

Annual Report to the Chancellor

CACSW Activities for FY 2006-2007

Chancellor's Advisory Committee on the Status of Women

January 8, 2008

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EXECUTIVE SUMMARY

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.

CACSW, in partnership with the Women's Leadership Alliance and Women in Science and Engineering (WISE), was successful the past year in achieving goals through events and programs, such as "Mentoring for Success: Find a Mentor, Be a Mentor" that focused attention on graduate students. At the annual retreat, CACSW reviewed goals and achievements to determine the agenda for the academic year to ensure that there was follow-up on issues that are important to women. CACSW takes their role seriously in recommending women for awards, such as the YWCA Tribute to Women and Industry (TWIN).

Please note that throughout the document there are shaded, italicized areas that highlight achievements, action items or recommendations. CACSW is pro-active in communicating with leaders at the vice-chancellor level and department level to achieve goals and objectives on a routine basis.

CACSW has two high priority recommendations for which we are requesting support for the following recommendation(s):

1. WISE - We recommend that a campus notice be issued to inform STEM faculty of this chance to provide diversity-related service as a MentorNet e-mentor, and include a brief summary of the program with a link to instructions for registration.
 - a. Alternative to the recommendation. We will work with the Vice Chancellor for Academic Affairs and STEM Department Chairs to inform STEM faculty of this chance to provide diversity-related service as a MentorNet e-mentor, and include a brief summary of the program with a link to instructions for registration. If desired, WISE or WLA can assist with the draft of such a notice. (See Page 4)
2. When the Chancellor met with CACSW in April 2008, she agreed that the Early Childhood Education Center (ECEC) expansion was a high priority item. For that reason, CACSW recommends that the feasibility of maintaining part-time childcare slots should be evaluated, and this evaluation should include assessing the feasibility of supporting the building of modular child education housing (e.g., ProjectFROG.com) near the Mesa Housing complex. However, if this is not feasible, the CACSW recommends that alternative plans for offering part-time childcare options at UCSD be formulated. (See Page 7)

1. CACSW Activities

1A. "Mentoring for Success: Find a Mentor, Be a Mentor" Event, March 1, 2007: A full day was focused on graduate student mentoring and consisted of several events sponsored jointly by CACSW, WLA, WISE, GradWISE, Office of Postdoctoral Scholar Affairs, Office of Sexual Harassment Prevention & Policy (OSHPP), and the Triton Community Fund: a MentorNet User Focus Group; a WLA Luncheon; a Grad Student Event; and the Mentoring Activity at the Faculty Club. Dr. Carol Muller, Founder and CEO of MentorNet, was featured throughout the day.

As of Feb 14, 2007 over 80 UCSD trainees had been matched with MentorNet mentors but no UCSD faculty was matched with protégés. We note that academic advancement of faculty requires some diversity-related service and that serving as a MentorNet e-mentor constitutes such service. Moreover, the commitment is time-efficient; once matched, it is about 15 minutes a week for 8 months. Given this efficiency and the convenience of serving as an e-mentor, the paucity of faculty participation in MentorNet is likely due to a lack of awareness about this opportunity.

Recommendation: *Therefore, we recommend that a campus notice be issued to inform STEM faculty of this chance to provide diversity-related service as a MentorNet e-mentor, and include a brief summary of the program with a link to instructions for registration. If desired, WISE or WLA can assist with the draft of such a notice.*

Alternative Recommendation: *Therefore we will work with the Vice Chancellor for Academic Affairs and STEM Department Chairs to inform STEM faculty of this chance to provide diversity-related service as a MentorNet e-mentor, and include a brief summary of the program with a link to instructions for registration. If desired, WISE or WLA can assist with the draft of such a notice.*

CACSW is proud that Chancellor Fox has served as a member of the MentorNet Advisory Board, and acknowledges the value of her service in this capacity as making UCSD's commitment to diversity visible to a broader community.

1B. 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 Jeanne Ferrante, Professor of Computer Science and Associate Dean of the Jacobs School of Engineering be selected as the UCSD faculty representative. Jeanne was selected from several strong candidates. Awards are given to faculty and staff in alternate years.

1C. CACSW Recognized at the Annual Equal Opportunity/Affirmative Action and Diversity Awards Program: The event, held on February 14, 2007, honors staff,

faculty, students, departments, and organizational units or groups that made outstanding contributions in the areas of equal opportunity, affirmative action, diversity, and the UCSD Principles of Community during 2006.

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

October 10, 2006: Jorge Huerta, Associate Chancellor & Chief Diversity Officer provided an update on the President's Task Force on Diversity, a presentation that he and Jon Welch use to educate faculty members on the faculty hiring trends in their respective departments and handouts regarding diversity.

April 10, 2007: Chancellor Marye Anne Fox candidly discussed several topics ranging from child care to the lack of women faculty and staff at higher level positions on campus and what she is doing about the situations.

May 15, 2007: Tom Leet, Jenni Leibman, Amanda Chavez & Danielle Schulte discussed some of the changes made in Campus Human Resources to bolster Quality of Work-Life (QWL) programming including the appointment of Ms. Chavez as the full time Work Life Program Coordinator.

June 12, 2007: Christopher Kim, one of Olga Vasquez's undergraduate researchers, presented the research findings and recommendations on eldercare issues.

Mary Allen, Tim Johnston and Carol Simmons discussed support for graduate students. Tim provided an overview of how OGS currently supports graduate students and discussed findings from the 2005 Graduate Student Survey.

2. Faculty Issues/Subcommittees

2A. Women's Leadership Alliance (WLA): The aims of the WLA, a sub-committee under CACSW, are to advance campus leadership development, facilitate networking of women faculty, and recognize 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 professional development, social, and celebratory components. CACSW encourages the activities of the WLA. A summary of WLA events for the past academic year appears in Appendix A.

2B. Women in Science and Engineering (WISE): The aims of WISE, a sub-committee under CACSW, are (a) to provide programs on topics of interest to women in science, technology, engineering, and mathematics (STEM) disciplines at all academic levels; b) to showcase successful women in science and engineering at UCSD; and (c) to advise CACSW concerning the general climate for women scientists and engineers on the UCSD campus. CACSW co-chair Dr. Linda Zangwill of the Ophthalmology Department has been serving as the WISE chair. A student intern is coordinated through the Women's Center to help support WISE and CACSW programs. WISE generally has an

annual planning meeting plus sponsorship or co-sponsorship of two events per quarter, it maintains a listserv, and it maintains a web site through the Women's Center server.

Graduate Women in Science and Engineering (GradWISE) is a division of WISE initiated by graduate students in Fall 2004. The group maintains a listserv and registers with SOLO in order to obtain funds for events (from the Triton Community Fund and Graduate Student Association) and website resources (from Academic Computing Services). Dr. Elizabeth Yoder has been serving as advisor for the group, and GradWISE officers include a President (Gina Nubile-Betts from Chemistry & Biochemistry) and Vice President (Alycia Mosley from Neurosciences). In order to help provide a supportive environment for members, GradWISE meets monthly at lunchtime during the academic year at the Women's Center. Agendas for these meetings include planning future programs, discussing problems and sharing advice, and meeting new members. In addition to its planned programs, GradWISE organizes a quarterly social event during the academic year for professional networking. A summary of WISE and GradWISE programs for the past academic year appears in Appendix B.

2C. UCSD's Institutional Membership in 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". 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, which is provided to the UCSD Science and Engineering Library. Additionally, the San Diego Chapter of AWIS organized a "women in science and engineering"-themed display for the UCSD Science and Engineering Library in Fall Quarter 2006. Pertinent items from the AWIS electronic newsletter "Washington Wire" are routinely disseminated within the campus community.

Recruitment of women faculty in science and engineering is facilitated by linking UCSD's "Jobs Available" website to the AWIS website. 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 coordinates 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. AWIS ads have been applied to job searches across campus. As of February 16, 2007 examples of searches that have used these ads are: Professor and Chair of the Section of Ecology, Behavior, and Evolution in the Division of Biological Sciences; Executive Director of the Center for Marine Biodiversity and Conservation at Scripps Institution of Oceanography; Senior Vice Chancellor for Academic Affairs; Professor and Chair of the Neurosciences Department in the School of Medicine; Vice Chancellor for Research; Dean of Biological Sciences; and academic research positions

in Cal-(IT)² at the Jacobs School of Engineering. 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.

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 chair and CACSW co-chair Linda Zangwill, Director of Campus Diversity Initiatives Glynda Davis, and Associate Dean of Engineering/WLA Coordinator Jeanne Ferrante. Dr. Elizabeth Yoder, who serves as the academic liaison for AWIS-SD and oversees its Outreach and Scholarship committees, assisted with coordinating events and fostering 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, the UCSD chapter of the Society for Women Engineers, a "Mom-Scientist Club" at the Burnham Institute, and the Pfizer La Jolla Women's Network. Supplemental information about AWIS and a listing of UCSD students receiving AWIS awards in 2007 appear in Appendix C.

2D. Diversity Council

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

3. Staff Issues

Debra Bomar and Sally Brainerd represented CACSW at a Staff Association "Staff Chats" on June 20, 2007 at Porter's Pub. The focus of "Staff Chats" is to provide an opportunity for campus committees or workgroups to discuss their purpose. Three issues or themes were discussed: Cross training to be developed in the department offices that is administered by a department; professional development, as determined by a department; and, discussion on having a one day event for women in the San Diego area. This could be a Women's Day Rummage Sale that reaches out to the community. UCSD Staff could bring clothes that are not needed anymore and trade with others. Another thought was to invite women in San Diego area to tour the UCSD campus and provide information on employment along with a light lunch or reception.

CACSW believes that there may be other systemic issues that prevent women staff from achieving full potential on campus and will explore these issues with the Director of Campus Human Resources.

CACSW will work with the Blink Team to conduct a 1 minute survey to gather more information on subjects of concern to women staff.

Quality of Work Life (QWL): CACSW continues to follow-up on previous recommendations such as ensuring that Campus Human Resources provides and maintains adequate staffing for QWL efforts. During a May 2008 briefing, Campus Human Resources described their intentions for staffing this program and that they are highly interested in providing resources for elder care.

CACSW will continue to meet at least annually with Campus Human Resources for a briefing session on Quality of Work Life issues

4. Graduate Student Issues

The 2005 Graduate and Professional Student Experience Survey (GPSES) was conducted to gather data on all facets of graduate life at UCSD. Results from the survey demonstrate that male students report a slightly better general experience at UCSD than female students. In regards to mental health, female students reported markedly higher levels of stress compared to male students. A marginally higher level of stress was also reported by students with families. Several factors contributed to student stress, such as academics, finances, and career planning.

The Graduate Student Experience Committee completed a report in 2007 to identify the core issues affecting graduate and professional students, and to provide recommendations in response to the GPSES Survey. Recommendations from their report relevant to the gender differences revealed by this survey include support for expansion of mental health services, the establishment of wellness centers throughout campus, and improved services for students with families. The proposed Graduate Student Ombuds position will also serve to address stress brought on by academic issues.

CACSW will monitor and support the efforts of OGS in the implementation of the recommendations put forth by the Graduate Student Experience Committee.

5. Child Care Issues

The International Cooperative Nursery School (ICNS) has been located in the International Center for over 35 years, but will probably need to vacate this location by the end of 2007. 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 part-time childcare option available at UCSD, and most ICNS families enroll part-time. Currently, ICNS has 62 children enrolled, 83% UCSD-affiliated (students, staff, or faculty) representing 36 UCSD departments; 17% of enrolled children are from the community. University affiliated families pay a reduced tuition rate.

With less than 300 daycare spots through the Early Childhood Education Center and ICNS, UCSD has among the lowest need/availability ratio for any UC campus. The Early

Childhood Education Center provides full-time childcare and infant care, but no part-time options (i.e., full-time price only). Thus, the loss of the ICNS would introduce a loss of 25% of currently available childcare slots, as well as reduced flexibility for part-time care, which is popular for many graduate student and postdoc families, and no opportunity for parent involvement via a cooperative-style approach.

ICNS currently operates independently from UCSD, through a foundation (Friends of the International Center). Fiscal advantages and disadvantages are presented by the notion of having ICNS operate under UCSD. One successful cooperative nursery school model may be the University Parents Nursery School at UCLA (upns.boi.ucla.edu), which also offers full- and part-time care options and parental involvement opportunities.

The CACSW hopes that childcare slots and part-time options will not decrease at UCSD.

Recommendation: *The CACSW recommends that the feasibility of maintaining part-time childcare slots should be evaluated, and this evaluation should include assessing the feasibility of supporting the building of modular child education housing (e.g., ProjectFROG.com) near the Mesa Housing complex. However, if this is not feasible, the CACSW recommends that alternative plans for offering part-time childcare options at UCSD be formulated.*

6. Elder Care

Communication professor and CACSW committee member, Olga Vásquez and three undergraduate assistants—Chris Kim, Ting Li, and Frances Rubio conducted a study on the growing prominence of elder care in the United States and reported its findings to CACSW in both a written report and presentation at the last meeting of the year. The growing number of UCSD employees who are reaching the age-range of the typical care giver (57 years of age), the gender relevance of this phenomena (more women assume the role of care taker) and the personal, financial and employment costs involved makes this an important issue for CACSW to monitor. University of California, San Diego has the opportunity to become a leader in providing eldercare support to its faculty and staff.

CACSW will monitor and support the efforts of the Quality of Work Life unit of Campus Human Resources, and the Faculty and Staff Assistance Program that are working to improve eldercare support at UCSD.

7. CACSW Administration

Sally Brainerd continues to update and improve the CACSW website. Barbara Field from Business and Financial Services assists with the website support. There is very good communication and interaction with the Webmaster, Janet Howard. In the next year, more emphasis will be placed on highlighting individual women's achievements and contributions to UCSD that will be titled "Women on the Move" in addition to improving the content on the website.

Debra Bomar, the Treasurer of CACSW and WISE, is proposing a new procedure for requesting funds for events and recharging of office supplies. Chairs of the committees will now email the Treasurer, with a copy to the Student Intern, requesting the use of funds for a specific event, including a complete event description, a statement of benefit to the members and/or community, and a detailed list of projected expenses. After the event is complete, all receipts will be sent to the Treasurer. This procedure will improve the process of keeping track of expenses and will expedite the annual year-end report to the Chancellor's Office.

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 11, 2006: Meeting with Vice Chancellor Art Ellis and Dean Kim Barrett.

Winter Quarter - March 1, 2006: Leadership Lunch with Dr. Carol Muller, Founder, President and Chief Executive Officer of MentorNet followed by "Mentoring for Success, Find a Mentor, Be a Mentor".

Spring Quarter - June 6, 2007: Update on faculty diversity initiatives.

Appendix B: WISE and GradWISE Programs

FALL QUARTER

September 29, 2006: Annual Planning Meeting.

November 2, 2006: WISE held its annual Open House in the Women's Center.

November 16, 2006: WISE hosted Dr. Tracy Johnson whose talk entitled: "The Winding Path of a Life in Science discussed the challenges and surprises along the career path to academic research. A related online article is located at http://ucsdnews.ucsd.edu/thisweek/2006/nov/11_13_wise.asp

November 19, 2006: GradWISE, AWIS-SD Outreach Committee, and the UCSD Neurosciences Graduate Student Outreach Committee joined efforts to present workshops at the Sally Ride Science Festival held at UCSD.

WINTER QUARTER

January 19, 2007: WISE hosted a Juggling Work and Family Panel featuring Drs. Susan Little from the Department of Medicine, Susanne May from the Division of Biostatistics and Bioinformatics, and Orit Shefi from Division of Biological Sciences. An online article about this event is at http://ucsdnews.ucsd.edu/thisweek/2007/01/01_22_wise.asp

February 10, 2007: GradWISE and the AWIS-SD Outreach Committee teamed up to provide support and judges in the Science Olympiad, a regional science competition for pre-college students.

March 1, 2007: Mentoring Events

This day featured four programs on campus with Dr. Carol Muller, Founder and CEO of MentorNet; these were collectively co-sponsored by CACSW, WLA, WISE, GradWISE, Office of Postdoctoral Scholar Affairs, Office of Sexual Harassment Prevention & Policy (OSHPP), and the Triton Community Fund. A morning focus session was held with Dr. Muller, Dean Ferrante, and a selection of UCSD graduate and undergraduate students currently being e-mentored in MentorNet. As noted in Appendix A, WLA hosted a lunch with Dr. Muller. An early afternoon session entitled "Frank Talk about Bias" with Dr. Muller was moderated by Carol Rogers from OSHPP. A late afternoon "Mentoring for Success: Find a Mentor, Be a Mentor" event provided an opportunity for students, post-docs, and junior faculty looking for a mentor to meet professionals from academia and industry who are interested in mentoring. These breakout groups were conducted after introductory remarks by Chancellor Marye Anne Fox and a presentation by Dr. Muller about types of mentoring relationships and how to optimize them. Online articles about this event are at <http://diversity.ucsd.edu/articles/mentornet.asp> and www.jacobsschool.ucsd.edu/news/news_releases/release.sfe?id=644.

March 17, 2007: GradWISE and AWIS-SD Outreach teamed up to present workshops at "Expanding Your Horizons" at the University of San Diego, an event targeting middle school girls to encourage their interest in STEM disciplines.

March 22, 2007, GradWISE and the GSA hosted a "How to Get a Post Doc" Panel Discussion." A diverse panel of postdocs from various fields of science and engineering shared their knowledge and experience. The discussion was followed by a question and answer period with the audience. This event is part of GradWISE's strategic plan to bridge the "pipeline" with ongoing K-12 community outreach efforts, specific GradWISE events for undergraduates considering graduate school (held during the prior two academic years), and with this event for graduate students considering postdoctoral positions. GradWISE programming compliments WISE programming, this is geared more for postdocs and faculty, to fortify UCSD's role in the "pipeline".

SPRING QUARTER

March 28, 2007: GradWISE and AWIS-SD Outreach partnered to provide judges and encouraging role models at the Greater San Diego Science and Engineering Fair held in Balboa Park. . In order to augment this outreach activity, AWIS-SD hosted an additional reception and awards ceremony at the Scripps Institution of Oceanography for six female fair awardees on May 28, 2007. At this ceremony, AWIS-SD provided these girls with additional awards, \$100 cash prizes, AWIS memberships, assigned AWIS mentors, and certificates of recognition.

April 13, 2007: The UCSD Women's Center, WISE and GradWISE presented a special Gender Buffet: "Feminist Science: Gender Gaps in Science and Engineering". AWIS provided resources for an article in the *UCSD Guardian* on this gender gap (<http://ucsdguardian.org/viewarticle.php?story=news01&year=2007&month=05&day=29>).

May 10, 2007: WISE hosted Dean Kim Barrett who spoke on "Surviving and Thriving in Academia - Juggling Science and Administrative Roles". AWIS-SD featured an article about and interview with Dean Barrett in its newsletter (http://awis.npaci.edu/members/Nov_Dec_2006.pdf).

Appendix C: Supplemental Information about AWIS

C1. Examples of AWIS Activities and Accomplishments

At the national level, AWIS has released a new strategic plan (Vision 2010) and continues to be a leader in promoting diversification within higher education through its activities as a member of the National STEM Education Coalition. At the local chapter level, ties to local industry were maintained with numerous events including an "AWIS Day" at the Pfizer La Jolla campus and by promoting industry-sponsored women in science networking happy hours held at the La Jolla Professional Center. In addition to its connections with local industry, AWIS-San Diego continues to share numerous rich interactions with the UCSD campus community. Five examples of these interactions are listed below.

- UCSD provides speakers for AWIS-SD events. These include monthly Strategy Sessions and the biennial Women in bioScience (WIB) conference, all held at the Salk Institute. For example, Dr. Barbara Sawrey (currently Associate Vice Chancellor for Undergraduate Education) spoke at a strategy session on management skills. (Another strategy session on mentoring featured MentorNet Director of Programs Dr. Jennifer Chou-Green.) The 2007 WIB featured four faculty speakers from UCSD, and included displays from the Rady School, UCSD Extension, MentorNet, and the UCSD Bookstore. In recognition of the WIB, the issues it promotes, and their relevance to the lasting vitality of the greater San Diego area, Mayor Jerry Sanders proclaimed May 19, 2007 (the conference date) as "Women in Science Day in San Diego".
- AWIS-SD provides speakers for UCSD events. For example, on March 7, 2007 AWIS-SD provided two of the four speakers (both UCSD alumni) for an event on "Career Options in Biotechnology and Pharmaceuticals" sponsored by the UCSD Career Services Center and organized by CSC Graduate Student Advisor Dr. Emily Burke. Additionally, AWIS-SD provided industry mentors for the last MentorNet event listed under the March 1, 2007 subheading in Appendix B.
- AWIS-SD and UCSD ATHENA have an excellent long-term relationship, and AWIS-SD has received ATHENA's Pinnacle Award.
- The San Diego Supercomputer Center hosts website space for AWIS-SD.
- AWIS-SD and UCSD Extension have formed a partnership that entails reciprocal promotion of each other's events and programs/courses, including tables at each other's open houses and other appropriate public events. Additionally, UCSD Extension provided a room for the 2007 AWIS-SD Retreat, and AWIS-SD members provide real-time feedback from the marketplace that UCSD Extension uses for designing and adjusting its programs and course offerings.

C2. UCSD Recipients of AWIS 2007 Student Scholarship Programs

Both AWIS National's Educational Foundation and the AWIS-San Diego Chapter conduct competitive annual scholarship programs. In 2007, seven UCSD students received

awards from these programs. One graduate student (Bounkeua) received a Citation of Merit Pre-Doctoral Award (including a \$300 cash prize) from AWIS National. The other six honorees received \$1000 awards, AWIS memberships, and certificates of recognition from AWIS-San Diego during the 2007 Women in bioScience Conference at the Salk Institute. One is a graduate student, three are undergraduate students, and two are transfer students from community colleges. All seven students are mentioned below.

Viengngeun Bounkeua

Viengngeun is a biomedical sciences graduate student who is studying a potential candidate agent for a malaria vaccine. Viengngeun's thesis is the first study focused on the role of this aspartic protease in mosquito-stage (as opposed to host-stage) parasites.

Elaine Chan

Elaine is pursuing a doctoral degree in bioengineering and plans an academic career in the design and development of artificial organs. Elaine's current research focuses on cartilage tissue engineering.

Nadia Cheng

Nadia is majoring in aerospace engineering. She plans to pursue her degree in mechanical engineering in design and mechatronics at MIT. Nadia has been awarded a National Defense Science and Engineering Graduate Fellowship. Her aim is to develop human-machine systems and robotics to help the disabled.

Sonia Alejandra Reveco

Sonia is majoring in biology focusing on ecology, behavior, and evolution coupled with a minor in environmental studies. She plans to earn a doctoral degree in environmental policy and management. As a biologist and an environmentalist she is interested in global issues of sustainable development, conservation, and climate change.

Kayla Jane Tindall

Kayla is a freshman majoring in human biology and plans to pursue a medical career as a pediatrician. She is passionate about working with children, helping others, and committing her life to the service of those in need.

Cynthia Wood

Cynthia is completing her academic preparation in mathematics for transfer from San Diego City College to UCSD. She is a self-driven first-generation college student who plans to return to her community to mentor and teach math to future generations.

Eva Gabriela Baylon

Eva is completing her academic preparation in math, physics, and chemistry for transfer from San Diego City College to UCSD. Her goal is to obtain a doctoral degree in mechanical engineering.

Appendix D: Consultant Activities

D1. Women's Center

The UCSD Women's Center hired a CACSW/WISE student intern who worked on CACSW and WISE related events and programs. This intern received primary work direction from CACSW and WISE committee members and had a physical work location in the Women's Center space. Her salary will be paid from CACSW/WISE funds. Based on feedback from WISE, CACSW, and the intern, for the 2007-2008 academic year, the Women's Center will incorporate WISE and CACSW duties into an existing intern's job responsibilities. This will insure that this intern will have consistent supervision through one supervisor at the Center and is integrated into the Women's Center staff.

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 was 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. The Women's Center will request an extension of this program through the 2007-2008 academic year.

Pregnant Mother Parking Program: In the '06-'07 academic year, Transportation and Parking Services 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, was asked to screen pregnant mothers and based on their needs contact TPS to discuss accommodation. The Women's Center will request that this program continue through the 2007-2008 academic year.

D2. The Office of Sexual Harassment Prevention and Policy

During the 2006-07 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. As 2007 is a "re-training year," in which those who initially satisfied the requirement in 2005 are required to take a new 2-hour course, OSHPP has been engaged in both planning and delivering educational programs to meet this mandate. Because there is still no permanent position dedicated to managing the database, tracking compliance is anticipated to be an area of concern.

As part of its programming for students, OSHPP collaborated with other campus departments to bring to campus Carol B. Muller, Ph.D., Founder and CEO of MentorNet, The E-mentoring Network for Diversity in Engineering and Science. Together with the Office of Graduate Studies, OSHPP co-sponsored a well-received workshop called "Frank Talk on Bias" featuring Dr. Muller, and also co-sponsored "Mentoring for Success: Find a Mentor, Be a Mentor" with CACSW, WISE, GradWISE, Office of Postdoctoral Scholar Affairs and the Women's Leadership Alliance. OSHPP has continued its successful film series, "Sex in the Cinema," and screened films that focused on women's gender roles and romantic relationships including "Marie Antoinette" and "Notes on a Scandal." We work closely with the Sexual Assault and Violence Prevention Resource Center, and an OSHPP representative serves on the Campus Violence Prevention Coalition and the Bystander Intervention Leadership Team.

D3. Equal Opportunity/Staff Affirmative Action

Succession Planning: Succession planning meetings are underway with the vice chancellor areas the AVC-HR, Employment and Community Outreach Services and Equal Opportunity/Staff Affirmative Action. The meetings will be scheduled periodically throughout the year to facilitate cross-communication regarding initiatives and the promotion of equal employment opportunity practices. EO/SAA is a member of the HR Succession Planning Workgroup which has launched a UCSD Succession Planning web page.

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 7,500 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 11th 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 (SARC):

Two significant changes took place this year.

1. Our department moved to the new Student Services Center in April 2007. We now are more centrally located and are in the same building with a number of other Student Affairs departments. Our office is much easier to find and has much more additional space than the old location.
2. Our department name was officially changed in Spring quarter. The new name is Sexual Assault & Violence Prevention Resource Center. This new name more accurately reflects what we do and, as with our new physical location, it is much easier to find us either on the website or in a phonebook. We sent out an official announcement through UCSD email and will continue to advertise the new location and new name in Fall quarter when the new students arrive.

We continue to conduct educational workshops on sexual assault and violence prevention to students, faculty and staff, provide crisis intervention and accompaniment to police/court to student victims of violent crimes and maintain an up-to-date website.

An ongoing challenge for our department has been informing the entire UCSD community about our services. In Spring quarter, we indirectly received some assistance from a faculty member. The faculty member was told by one of his students that she had been sexually assaulted, was dealing with the police and court to resolve the crime and needed some extra time to complete an assignment. The faculty member responded by not only helping the student but also contacting the Chancellor to inform her about student's traumas. The Chancellor's prompt response has opened a door for us to work with the Senior Vice Chancellor about opportunities to inform faculty about our services.

This was the final year in a two-year grant from the U.S. Department of Education. The grant focused on violence prevention utilizing a social norms approach. With seven student employees actively working, we accomplished the goals of the grant which were (1) developing and distributing posters with social norms messages on healthy relationships, (2) conducting workshops on healthy relationships and violence prevention, targeting first year students, (3) creating PowerPoint slide shows, "mini-ads," which are played on the College television stations and (4) establishing the Campus Violence Prevention Coalition with membership representing diverse areas across campus, to address the issues of sexual assault, dating violence and stalking among UCSD students. An initial student survey was conducted in Fall 2005. The results from the follow-up student survey, conducted in early Spring 2007, are being reviewed and will be utilized in next year's educational programming.

In Spring quarter, we collaborated with all the other UC's, spearheaded by UCOP and UC Davis, and submitted a UC-wide grant proposal to the Department of Justice. We are awaiting the final outcome of that proposal.