community were recognized as diversity champions at this event.

Updated Availability Data: EO/SAA staff led a committee, which was convened to review the US Census Data to ensure that appropriate consideration was given to this information in developing updated market availability data. The updated availability data is used to compare the market availability of women and people of color with their representation at UCSD and devise strategies to increase their workforce representation. The updated availability data was communicated via UCSD Notice, meetings and the 2005-06 Staff Affirmative Action Plan.

As of February 2005, additional key workforce information in the form of quarterly affirmative action progress reports was made available to the vice chancellors and their designees to assist in planning workforce diversity efforts.

E4. Student Safety Awareness & Sexual Assault Resource Center

Fall quarter 2004-05 began in the usual incredibly busy fashion except this year there was a new career staff person plus a graduate student intern from the SDSU School of Social Work. This was the first time that SARC had been a field placement site for a graduate student. The graduate student worked 20 hours per week, conducting prevention workshops, analyzing policies/procedures and reviewing current research studies. With the success of this year's internship, plans for future interns have been put in place.

In Winter quarter, a workgroup was formed by Vice Chancellor Watson to examine: (1) the Student Conduct Code procedure for handling sexual assaults, (2) the best methods of publicizing the procedure to students and (3) training for judicial board members. In addition to Nancy Wahlig being appointed the chair, the two CSW undergraduate women were active members of the workgroup. The final report was submitted to VC Watson on April 29, 2005 with recommendations. While the recommendations are being reviewed by the Student Conduct Code committee, Nancy Wahlig will be working with the CSW undergraduate women and the ASUCSD to promote the services of the department to all students.

In June, SARC received the great news that they were awarded a two-year grant from the Department of Education. This grant will enhance sexual assault prevention efforts utilizing a social norms approach, targeting first year students. Eight students will be hired to create a media campaign, based on results from the student survey, and develop and conduct workshops. In addition to educating the students, workshops and training will be made available for staff and faculty.

