

**Annual Report to the Chancellor**

**CACSW Activities for FY 2005-2006**

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

**February 1, 2007**

## Table of Contents

<b>1. Summary of CACSW Activities .....</b>	<b>1</b>
<b>2. Faculty Issues/Subcommittees.....</b>	<b>3</b>
<b>3. Staff Issues .....</b>	<b>5</b>
<b>4. Graduate Student Issues.....</b>	<b>5</b>
<b>5. Child Care Issues .....</b>	<b>5</b>
<b>6. Elder Care Initiative.....</b>	<b>6</b>
<b>7. CACSW Administrative Issues .....</b>	<b>6</b>
<b>8. CACSW Consultants.....</b>	<b>7</b>
<b>Appendix A: Women's Leadership Alliance Programs.....</b>	<b>8</b>
<b>Appendix B: WISE and GradWISE Programs .....</b>	<b>9</b>
<b>Appendix C: Supplemental Information about AWIS.....</b>	<b>12</b>
<b>Appendix D: Consultant Activities .....</b>	<b>14</b>

Note: Shaded, italicized areas highlight achievements or action items

The Chancellor's Advisory Committee on the Status of Women (CACSW) is comprised of faculty, staff, and students. CACSW 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 CACSW Activities**

### **1A. CACSW Website:**

Sally Brainerd in collaboration with Barbara Field, Business and Financial Services, transitioned the content located on the Women's Center to the CACSW website that is one of the resources on the Chancellor's "Diversity Matters" website. The official launch was in May 2006. Blink teasers were created to announce the site and the master calendar used to post upcoming events. The site continues to be updated on a regular basis. The direct link to the website is <http://statusofwomen.ucsd.edu/>.

### **1B. UC President's Task Force on Faculty Diversity, Nov 3, 2005:**

CACSW, represented by Linda Zangwill, Sally Brainerd, Olga Vasquez, Deborah Wingard, and Jeanne Ferrante met with the Task Force representatives Rosina Becerra of UCLA, Maria Herrera Sobek of UCSB, Douglas Haynes of UCI, and Susan Drange-Lee of UCLA and discussed issues related to recruitment and retention of women faculty at UCSD. View the final report at <http://www.universityofcalifornia.edu/facultydiversity/>.

### **1C. Reception for Women Staff, May 3, 2006:**

CACSW held a reception for "All Women Staff at UCSD" at the new UCSD Women's Center." Invitations were emailed to all women staff at UCSD. Rogers Davis, Assistant Vice Chancellor – Human Resources, was the featured speaker. He presented the finalized "UCSD Guide to Flexible Work Arrangements for Staff". Sally Brainerd presented data that highlighted the population trends for women staff on campus and provided definition to select terms used on the Affirmative Action Underutilization report. She also presented the names of women classified as Senior Management Group (SMG) and featured a partial list of women considered Managers/Senior Professionals and Senior Managers (MSP). Attendance was estimated at more than 250.

*Directly as a result of discussions with women staff at the reception, CACSW is working with SAA/EO and Human Resources – Compensation to improve the language describing the categories for SMG and MSP in both the Utilization Report and website references.*

### **1D. 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. In 2006, sixty eight women in San Diego's Industry were recognized for their contributions to the business and nonprofit communities. CACSW recommended that Assistant Vice Chancellor for Resource Management and Planning Ann Briggs Addo be selected as the UCSD staff

representative. Ann was selected from a cadre of several strong candidates. Awards are given to faculty and staff in alternate years.

### **1E. Highlighted Guest Speakers from CACSW Meetings**

CACSW continues to solicit information on UCSD activities that affect women staff, faculty and students.

**October 5, 2005:** Courtney Cross provided a brief summary on the "UCSD Undergraduate Student Experience and Satisfaction Survey". She later provided a written summary.

**January 10, 2006:** Chief Diversity Officer Jorge Huerta discussed his position and expectations of CACSW.

**March 14, 2006:** Andrew Springfield presented results of the GSA/OGSR Graduate Student Experience Survey.

**April 11, 2006:** 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, updated CACSW on the SOM Climate survey results.

*CACSW thanks Chief Diversity Officer Huerta for his personal participation in the WISE Open House and CACSW All Women Staff Reception during the 2005-2006 academic year. We hope that he can continue to attend these sorts of events in future years.*

### **1F. CACSW Members Represented at Two System-wide Conferences**

Dr. Elizabeth J. Yoder attended a conference at UCSF that was organized by the Office of Women in Higher Education of the American Council on Education (OWHE-ACE) with support from the UC Office of the President. The conference theme was "Where There's a Woman, There's a Way: The Path to Leadership in Higher Education". This was part of a nationwide networking effort to increase the representation, advancement, and influence of talented women in policy-making positions for higher education. Dr. Yoder also met with a member from the UCSF CACSW during the trip. This meeting resulted in sharing contacts for future collaboration and communication between CACSW's from both campuses. Dr. Yoder presented important details from the conference to the UCSD CACSW during their meeting of May 9, 2006, when she also shared a copy of a "Faculty Guide" that the UCSF CACSW developed and released in early 2006.

Debra Bomar attended a symposium on behalf of the Status of Women Committee. This symposium was sponsored by the Center for Gender Equity at UC San Francisco. This conference was very informative in regard to women's current access to positions of leadership in higher education. It also provided strategies to increase women's power and their influence on campus. Keynote speakers at the conference were Robert C. Dynes, Angela Davis, Linda Williams, and Winona Duke. Ms. Bomar presented important details from the conference to the CACSW Committee on their meeting of June 13, 2006.

## **2. Faculty Issues/Subcommittees**

### **2A. Women's' Leadership Alliance**

CACSW invited WLA to become a sub-committee under CACSW. 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. CACSW supports the activities of the WLA. WLA's 2005-2006 events are outlined in Appendix A.

### **2B. WISE and GradWISE**

The Women in Science and Engineering (WISE) group is a subcommittee of the Chancellor's Advisory Committee on the Status of Women (CACSW). Its charge is to provide programs on topics of interest to women in science and engineering, and to advise CACSW 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 of the Ophthalmology Department and Elizabeth Yoder (through June 2006) of the Radiology Department are members of CACSW. Additionally, Dr. Zangwill has been serving as the faculty co-chair for CACSW. WISE generally has an annual planning meeting plus sponsorship of 2 events per quarter, and it maintains a web site through the Women's Center server.

GradWISE, a division of WISE initiated by graduate students in Fall 2004 to address issues important to graduate women in science and engineering became an official student organization at UCSD in Fall 2005 by registering with SOLO. This status allowed the group to obtain funds for its own programs and events and to start its own website with resources provided by Academic Computing Services. Dr. Elizabeth Yoder served as advisor for the group, which maintains close ties to both WISE and the Women's Center. GradWISE has drafted a constitution for the organization and elected officers. In 2005-2006 the GradWISE officers included a president (Gina Nubile from Chemistry), Vice President (Sharon Aviran from Electrical Engineering), and a website coordinator. In order to help provide a supportive environment for members, GradWISE meets monthly at lunchtime during the academic year. Agendas for these meetings include planning future events, discussing problems and sharing advice, and meeting new members.

A summary of WISE and GradWISE events for the past academic year appears in Appendix B. Both WISE and GradWISE maintain listserves as a main source of communicating with members. This year both listserves were migrated to the MailMan software that allows for sending out attachments (including PDF versions of event flyers) and HTML-formatted messages (which can embed links to web sites).

**2C. UCSD's Institutional Membership in The Association for Women in Science (AWIS).**

AWIS is a 501(c)(3) nonprofit organization that is "dedicated to achieving equity and full participation of women in science, mathematics, engineering and technology". Examples of how AWIS has acted to fulfill this mission appear in Appendix C1. The purpose of the AWIS Institutional Membership Program is "to facilitate the integration of women into all levels of the workforce by fostering a network dedicated to the education of women in the science, mathematics, engineering, and technology fields." We appreciate your ongoing support of UCSD's platinum level institutional membership in AWIS. It confers many benefits to the campus. UCSD is recognized in AWIS Magazine and on the AWIS website, thereby promoting and publicizing the campus' commitment to diversity. Our institutional membership provides a library subscription to AWIS Magazine, available for the UCSD Science and Engineering Library. Additionally, the San Diego Chapter of AWIS has organized a "women in science and engineering"-themed display for the UCSD Science and Engineering Library. Pertinent items from the AWIS online newsletter "Washington Wire" are routinely disseminated to the WISE/GradWISE listserves.

Recruitment of women faculty in science and engineering is facilitated by linking UCSD's "Jobs Available" website 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. Additionally, UCSD's membership in AWIS confers four free job advertisements or announcements per year posted on the AWIS website plus a discount on two job advertisements or announcements placed in AWIS Magazine. WISE works closely with Jon Welch, Director of the Office of Academic Diversity and Equal Opportunity (OADEO), to determine how these free and discounted advertisements may be best directed to broaden the applicant pool for faculty searches in science and engineering. So far, AWIS ads have been used for these searches: Vice Chancellor for Research, Neurosciences Department Chair, Dean of Biological Sciences, and research positions in Cal-(IT)<sup>2</sup>. WISE and OADEO will continue to coordinate the use of these ads to facilitate the inclusion of women in science and engineering in applicant pools for relevant leadership and academic positions.

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. A listing of UCSD students receiving AWIS-San Diego scholarships in 2006 appears in Appendix C2.

The four individual AWIS memberships (for both the national organization and the local chapter) that are part of the institutional membership have been filled by Chancellor Marye Anne Fox, WISE co-chairs Linda Zangwill and Elizabeth Yoder and Associate Dean of Engineering/WLA Coordinator Jeanne Ferrante. Dr. Yoder served as a primary liaison to coordinate events and opportunities and to foster interactions between

CACSW, WISE, GradWISE, AWIS, and other local WISE-like groups such as the Network for Women in Science at the Scripps Research Institute and the UCSD chapter of the Society for Women Engineers.

## **2D. Diversity Council**

Debra Bomar is designated as the CACSW representative to the newly revamped Diversity Council. In addition, CACSW consultant Emelyn de la Pena serves on the Diversity Council representing the Women's Center. Both will ensure that campus diversity initiatives include aims and efforts to encourage the full inclusion, representation, and advancement of women throughout campus.

## **3. Staff Issues**

### **Quality of Work Life (QWL)**

CACSW continues to follow-up on previous recommendations such as ensuring that Campus Human Resources has the staffing for promoting programs for staff. AVC Rogers Davis was invited to speak on the finalized Alternate Work Schedule program for staff at the All Women Staff Reception.

*Tom Leet, the new Assistant Vice Chancellor/Campus Human Resources Director, will be invited to present an update on QWL issues.*

## **4. Graduate Student Issues**

CACSW supports the GSA/OGSR Graduate Student Experience Committee formed after the survey. This committee will use the findings of this survey to make recommendations aimed at improving graduate student quality of life. Preliminary data shows that there are gender differences in some of the student responses, particularly in the areas of mentoring and mental health. Results from the GSA/OGSR survey suggest that graduate students with children underutilize services provided by the University for families, such as the ECEC. Students are often unaware of these services for which they are eligible. In order to increase awareness of the policies related to child care.

*CACSW will work with the Office of Graduate Studies to promote outreach among graduate student parents. We will also continue to have a representative from Graduate Student Experience Committee to keep us informed of activities so that we may support their efforts.*

## **5. Child Care Issues**

The International Cooperative Nursery School (ICNS) was founded at UCSD 40 years ago by Friends of the International Center, and has been located in the International Center for over 35 years. ICNS provides part-time and full-time daycare for children ages 2 to 5 years, and offers the option of cooperative-style parent involvement. It is the only resource for part-time childcare options at UCSD, and most ICNS families enroll part-

time. For the 2005-2006 academic year, ICNS has had 55 children enrolled representing twelve different countries and thirteen UCSD departments. Roughly one third are children of UCSD students, staff, or faculty; a third are UCSD International Center-affiliated (e.g., visiting scholars), and a third are from the community. University affiliated families pay a reduced tuition rate.

ICNS will lose its current lease in the International Center in June 2007. UCSD currently offers only 250 daycare spots for 39,000 students, faculty and staff, through ICNS and the Early Childhood Education Center, which appears to be the lowest ratio for any UC campus. As the Early Childhood Education Center provides only full-time childcare options, it is critical to maintain the flexibility of part-time childcare options for UCSD students, faculty, and staff.

The CACSW hopes that childcare slots and options will not decrease at UCSD. The CACSW recommends that the feasibility of maintaining part-time childcare slots should be evaluated, and this evaluation should include assessing the feasibility of incorporating the ICNS into the architectural plans of the new International Center facilities. However, if such incorporation is not feasible, the CACSW recommends that alternative plans for offering part-time childcare options at UCSD be formulated.

*CSW will begin formal discussions with Vice Chancellor of Business Affairs to address these issues.*

## **6. Elder Care Initiative**

CACSW is in the beginnings of understanding Elder Care issues. Olga Vasquez will spearhead further investigations regarding this topic with the intent of bringing issues and corresponding supportive data to the attention of CACSW. See <http://blink.ucsd.edu/Blink/External/Topics/Policy/0,1162,323,00.html>.

## **7. CACSW Administration**

CACSW completed the migration of the Website to the Chancellor's Diversity Matters in May 2006. Although CACSW prefers that the WISE website be part of CACSW's website, there is no plan to move the content of WISE information from the support and maintenance of the Women's Center. In addition, the funding for WISE activities created from contributions from various academic departments and organizations on campus is scheduled to be exhausted during the 2006/07 fiscal year.

*Documentation will be developed that will describe the procedures for updating the CACSW website and managing references to the Master Calendar.*

*CACSW will prepare a proposal to increase the budget allocation from the Chancellor's office for fiscal 2007/2008 to ensure that the WISE website continues to be maintained by the Women's Center, and to ensure that there are sufficient funds available for WISE, CACSW programming and an intern. GradWISE will continue to be supported through SOLO-related resources.*



## Annual Report of CACSW Activities for FY 2005-2006

The Director of Diversity Initiatives was hired during the summer of 2006. This will ensure that CACSW is fully supported and that the Chancellor's office will be appraised of issues.

*CACSW appreciates the support provided by Irma Velasco-Martinez during the interim.*

During the CACSW retreat, unresolved recommendations from previous reports were discussed. The committee recognized that tracking "open" recommendations over periods of time is difficult.

*CACSW members agreed on a new direction to review the previous recommendations listing and track current concerns with the intent to address issues directly and request support from the Chief Diversity Officer when there is an impasse.*

### **8. CACSW Consultants**

CACSW 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 CACSW-related activities by our consultants is presented in Appendix D.

**Appendix A: Women's Leadership Alliance Programs**

Fall Quarter - October 2005: Professor Maria Charles (Sociology, UCSD) presented her recent work on sex segregation by field of study in 44 countries

Winter Quarter - March 2006: Marsha Chandler, Senior Vice Chancellor of Academic Affairs, UCSD

Spring Quarter - May 2006: Brainstorming Session on Leadership and Professional Development at UCSD.

## **Appendix B: WISE and GradWISE Programs**

There were fourteen WISE/GradWISE-related events this year, as listed below.

### **FALL QUARTER:**

**September 30, 2005:** WISE held its annual organizational meeting.

**October 28, 2005:** WISE held its Open House reception at the Price Center. The purpose of this program was to introduce the UCSD campus to WISE and GradWISE. The program provided information about the planned activities for the year along with additional information about CACSW and AWIS. Chief Diversity Officer Jorge Huerta was one of the Open House speakers. Other speakers included Minsi Su (a female undergraduate student from UCSD who completed a Summer 2005 Internship with AWIS in Washington, DC) and Dr. Karin Zeh (current AWIS-San Diego President).

**December 5, 2005:** WISE hosted Dr. Fran Berman, Director of the San Diego Super Computer Center, to present "A Geek Odyssey" and share with attendees her experiences as a successful woman in science and engineering. **Dec 15, 2005:** GradWISE party – An "End of the Quarter" event was held on campus to help promote GradWISE to new students and to celebrate GradWISE's first quarter as an official student organization. This event was sponsored by the Principles of Community Fund.

### **WINTER QUARTER:**

**Feb 12, 2006:** WISE/GradWISE and AWIS-San Diego hosted adjacent booths at the Sally Ride Science Festival Street Fair held in the Price Center and on Library Walk. The event's purpose was to educate and encourage middle school girls to participate in science, technology, engineering, and mathematics. This event was the largest Sally Ride Science Festival held to date, with over 1500 girls plus their parents and teachers. An article summarizing this event appeared in the AWIS-San Diego newsletter,

**Feb 23, 2006:** WISE hosted an event about Science Writing. Panelists were: Lynne Friedmann - a freelance journalist/editor, former AWIS Fellow, and instructor of science writing at UCSD Extension; Nancy Beddingfield - Director of Institute Relations at The Burnham Institute for Medical Research; and Judy Edelblute - a technical writer at Cardinal Health, a local pharmaceutical company. This panel introduced and discussed the profession of science writing. The NSF-sponsored "Bridge to the Doctorate" initiative, part of UCSD's Academic Enrichment Program, granted professional workshop credit to its students for their participation in this event.

**March 15, 2006:** WISE sponsored "My Life In and Out of Science" by Dr. Naomi Oreskes, Professor of History and Director of the UCSD Science Studies Program. Dr. Oreskes discussed her career path, what led her to academia, and her interest in the history of women in science and engineering.

**March 25, 2006:** The GradWISE President (Gina Nubile) and Advisor (Dr. Elizabeth Yoder) attended the San Diego County Womens Hall of Fame Ceremony at the Price Center, which honored UCSD Professor Sally Ride with a "Spirit of the Hall of Fame" Award. Emelyn de la Pena and Elizabeth Yoder authored an article about this event for the AWIS-San Diego Newsletter.

#### **SPRING QUARTER:**

**April 28, 2006:** WISE sponsored "Following the Science: Examples from My Career in Molecular Biology and Reproduction" by Dr. Pamela Mellon, Professor of Reproductive Medicine and Neurosciences and Director of the UCSD Transgenic Mouse and Embryonic Stem Cell Core. This event allowed attendees to gain insight and advice from a successful female scientist at UCSD.

**May 6, 2006:** "Expanding your Horizons" The event was held at the Price Center and various locations across campus. The goal of the event was to encourage young girls to pursue interests in science and engineering fields. AWIS-San Diego, WISE, and GradWISE teamed up to run five workshops in structural engineering, chemistry, population genetics molecular biology, and botany. An article summarizing this event appeared in the AWIS-San Diego newsletter,

**May 17, 2006:** GradWISE held a panel session entitled "Exploring Graduate School in Science and Engineering" for UCSD undergraduates. Five female graduate students from various fields in science and engineering spoke about their experiences in graduate school and responded to questions from the audience. Jeanne Ferrante, Associate Dean of Engineering, also gave a brief introduction to MentorNet, an online mentoring program that UCSD recently joined. This event was sponsored by the Principles of Community Fund.

**May 17, 2006:** "GradWISE Night at the Opera" Members of GradWISE attended a performance of "The Magic Flute" on High Tech Night. The group received discounted tickets as part of the Opera's Student Experience program, and was also invited to attend the High Tech Night reception during intermission. This was an opportunity for students to meet the science and technology industry leaders who donated money towards the student tickets.

**May 18, 2006:** WISE presented "Life and Careers: The Importance of Choice Over Predetermination" by Dr. Judith Swain, Professor of Medicine and Director of the UCSD College of Integrated Life Sciences (COILS). This event was the first WISE event to take place at the new Women's Center. Dr. Swain shared life experiences in order to give advice and support to attendees who also strive for excellence in science and engineering. An article about this event was appeared in the AWIS-San Diego Newsletter.

**May 25, 2006:** The Doris Howell Foundation sponsored a symposium at The Scripps Research Institute (TSRI). The symposium featured: Dr. Joan Steitz, Sterling Professor, Dept. of Molecular Biophysics and Biochemistry, Yale University; Dr. Diane McKay,

## Annual Report of CACSW Activities for FY 2005-2006

Associate Professor, TSRI Dept. of Immunology, and Chair of the Women's Health Committee – American Society of Transplantation; and Dr. Joan Kroener, Dept. of Hematology and Medical Oncology, Scripps Clinic, a specialist in the treatment of breast and ovarian cancers. The UCSD Community was invited to this free event, and GradWISE volunteered to help coordinate transportation provided by TSRI between UCSD and the event site.

## **Appendix C: Supplemental Information about AWIS**

### **C1. Examples of AWIS Activities and Accomplishments**

- AWIS was instrumental in developing the legislation that established the 'Commission on the Advancement of Women and Minorities in Science, Engineering, and Technology', and the AWIS President served on this congressional committee. The committee's report led to the establishment of BEST (Building Engineering and Science Talent, [www.bestworkforce.org](http://www.bestworkforce.org)). BEST launched in September 2001 as a public-private partnership that is housed under the Council on Competitiveness in Washington, DC. BEST offices are located in San Diego, and CACSW is proud that the BEST Leadership Network's Board of Directors includes both Chancellor Marye Anne Fox and Irwin Jacobs.
- AWIS received a Presidential Mentoring Award for "Creating Tomorrow's Scientists: Models of Community Mentoring".
- AWIS received grants to study issues facing those in full-time non-tenure-track academic positions and the resulting report has been shared with WISE.
- AWIS received an ADVANCE Award from NSF for an Academic Climate study (see [www.academicclimate.org](http://www.academicclimate.org) for results – these have been shared with WISE.)
- In 2005 AWIS and MENTORNET petitioned Congress to strengthen the application of Title IX to academic science, technology, engineering, and mathematics departments.
- In 2005 AWIS published a revised edition of the bestselling mentoring guide "A Hand Up: Women Mentoring Women in Science".
- AWIS is a member of the Council of Scientific Society Presidents, a group that advocates for science on Capitol Hill and with the National Academy of Sciences.
- AWIS received accreditation as a United Nations Non-Governmental Organization and attended the 4th World Conference of Women, where AWIS created and co-chaired its first science and technology caucus.
- AWIS was a founding member of The Global Alliance, in collaboration with the American Association for the Advancement of Science (AAAS) and the Women in Engineering Programs and Advocates Network (WEPAN).
- AWIS chaired the Science and Environment Task Force in the Women's Appointment Project.

## **C2. UCSD Students Receive AWIS-San Diego 2006 Scholarships**

On April 29, 2006 the San Diego Chapter of the Association for Women in Science (AWIS) hosted a gala to announce its 2006 scholarship recipients. The AWIS-San Diego Scholarships are awarded annually to undergraduate and graduate students in San Diego County and each awardee receives \$1000 or \$2000, a certificate, complimentary AWIS membership, and other perks. Dr. Vivian Pinn, Director of the Office of Research on Women's Health at the National Institutes of Health, was the guest speaker and award presenter. Dr. Pinn was invited to speak about her many professional accomplishments, and serves as an excellent role model for women in science, engineering, and medicine and for persons of color.

This year's awardees included the following students, as excerpted from the AWIS-San Diego Newsletter ([http://awis.sdsc.edu/members/July\\_Aug\\_2006.pdf](http://awis.sdsc.edu/members/July_Aug_2006.pdf)):

**Linda Marie Boettger** is majoring in biology at **UCSD** and is primarily interested in aspects of evolution from its molecular origins to the study of fossils. She plans to earn a doctoral degree in evolutionary biology.

**Taylor Debevec** is an undergraduate student at **UCSD** and is planning to obtain a Ph.D. in marine biology. She volunteers at the Birch Aquarium where she teaches earth science to children and marine science to visitors on whale watching cruises.

**Vivian Gonzales** is a structural engineering major at **UCSD** and is planning to obtain a doctoral degree. She has taught physics to under-represented college students in the summer program of the Young Educators Program Fellowship at the Center for the Advancement for Hispanics in Science and Engineering Education.

**Elinor Lichtenberg** is a doctoral student in ecology, behavior, and evolution at **UCSD**. She is planning to study the evolution of communication in bees. As an intern at the National Zoo in Washington D.C., she produced publication quality results while studying the behavior of captive koori bustards.

**Michelle Palmisano** is a doctoral candidate in bioengineering at **UCSD**, and she is working on skeletal muscle biomechanics. She created a gene therapy model for skeletal muscle restoration via cytoskeletal connections, and she is interested in pursuing academic research in biomedical engineering.

**Melissa Sandoval** is studying biochemistry at San Diego Mesa College and plans to transfer to **UCSD**. Her goals are to obtain a doctoral degree and to conduct medical research. She is currently performing protein purification and enzyme activity measurements at **UCSD**. “

## **Appendix D: Consultant Activities**

### **D1. Women's Center**

The UCSD Women's Center celebrated its 10-year anniversary in 2005-2006. Along with various programs and events in celebration of the anniversary, the Center administered two new programs in conjunction with the campus-wide Lactation Services Program.

#### **Lactation Parking 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, 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, 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.

For women located at the Torrey Pines Center North and South, it is more convenient for them to ride the TPC shuttle to the Faculty Club and walk to the Price Center lactation facility. 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 can drive to the WC because of the long distance. The WC has become the parking and permit distribution hub for this program.

#### **Pregnant Mother Parking Program**

Transportation and Parking Services, has agreed to make parking arrangements, on a case-by-case basis, to assist pregnant mothers with closer parking accommodations near their offices during their last trimester or if they are having difficulty with their pregnancy. Jessica Chapin-Geipel, from the Women's Center, has been asked to screen pregnant mothers and based on their needs contact TPS to discuss accommodation. Participating staff will be asked to provide 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.

### **D2. The Office of Sexual Harassment Prevention and Policy**

During the 2005-06 year, the Office of Sexual Harassment Prevention and Policy (OSHPP) continued to be busy with the new mandatory training requirement, which was



first implemented in early 2005. While the initial training period closed in January of 2006, planning for a more efficient roll-out of the next training period is underway, both at the campus level and the systemwide level. This new requirement has taxed resources both in OSHPP and in Human Resources, particularly with regard to database management. In addition to working on the new mandatory training, OSHPP worked with Student Polices and Judicial Affairs (SPJA) to revise a section of the Student Conduct Code regarding jurisdiction of off-campus sexual harassment complaints. OSHPP has also worked with the College Deans and staff from SPJA to clarify how investigations of sexual assault can be done at UCSD.

OSHPP has enjoyed strong support from the Chancellor and Vice Chancellors – and, of course CACSW. 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. CACSW helps to keep all of these issues on the table.

### **D3. Equal Opportunity/Staff Affirmative Action :**

#### **Succession Management.**

Succession management initiatives throughout the vice chancellor areas are being discussed and monitored as implementation gets underway to ensure that equal opportunity practices are being promoted.

#### **UCSD Career Fair.**

The Director of EO/SAA served on the steering and planning committees of the first UCSD Career Fair designed to further diversity in staff employment recruitment efforts. The planning committee included Human Resources representatives, vice chancellor area representatives and representatives of local community bases organizations. This very successful event was attended by more than 5,000 individuals including women, people from all ethnic groups, people with disabilities and military veterans.

#### **Equal Opportunity/Affirmative Action/Diversity Awards.**

Annually, EO/SAA hosts the EO/AA/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 11<sup>th</sup> annual Awards Program was attended by approximately 500 UCSD and local community members. Twenty-two individuals and 13 groups within the UCSD community were recognized as diversity champions at this event.

#### **Monitoring and Reporting Workforce Composition Data.**

Workforce information in the form of quarterly affirmative action progress reports are made available to the vice chancellors and their designees to assist in planning workforce diversity efforts. Additionally vice chancellor area and departmental workforce composition and employment activities (hires, promotions, reclassifications, separations) information has been made available to managers and HR contacts throughout the University. The workforce composition information is updated weekly to facilitate monitoring of progress at the vice chancellor and departmental levels.

**D4. Student Safety Awareness & Sexual Assault Resource Center:**

In June 2005, the Student Safety & Sexual Assault Resource Center (SARC) was awarded a two-year grant from the Department of Education to address the issue of sexual assault. The activities for the grant include a random survey of male and female students, developing and conducting workshops, and a social norms marketing campaign. Although all students will be exposed to the grant activities, there will be special efforts to target the first year students. The campaign will discuss creating healthy relationships, increasing communication skills, and increasing knowledge on the facts about sexual assault.

SARC continues to provide creative informative workshops on the issues of sexual assault and dating violence to the campus community as well as providing support services to student victims of violent crime.

X-Sieve: CMU Sieve 2.2  
X-ASG-Debug-ID: 1170376666-7bc9000c0000-4mvvEQ  
X-Barracuda-URL: <http://132.239.27.32:80/cgi-bin/mark.cgi>  
X-Barracuda-Connect: torrey.pines.ucsd.edu[132.239.73.95]  
X-Barracuda-Start-Time: 1170376666  
X-ASG-Whitelist: Sender  
Delivered-To: dbomar@ucsd.edu  
X-Virus-Scanned: amavisd-new at spamalot.ucsd.edu  
X-Spam-Score: -101.439  
X-Spam-Level:  
X-Spam-Status: No, score=-101.439 tagged\_above=-999 required=5  
tests=[ALL\_TRUSTED=-1.44, HTML\_MESSAGE=0.001, USER\_IN\_WHITELIST=-100]  
X-ASG-Orig-Subj: CACSW 2005/06 Annual Report  
Subject: CACSW 2005/06 Annual Report  
Date: Thu, 1 Feb 2007 16:37:27 -0800  
Thread-Topic: CACSW 2005/06 Annual Report  
Thread-Index: AcdGYk9ROP9NwfHaQWWKvSMkJWSR9g==  
From: "Brainerd, Sally" <sbrainerd@ucsd.edu>  
To: "Huerta, Jorge" <jhuerta@ucsd.edu>, <chancellor@ucsd.edu>  
Cc: "Putnam, Carol" <cputnam@ucsd.edu>,  
"Alycia Mosley" <amosley@ucsd.edu>, "Angie Chau" <acchau@ucsd.edu>,  
<dbomar@ucsd.edu>, <lachamberlain@ucsd.edu>, <jlconner@ucsd.edu>,  
"Davell Jackson-Brown" <dajacksonbrown@ucsd.edu>,  
<emdelapena@ucsd.edu>, <pdoss@ucsd.edu>,  
"Glynda Davis" <gdavis@ucsd.edu>,  
"Heidi Laidemitt" <hlaidemi@ucsd.edu>,  
"Jeanne Ferrante" <jferrante@ucsd.edu>,  
"Marla Feller" <mfeller@ucsd.edu>, "Rachel Pleis" <rpleis@ucsd.edu>,  
"Robin Pollini" <rpollini@jhsph.edu>, <stapert@ucsd.edu>,  
"Thompson, Cathy" <cathompson@ucsd.edu>, <ovasquez@ucsd.edu>,  
<imartinez@ucsd.edu>, <nwahlig@ucsd.edu>,  
"Yapyuco, Cathlene" <cyapyuco@ucsd.edu>, <lzangwill@ucsd.edu>  
X-OriginalArrivalTime: 02 Feb 2007 00:37:27.0955 (UTC) FILETIME=[50CAB630:01C74662]  
X-Barracuda-Virus-Scanned: by Barracuda Spam Firewall at ucsd.edu

Chancellor Fox,

Attached is our annual report of activities for 2005/06. Thank you for the opportunity to serve on this committee and the support from your office.

Please let us know if you have any questions.

Regards,

Linda Zangwill, Faculty Co-Chair  
Sally Brainerd, Staff Co-Chair

Content-Type: application/msword;  
name="CSW\_Final Annual\_Report\_2005\_06.doc"  
Content-Description: CSW\_Final Annual\_Report\_2005\_06.doc  
Content-Disposition: attachment;  
filename="CSW\_Final Annual\_Report\_2005\_06.doc"

 CSW\_Final Annual\_Rep#474B3E.doc



## Equal Opportunity/Affirmative Action & Diversity Award Nomination for the Chancellor's Committee on the Status of Women

The Chancellor's Advisory Committee on the Status of Women (CSW) was established in 1987 and has been actively working to improve the university environment for women on the UCSD campus for the past 20 years. The Committee is comprised of a diverse group of representatives from the UCSD faculty, staff and student body and includes consultants from the Women's Center, the Office of Sexual Harassment Prevention and Policy, Equal Opportunity/Staff Affirmative Action, the Student Safety & Sexual Assault Resource Center, and the Cross Cultural Center.

CSW is charged with identifying and analyzing problems that affect the well-being of women at UCSD, informing and educating the campus community about such problems, and advising the Chancellor regarding policies to ameliorate these conditions and ensure equality for all women on campus. Over the years, CSW has varied its specific focus to address a wide range of issues affecting women on campus. While some issues are of interest primarily to one of our three constituent groups (i.e., students, faculty, staff), many other topics concern all constituent groups. The committee promotes diversity and equal opportunity for all women on the UCSD campus and consistently practices the Principles of Community.

Examples of concrete accomplishments and activities of the CSW are as follows:

- Conducted the first faculty gender equity study in the late 1980's. This study was repeated in 2005.
- Co-founded the UCSD Women's Center in 1996
- Aided in the recruitment and retention of women faculty, staff and students
- Established and continuously supports the Women in Science and Engineering (WISE) subcommittee that provides programs on topics of interest to women in science and engineering and advises the CSW concerning the general climate for women scientists on the UCSD campus.
- Coordinates the welcome reception for new female faculty and staff
- Selects and nominates UCSD women for the annual Tribute to Women and Industry (TWIN) award, a San Diego event honoring women who have made a significant contribution to industry in managerial, executive or professional roles.
- Maintains an active website to inform the UCSD community of the committee and its role on campus
- Made recommendations to improve Quality of Work Life for UCSD women by encouraging the creation of a family-friendly culture for UCSD staff, faculty and students
- Provides active input on the operations of the UCSD Child Care Center through representation on the Child Care Oversight Committee



- Supported efforts to identify issues currently affecting graduate students on campus and made recommendations to more effectively address the needs of graduate women
- Provides input on issues of diversity and ensures inclusion of gender related concerns through representation on the UCSD Diversity Council
- Prepares annual reports to the Chancellor to summarize recommendations regarding issues of concern to women on campus provide feedback about campus efforts to address issues raised in previous reports
- Actively monitors progress toward effectively addressing the issues that detrimentally affect women on campus by meeting with members of the campus community who are responsible for creating and implanting policies and procedures in response to CSW recommendations

In recognition of its substantial contribution to monitoring and improving the status of female faculty, staff and students at UCSD over the past two decades, we nominate the UCSD Chancellor's Advisory Committee on the Status of Women for the Equal Opportunity/Affirmative Action & Diversity Award.

