

**Annual Report to the Chancellor**

**CACSW Activities for FY 2010-2011**

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

**August 2011**

**Annual Report of CACSW Activities for FY 2010-11**  
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This report from the UC San Diego Chancellor’s Advisory Committee on the Status of Women (CSW) summarizes our activities and recommendations from the 2010-2011 academic year. We are continuing with the format initiated last year---an easy-to-read one page report that presents the main CSW activities and recommendations followed by detailed reports from our sub-committees and various appendices.

Appendices G represent reports from our key partners who also do much work to improve the status of women on our campus (or in the UC system writ large) and so we are honored to include brief reports from them when provided.

The CSW remains honored to continue advising the Chancellor on the status of women on our San Diego campus and we look forward to continuing to do so even as we transition with the other UCSD diversity initiatives to be located within the new Office for the Vice Chancellor of Diversity, Equity & Inclusion.

# CSW 2010-2011 EXECUTIVE REPORT

## SUMMARY of 2010-2011 CSW ACTIVITIES

- I. **3<sup>rd</sup> Annual All-Staff Women's Conference:** "(Re) Defining the UC San Diego Woman: Marketing Yourself" – see Staff Issues Subcommittee Report for more information
- II. **TWIN AWARD** – Dr. Gabriele Weinhausen, Associate Dean, Division of Biological Sciences
- III. **Guest Speakers** attended meetings to provide information on UCSD activities that affect female faculty.
  - November, 2010** – Jon Welch, Director, Office of Academic Diversity & Equal Opportunity and Jeanne Ferrante, Associate Vice Chancellor-Faculty Equity presented data on ladder-rank faculty workforce, including the progress of hiring and advancing women
  - a. **December 2010** – Judith Varner & CK Chang (Chair & Vice-Chair of Senate's Diversity Council) presented on recruitment of female faculty and the climate for female faculty as well as how CAP considers (or doesn't consider) diversity efforts of faculty
  - b. **January, 2011** – Mary Blair-Loy, Center for Research on Gender in the Professions spoke about her Center, the research and grants in which it is engaged, and the levels of inequality (social-psychological, departmental and disciplinary) that exist for women. As a result of this talk, CSW invited Mary to join CSW as a consultant.
  - c. **April 2011** – Jennifer Oh (Post-Doctoral Visiting Scholar Affairs), Kate Hanson (graduate student), and Alicia Kulikowski (undergraduate student) joined us for a conversation about family-friendly policies for post-doctoral scholars, graduate student and undergraduates. Student-Parents do not feel supported by UCSD and would like more support (see recommendations).
  - d. **June 2011** – Shelly Halpain, Division of Biological Sciences Equity Advisor presented on numbers of female faculty in the Division and discussed the need for a method to assess salary differentials as well as the climate on salary equity
- IV. **Meritocracy Panel** –56 faculty, staff and graduate students attended. See Appendix F for a summary.
- V. **Truth Values Performance**– 350+ (a sold-out show) attended. See Appendix F for a summary.

## OVERALL RECOMMENDATIONS TO THE CHANCELLOR

- I. **Increase the number of lactation rooms on campus.** Currently UCSD campus has 5 official lactation facilities and two within the medical center. We recommend that at least 4 additional official lactation rooms are added to campus to put most women within a 5-7 minute walk of a lactation facility (SACSW's recommended best practice). Please see Appendix Et for a suggested map of lactation facilities. CSW has spoken to Gary Matthews about this and he is willing to work with us, the campus architect and local departments to facilitate this expansion of lactation facilities.
- II. **Institute a Student-Parent Task Force.** There is a growing population of student-parents and a task force is needed to assess the needs of this population and address their challenges. This task force should include student-parents and be led by an administrator at a fairly high level (perhaps the VCSA), as appointed by the Chancellor. The 2011-2012 CSW will be following up in October with a recommendation of a task force mission, membership and first year goals.
- III. **Update and Redo the Gender Equity Survey.** The survey is 10 years old and no longer reflective of our current climate, yet its data could be of significant use. The CRGPC Report in Appendix G provides more details.
- IV. **Create a Campus-Wide Process for Faculty Rank & Salary Reporting.** Using Biological Sciences as a model, explore the creation of a campuswide process for reporting faculty ranks and assessing salary differentials so it is easier for departments to do so and enable department-to-department comparisons.

## STAFF ISSUES SUBCOMMITTEE REPORT

The Staff Issues Subcommittee dedicated its efforts this year on coordinating and hosting the third annual Women's Conference and in doing so, accomplished the following goals in response to last year's recommendations:

1. Cultivated ongoing conference sponsorships and successfully received over \$5000 in other campus support (**Appendix A – Conference Sponsors**);
2. Involved more representatives and speakers from Health Sciences and SIO;
3. Used survey feedback to develop the “Marketing Yourself” subtheme (**Appendix B – Conference Program**);
4. Collaborated with other campus entities to enhance the resource fair (**Appendix C – List of Resource Fair Participants**).

With close to 600 attendees (mostly staff), the 2011 Women's Conference provided CSW a vehicle to inform and educate the campus community on issues affecting women. We invited a greater number of faculty speakers to align the conference with CSW's annual focus on the faculty. Our keynote speaker was well-respected Professor and Dean of Graduate Studies, Kim Barrett. She was an effective presenter who was able to relate with the audience by sharing her life story of how she successfully marketed herself first in an academic field dominated by men, then through her transition to an administrative role as Dean. We also enhanced the diversity of the Panel by inviting panelists from Health Sciences and from other more technical staff classifications. Overall the conference was a success (**see Appendix D**). In the future, the majority of attendees would like to see more staff outreach and development opportunities through an expanded conference format that would include longer break-out sections and increased networking and mentoring sessions.

### **RECOMMENDATIONS:**

Thus, we have the following recommendations:

1. At an expense of less than \$10 per person, the Women's Conference is an extremely valuable and cost-efficient CSW contribution in the development of University staff. We recommend that UC San Diego continue this annual conference and pursue collaborative opportunities with other UC campuses and other UCSD organizations to avoid duplication of efforts and to save money while expanding outreach to women staff members.
2. The continued success of the Women's Conference is dependent upon a sustained level of support separate from the CSW annual allocation. We recommend that UC San Diego continue to provide a separate budget allocation of no less than \$4000 per year with the caveat that CSW planning members will continue to develop and solicit sponsorships from sources both within the University and outside in the greater San Diego community.
3. We recommend that the future planning community continue to incorporate feedback received from attendees and current planning members for the purpose of improving and expanding the staff development opportunities offered within the conference and in the months directly after the event. Specifically, options for break-out sessions, early planning efforts, panelist/speaker preparation and training, and free space venues should be considered in order to increase the viability and effectiveness of the conference.
4. Outreach still needs to be conducted with female staff from other VC areas –especially Health Sciences and SIO—to ensure adequate representation on CSW from sections across campus.

## **FACULTY ISSUES SUBCOMMITTEE REPORT**

This year, the focus of CSW was on the faculty and the following issues were discussed and events co-sponsored:

### **1. FACULTY EQUITY**

- a. Faculty equity in the areas of STEM (Science, Technology, Engineering and Mathematics) is of continued concern since the 2009 NSF ADVANCE Institutional Transformational Catalyst proposal. Institutional barriers include the lack of support and training to hire women in faculty in the STEM areas and the ratio of women in Faculty Leadership positions.
- b. There is a level of inequality of women in academia with a significant decrease in Engineering and Physical Sciences. These levels of inequality are departmental (climate), social-psychological (cognitive devaluing, family status, performance reward), and disciplinary (less geographical bonds). Preliminary findings show women are paid (12.6%) less than men in total compensation, women have slower rates of advancement to Associate and Full Professor ranks than men, and men have a faster rate to promotion than women.
- c. Underutilization of women in faculty is shown by the OADEO (Office of Academic Diversity and Equal Opportunity) data for the years of 2000-2009 on ladder-rank faculty workforce in the achievement of placement goals. In the last 26 years the recruitment process has had a major shift toward academic excellence and diversity. The goal is to market UCSD as an excellent climate and sustainability after hire.

### **2. FACULTY WORK/LIFE BALANCE**

- a. Emergency/back-up child and dependent care as a cost effective means to improve faculty work/life.
- b. Private lactation facilities to improve faculty work/life balance.
- c. Faculty do not always feel safe on campus with heightened concern after recent sexual assaults.

## **RECOMMENDATIONS**

1. New activities for faculty equity to include mentoring workshops, faculty diversity education, search committee orientations, and changes in the recruitment process to enhance our institutional readiness for a future proposal.
2. In June 2011, CSW Faculty Co-Chair Susan Marx, met with Chancellor Fox discussing the safety of women on the UCSD campus. Subcommittee supports Chancellor Fox's plan for free self defense classes for every woman at UCSD. SARC (Sexual Assault and Resource Center) will follow-up to have the RAD (Rape Aggression Defense) classes be free by processing a registration refund upon course completion ensuring enrollments. SARC is creating a brochure listing all services. SARC requests Chancellor Fox to include a statement in this brochure endorsing campus safety. SARC will send a reminder out at the beginning of each academic year that CSO (Campus Security Officer) escort services and self defense classes are available to faculty and staff besides the students.

# **STUDENT ISSUES SUBCOMMITTEE REPORT**

Report not provided

## **WEBSITE and POLICY/BYLAWS SUBCOMMITTEE REPORT**

The purpose of this committee is to update the CSW website pages that reside on the Chancellor's website. The site requires regular maintenance on the layout logic, content development/revisions/archives and ensuring that embedded links are active. In 08/09, CSW charged the committee to develop Bylaws. These were developed and presented to the voting membership in early 09/10. The Bylaws were approved in 10/11 and will be reviewed at the first meeting of each year.

### 10/11 Activities:

- Presented final draft Bylaws to the committee that was approved by voting members.
- Developed a new page for WISE contacts since they no longer have a web presence.
- Provided Assistant Chancellor for Diversity with specifications for the re-development of the TWIN and Membership Application forms.
- Updated the contact pages.
- Updated the roster.

### Operational Recommendation:

- Formally, seek input on the website content from the membership.
- Assess website to determine new methods for linking to external content; including a more robust interaction
- Move CSW website to BLINK using the cms system to allow Website Coordinator to easily manage and update the website

**3<sup>RD</sup> ANNUAL UC SAN DIEGO WOMEN'S CONFERENCE**  
***"(Re) Defining the UC San Diego Woman: Marketing Yourself"***  
**March 23, 2011**

***Conference Sponsors***

- **Chancellor's Advisory Committee on the Status of Women**
- **Academic Computing & Media Services**
- **Housing, Dining, & Hospitality**
- **Human Resources**
- **Imprints**
- **University Centers**



# 3rd Annual UC San Diego Women's Conference

## "(Re)Defining the UC San Diego Woman: Marketing Yourself"

Sponsored by the Chancellor's Advisory Committee on the Status of Women



### PROGRAM AGENDA

Wednesday, March 23, 2011

8:30 am - 12:30 pm

Price Center West Ballroom

Time	Session	Presenters
8:30 - 9:00 am	Registration, Refreshments, Resource and Vendor Fair	
9:00 - 9:15 am	Welcome	<b>Tricia Bertram-Gallant</b> , Academic Integrity Coordinator, Academic Affairs and Co-Chair Chancellor's Advisory Committee on the Status of Women and on behalf of the Chancellor <b>Glynda Davis</b> , Assistant Chancellor for Diversity
9:15 - 10:30 am	Panel	<b>MODERATOR: Kathleen D. Johnson</b> , Director, Undergraduate Education and Program Planning <b>Melanie Benn</b> , Clinical Social Worker, Thornton Hospital <b>Bernadette Han</b> , Principal Consultant, Staff Education and Development <b>Kathy Hay</b> , Business Officer, Division of Biological Sciences <b>Maria Lofftus</b> , Assistant Dean for Academic Affairs and Special Initiatives, Rady School of Management <b>Trisha Lollo</b> , Associate Administrator, Oncology Services, UC San Diego Health Systems <b>LaWana Richmond</b> , Business Analyst, BFS-Mail Services
<b>10:30 - 10:50 am</b>	<b>Break / Resource and Vendor Fair</b>	
10:50 - 11:30 am	Keynote Speaker	<b>Tricia Bertram-Gallant</b> to introduce <b>Dr. Kim E. Barrett</b> , Dean of Graduate Studies and Professor of Medicine
11:30 am - 12:30 pm	Closing Remark, Resource and Vendor Fair	<b>Susan Marx</b> , Computer Science and Engineering Faculty, Co-Chair Chancellor's Advisory Committee on the Status of Women

## 3rd Annual UC San Diego Women's Conference - Resource Fair

### INDEPENDENT VENDORS

- 1) California Casualty
- 2) Chase Bank
- 3) Diana Hoppe, Inc.
- 4) Elder Care Guides
- 5) Estancia La Jolla Hotel
- 6) Inspired Designs by Patricia
- 7) Juice Plus+
- 8) Karise Body Therapy
- 9) O' Heavenly Bath
- 10) Northwestern Mutual
- 11) Red Leaf Cleaning
- 12) Solana Center for Environmental Innovation
- 13) Styl'n Unique Accessories
- 14) Thirty-One Gifts
- 15) UCSD - Family & Preventative Medicine (The PRYSMS Study)
- 16) United Way of San Diego

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[www.chase.com](http://www.chase.com)  
<http://drdianahoppe.com/>  
<http://www.eldercareguides.com/>  
[www.estancialajolla.com](http://www.estancialajolla.com)  
<http://www.idbyp.com/>  
[www.sky4health.com](http://www.sky4health.com)  
<http://www.karisebodytherapy.com/>  
[tylerems@gmail.com](mailto:tylerems@gmail.com)  
<http://www.northwesternmutual.com/>  
<http://redleafcleaning.com/>  
<http://www.solanacenter.org/1about.html>  
[tiffanyjoanneh@gmail.com](mailto:tiffanyjoanneh@gmail.com);  
<http://www.mythirtyone.com/emelyn/>  
<http://coe.ucsf.edu/scor/prysms/>  
<http://www.uwsd.org/>

### CAMPUS RESOURCES

- 1) Accommodation, Counseling & Consulting Services (ACCES)
- 2) Box Office
- 3) Campus Community Centers (Women's Center, Cross-Cultural Center , LGBT Resource Center)
- 4) Campus Recreation (Fit Life)
- 5) Committee on the Status of Women (CSW)
- 6) CREATE - The San Diego Area Writing Project
- 7) Early Childhood Education Center
- 8) EH&S (Pain Relief Program)
- 9) Employee Relations, Policy Development and Work/Life
- 10) Equal Opportunity/Staff Affirmative Action/Career Connection
- 11) Extension
- 12) Faculty and Staff Assistance Program (FSAP)
- 13) Human Resources
- 14) Mesa Child Development Center
- 15) Office for Prevention of Harassment and Discrimination (OPHD)
- 16) Professional Recruitment & Community Outreach Services
- 17) Psychology (Mindfulness Based Stress Reduction)
- 18) Retirement Association
- 19) Sexual Assault Response Center (SARC)
- 20) Staff Association
- 21) Staff Education & Development
- 22) Transportation
- 23) UC San Diego Medical Center
- 24) Veterans Association

<http://blink.ucsd.edu/sponsor/hr/org-chart/accom-counseling-consulting.html>  
<http://boxoffice.ucsd.edu/>  
[http://blink.ucsd.edu/HR/policies/diversity/centers/?delivery=&coming\\_from=](http://blink.ucsd.edu/HR/policies/diversity/centers/?delivery=&coming_from=)  
<http://recreation.ucsd.edu/>  
<http://statusofwomen.ucsd.edu/>  
<http://sdawp.ucsd.edu/>  
<http://blink.ucsd.edu/HR/services/support/child/ECEC/>  
<http://blink.ucsd.edu/sponsor/EHS/index.html>  
<http://blink.ucsd.edu/sponsor/hr/org-chart/emp-relations-worklife/>  
<http://blink.ucsd.edu/sponsor/hr/org-chart/EOSAA.html>  
<http://extension.ucsd.edu/>  
<http://blink.ucsd.edu/sponsor/hr/org-chart/fsap.html>  
<http://blink.ucsd.edu/sponsor/hr/index.html>  
<http://blink.ucsd.edu/HR/services/support/child/mesa.html>  
<http://ophd.ucsd.edu/>  
<http://blink.ucsd.edu/sponsor/hr/org-chart/empl-community-outreach.html>  
<http://health.ucsd.edu/specialties/psych/mindfulness/>  
<http://blink.ucsd.edu/HR/benefits/financial/retire/association.html>  
[http://www.ucsd.edu/current-students/wellness/\\_organizations/sarc/index.html](http://www.ucsd.edu/current-students/wellness/_organizations/sarc/index.html)  
<http://blink.ucsd.edu/HR/services/associations/>  
<http://blink.ucsd.edu/sponsor/hr/org-chart/staff-ed/index.html>  
<http://blink.ucsd.edu/facilities/transportation/commuting/solutions/index.html>  
<http://blink.ucsd.edu/sponsor/veterans/>

## APPENDIX D:

### SUMMARY OF CONFERENCE SURVEY RESULTS

#### How did you find out about the 2009 Women's Conference?

	2009	2010	2011
BLINK	36%	23%	30%
Chancellor's Campus Notice	34%	26%	29%
Supervisor	18%	8%	6%
Co-Worker/Colleague	18%	18%	11%
Email from Organizers	NA	NA	28%
Email from Staff Association	NA	NA	14%
Other (e.g., poster, bus/price center/email)	12%	49%	6%

#### What VC area do you work in:

	2009	2010	2011
Academic Affairs	27%	34%	38%
External & Business Affairs	34%	18%	17%
Health Sciences/Medical Center	18%	27%	20%
Marine Science/Scripps Institution of Oceanography	2%	6%	3%
Research Affairs	NA	NA	6%
Resource Management and Planning	2%	6%	3%
Student Affairs	11%	10%	13%
Other:	8%	7%	10%

#### The percentage of attendees who agreed or strongly agreed with the following statements\*

	2009	2010	2011
The conference was well organized	97%	93%	93%
The conference content was applicable to my life	92%	80%	81%
The panelists' stories were inspiring	NA	NA	86%
The keynote address was inspiring	97%	88%	71%
The conference gave me ideas and tools	92%	63%	67%
I would attend the conference if offered again	93%	88%	86%
I would recommend other women to attend the conference	96%	88%	84%

#### The percentage of attendees who were satisfied or very satisfied with the following elements of the conference\*:

	2009	2010	2011
Pre-Conference Information	95%	97%	90%
On-site Check-In/Registration	96%	94%	79%
Resource Fair	93%	68%	63%
Vendor Fair	NA	NA	54%
Keynote Address	98%	91%	75%
Panel #1	96%	69%	85%
Panel #2	95%	NA	NA
Conference facilities	88%	92%	95%
Refreshments/food options	95%	NA	NA
Length of individual sessions	97%	86%	88%
Length of the entire conference	96%	87%	89%

**The topics the attendees would like to see at future conferences:**

	<b>2009</b>	<b>2010</b>	<b>2011</b>
Mentoring	56%	43%	39.1%
Work/Life Balance	71%	32%	NA
Succession Planning	49%	31%	25.5%
Career Advancement	NA	62%	65.1%
Leadership	66%	47%	39.6%
Management	54%	30%	29.2%
Continuing Education	NA	37%	31.3%
Networking	NA	30%	33.9%
Marketing Yourself	NA	NA	22.4%
Other	8%	8%	12.0%

**The percentage of attendees who felt that the conference:**

	<b>2009</b>	<b>2010</b>	<b>2011</b>
made them feel more confident as women	NA	79%	NA
motivated them to seek further education/career development	NA	86%	NA
motivated them to pursue career advancement	NA	82%	NA
helped them understand the importance of your contribution to your department/organization	NA	58%	NA
inspired them to improve your work/life balance	NA	81%	NA
helped them see all the different roles women play on campus	NA	80%	NA
helped them network with other women in other departments	NA	59%	NA
informed them of resources for women on campus	NA	80%	NA

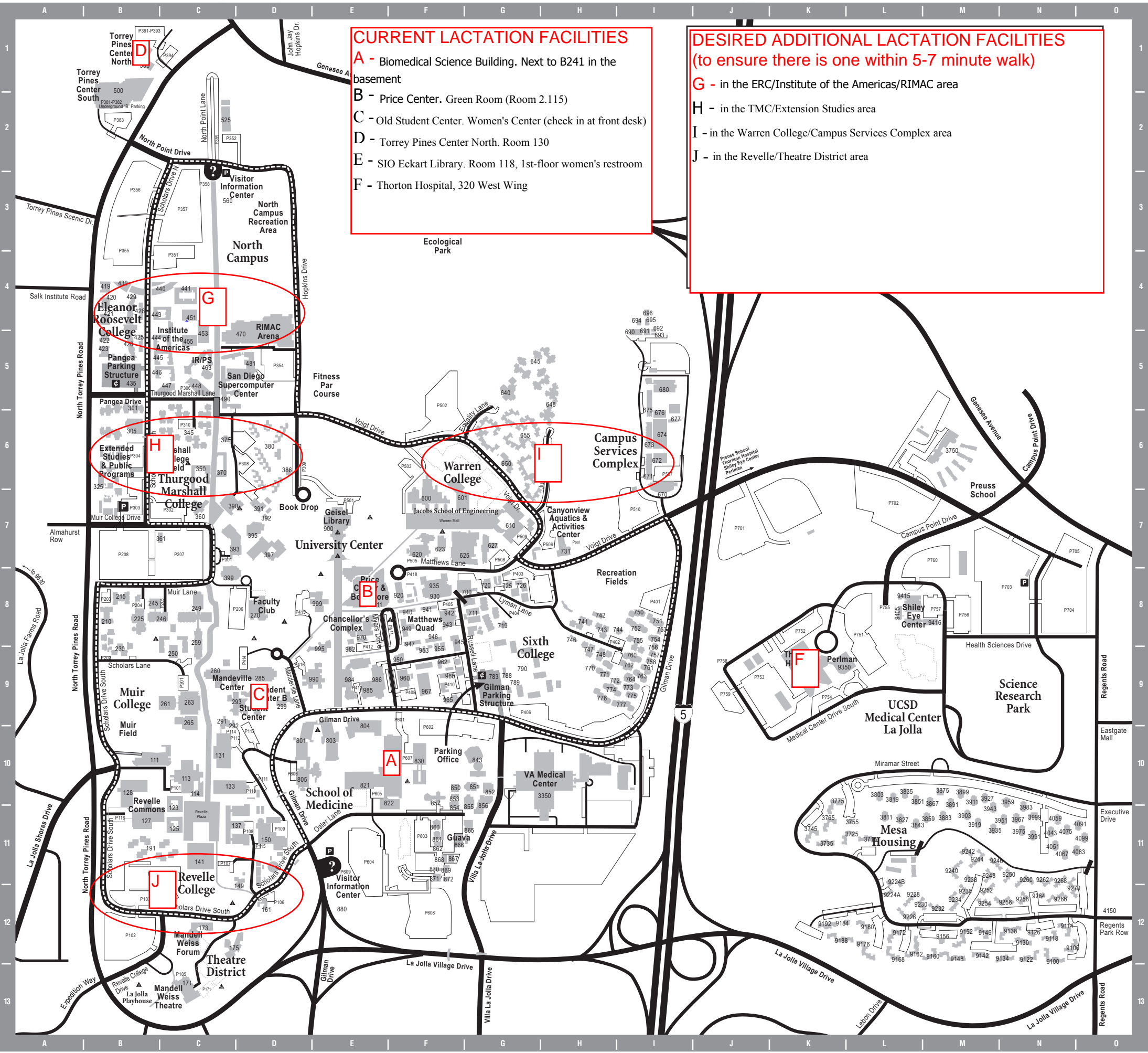
\* NOTE: after 2009, attendees were given the option of "neither disagree nor agree" which probably accounts for the drop in % satisfied

**CURRENT LACTATION FACILITIES**

- A - Biomedical Science Building. Next to B241 in the basement
- B - Price Center. Green Room (Room 2.115)
- C - Old Student Center. Women's Center (check in at front desk)
- D - Torrey Pines Center North. Room 130
- E - SIO Eckart Library. Room 118, 1st-floor women's restroom
- F - Thorton Hospital, 320 West Wing

**DESIRED ADDITIONAL LACTATION FACILITIES (to ensure there is one within 5-7 minute walk)**

- G - in the ERC/Institute of the Americas/RIMAC area
- H - in the TMC/Extension Studies area
- I - in the Warren College/Campus Services Complex area
- J - in the Revelle/Theatre District area





## Structures

982 Academic Senate (214–215 University Center) . . . . .	E8
960 Admissions — Undergraduate (301 University Center) . . . . .	F9
419 Africa Hall . . . . .	B4
249 Applied Physics and Mathematics Building . . . . .	C8
125 Argo Hall . . . . .	C11
446 Asante Hall . . . . .	B5
850 Ash . . . . .	F10
420 Asia Hall . . . . .	B4
820 Basic Science Building . . . . .	F10
853 Beech . . . . .	F10
259 Biology Building . . . . .	C8
821 Biomedical Library . . . . .	E10
123 Blake Hall . . . . .	C10
131 Bonner Hall . . . . .	C10
986 Building 201, University Center . . . . .	E9
670–677 Campus Services Complex . . . . .	I6
967 Cancer Research Facility (303 University Center) . . . . .	F9
640 Canyon Vista Administration Building . . . . .	G5
731 Canyonview Aquatics and Activities Center . . . . .	H7
995 Career Services Center . . . . .	E8
854 Cedar (Clinical Research) . . . . .	F10
803 Cellular and Molecular Medicine East (CMME) . . . . .	E10
801 Cellular and Molecular Medicine West (CMMW) . . . . .	D10
620 Center for Magnetic Recording Research . . . . .	F7
805 Center for Molecular Genetics Building . . . . .	D10
945 Center for Research in Computing and the Arts (408 University Center) . . . . .	F8
984 Center Hall . . . . .	E9
150 Central Utilities Plant . . . . .	D11
970 Chancellor's Complex (104–112 University Center) . . . . .	E8
161 Che Cafe (food) . . . . .	D12
393 Chemistry Research Building . . . . .	C7
865 Clinical Research Facility . . . . .	G11
857 Club Med (food) . . . . .	F10
397 Cognitive Science Building . . . . .	D7
455 Copley International Conference Center . . . . .	C5
292 Crafts Center . . . . .	C9
720 Cross Cultural Center . . . . .	G8
445 Cuzco Hall . . . . .	B5
860 Date . . . . .	F11
9224 Early Childhood Education Center . . . . .	L12
429 Earth North Hall . . . . .	B4
426 Earth South Hall . . . . .	B5
370 Economics Building . . . . .	C6
440 Eleanor Roosevelt College Administration . . . . .	B4
430 Eleanor Roosevelt Dining Hall . . . . .	B4
447 Eleanor Roosevelt Meeting Rooms . . . . .	B5
600 Engineering-I . . . . .	F6
610 Engineering-II . . . . .	G7
391 Eucalyptus Point Conference Center . . . . .	D7
680 Environmental Management Facility . . . . .	I5
421 Europe Hall . . . . .	B4
861 Evergreen . . . . .	F11
270 Faculty Club, Ida and Cecil Green . . . . .	D8
862 Fir . . . . .	F11
386 Fireside Lounge . . . . .	D6
191 Fleet Housing (Atlantis, Beagle, Challenger, Discovery, Galathea, Meteor) . . . . .	C11
141 Galbraith Hall . . . . .	C11
900 Geisel Library . . . . .	E7
442 Geneva Hall . . . . .	B4
451 Gildred Latin American Studies Building . . . . .	C4
783 Gilman Parking Structure . . . . .	G9
448 Great Hall . . . . .	B5
291 Grove Gallery . . . . .	C9
866 Guava . . . . .	F11
700 High Bay Physics Laboratory . . . . .	F8
867 Holly . . . . .	F11
250 Humanities and Social Sciences Building . . . . .	C8
453 Institute of the Americas Building . . . . .	C4
990 International Center . . . . .	D9
751 International House . . . . .	I8
868 Ivy . . . . .	F11
870 Kalmia . . . . .	E11
444 Kathmandu Hall . . . . .	B5
822 Keck Center for Functional Magnetic Resonance Imaging . . . . .	F11
422 Latin America Hall . . . . .	B5
871 Laurel . . . . .	E11
804 Leichtag Family Foundation Biomedical Research Building . . . . .	H10
627 Literature Building . . . . .	G7
872 Magnolia . . . . .	E11

263 Main Gymnasium . . . . .	C9
949 Management School Administration (412 University Center) . . . . .	F8
173 Mandell Weiss Forum . . . . .	C12
171 Mandell Weiss Theatre . . . . .	C13
285 Mandeville Center . . . . .	D9
245 Mandler Hall . . . . .	C8
743 Matthews Apartments . . . . .	H8
133 Mayer Hall . . . . .	D10
246 McGill Hall . . . . .	C8
390 Media Center/Communication Building . . . . .	C7
852 Medical Genetics Building . . . . .	G10
830 Medical Teaching Facility . . . . .	F10
3715–4083 Mesa Housing . . . . .	M11
9100–9270 Mesa Housing . . . . .	M11
441 Mesa Verde Hall . . . . .	B4
428 Middle East Hall . . . . .	B5
261 Natorium . . . . .	C9
128 Natural Sciences Building . . . . .	B10
361 NMR Imaging & Spectroscopy Center . . . . .	C7
423 North America Hall . . . . .	B5
425 Oceania Hall . . . . .	B5
305 OceanView Terrace (food) . . . . .	B6
4150 Orthopaedics, UCSD OrthoMed, Regents Park Row, Suite 300 (off Regents Rd.) . . . . .	O12
111 Pacific Hall . . . . .	C10
435 Pangea Parking Structure . . . . .	B5
741–777 Pepper Canyon Apartments . . . . .	H9
9350 Periman Ambulatory Care Center . . . . .	K9
399 Peterson Hall . . . . .	C8
601 Powell-Focht Bioengineering Hall . . . . .	F6
3750 Preuss School . . . . .	M6
911 Price Center . . . . .	E8
9405 Ratner Children's Eye Center . . . . .	L8
265 Recreation Gymnasium . . . . .	C9
9416 Retina/Glaucoma Research Facility . . . . .	M8
149 Revelle College Administration Building . . . . .	D11
127 Revelle Commons . . . . .	C11
470 RIMAC — Recreation, Intramural and Athletics Complex . . . . .	D4
463 Robinson Building Complex — Graduate School of International Relations and Pacific Studies . . . . .	C5
481 San Diego Supercomputer Center . . . . .	D5
855 School of Medicine Building 1 . . . . .	G10
851 School of Medicine Building 2 . . . . .	G10
856 School of Medicine Building 4 . . . . .	G10
985 School of Pharmacy (202 University Center) . . . . .	E9
930 Science and Engineering Research Facility (SERF) . . . . .	F8
350 Sequoyah Hall . . . . .	C6
9415 Shiley Eye Center . . . . .	L8
965 Sixth College Administration Building (700 University Center) . . . . .	F9
790 Sixth College Residence Halls . . . . .	G9
490 Social Sciences Building . . . . .	C5
395 Solis Hall . . . . .	D7
525 Spanos Training Facility . . . . .	C2
843 Stein Clinical Research Building . . . . .	G10
935 Structural Components Laboratory, Charles Lee Powell . . . . .	F8
623 Structural Systems Laboratory, Charles Lee Powell . . . . .	F7
225 Stuart Commons . . . . .	B8
293 Student Center . . . . .	D9
299 Student Center, Building B . . . . .	D9
999 Student Health Center . . . . .	E8
215 Tenaya Hall . . . . .	B8
9300 Thornton Hospital — The John M. and Sally B. Thornton Hospital . . . . .	K9
375 Thurgood Marshall Activities Center (TMAC) . . . . .	C6
360 Thurgood Marshall College Administration Building . . . . .	C7
380 Thurgood Marshall College Apartments I (Lowers) . . . . .	D6
345 Thurgood Marshall College Apartments II (Uppers) . . . . .	C6
301 Thurgood Marshall College Residence Halls . . . . .	B6
210 Tioga Hall . . . . .	B8
505 Torrey Pines Center North . . . . .	B1
500 Torrey Pines Center South . . . . .	B2
230 Tuolome Apartments . . . . .	B8
325 UCSD Extended Studies and Public Programs Complex . . . . .	B6
280 University Art Gallery . . . . .	C9
941–966 University Center . . . . .	F9
9630 University House (9630 La Jolla Farms Road) . . . . .	A10
113 Urey Hall . . . . .	C10
114 Urey Hall Addition . . . . .	C10
3350 Veterans Administration Medical Center . . . . .	G10

880 Visitor Information Center, Gilman Entrance . . . . .	E11
560 Visitor Information Center, North Point Entrance . . . . .	C3
711 Visual Arts Facility . . . . .	G8
175 Wagner Dance Building . . . . .	D12
648 Warren College Graduate Apartments (Bates, Brown) . . . . .	H5
645 Warren College Residence Halls (Frankfurter, Harlan, Stewart) . . . . .	G5
655 Warren College Undergraduate Apartments (Black, Brennan, Douglas, Goldberg) . . . . .	G6
625 Warren Lecture Hall . . . . .	F7
946 Women's Center (407 University Center) . . . . .	F8
137 York Hall . . . . .	D11

## Academic Listings

843 AIDS Research Institute, Stein Clinical Research Building . . . . .	G10
843 Academic Geriatric Resource Center, Stein Clinical Research Building . . . . .	G10
490 Anthropology Department, Social Sciences Building . . . . .	C5
601 Bioengineering Department, Powell-Focht Bioengineering Hall . . . . .	F6
805 Biology, Cell & Developmental Biology Section, Center for Molecular Genetics . . . . .	D10
259 Biology, Ecology, Behavior, & Evolution Section, Biology Building . . . . .	C8
111 Biology, Molecular Biology Section, Pacific Hall . . . . .	C10
111 Biology, Neurobiology Department, Pacific Hall . . . . .	C10
930 CASS — Center for Astrophysics and Space Sciences, Science and Engineering Research Facility (SERF) . . . . .	F8
453 CCIS — Center for Comparative Immigration Studies, Institute of the Americas Building . . . . .	C4
610 CER — Center for Energy Research, Engineering-II . . . . .	G7
246 CHIP — Center for Human Information Processing, McGill Hall . . . . .	C8
451 CILAS — Center for Iberian and Latin American Studies, Gildred Latin American Studies Building . . . . .	C4
133 CIMS — Center for Interface and Materials Science, Mayer Hall . . . . .	D10
805 CMG — Center for Molecular Genetics, CMG Building . . . . .	D10
620 CMRR — Center for Magnetic Recording Research, CMRR Building . . . . .	F7
820 CRBS — Center for Research in Biological Structure, Basic Science Building . . . . .	F10
945 CRCA — Center for Research in Computing and the Arts, CRCA Building . . . . .	F8
490 CREATE — Center for Research in Educational Equity, Assessment, and Teaching Excellence, Social Sciences Building . . . . .	C5
397 CRL — Center for Research in Language, Cognitive Science Building . . . . .	D7
453 CUSMS — Center for U.S.–Mexican Studies, Institute of the Americas Building . . . . .	C4
600 CWC — Center for Wireless Communications, Engineering-I . . . . .	F6
866 Cancer Center Administration, Guava . . . . .	F11
967 Cancer Research Facility (303 University Center) . . . . .	F9
9350 Cardiology, Periman Ambulatory Care Center . . . . .	K9
801 Cellular and Molecular Medicine, CMM West . . . . .	D10
114 Chemistry and Biochemistry Department, Urey Hall Addition . . . . .	C10
397 Cognitive Science Department, Cognitive Science Building . . . . .	D7
390 Communication Department, Media Center/Communication Building . . . . .	C7
249 Computer Science and Engineering Department, Applied Physics and Mathematics Building . . . . .	C8
370 Economics Department, Economics Building . . . . .	C6
600 Electrical and Computer Engineering Department, Engineering-I . . . . .	F6
490 Ethnic Studies Department, Social Sciences Building . . . . .	C5
860 Family and Preventive Medicine Department, Date . . . . .	F11
9350 Family Medicine, Periman Ambulatory Care Center . . . . .	K9
250 History Department, Humanities and Social Sciences Building . . . . .	C8
801 Howard Hughes Medical Institute, CMM West . . . . .	D10
463 IGCC — Institute for Global Conflict and Cooperation, Robinson Building Complex . . . . .	C5

820 IMM — Institute for Molecular Medicine, Basic Science Building . . . . .	F10
397 INC — Institute for Neural Computation, Cognitive Science Building . . . . .	D7
620 INLS — Institute for Nonlinear Science, CMRR . . . . .	F7
113 IPAPS — Institute for Pure and Applied Physical Sciences, Urey Hall . . . . .	C10
463 International Relations and Pacific Studies (IR/PS), Graduate School of, Robinson Building Complex . . . . .	C5
600 Jacobs School of Engineering, Engineering-I . . . . .	F6
726 LCHC — Laboratory for Comparative Human Cognition (517 University Center, 2nd floor) . . . . .	G8
246 Linguistics Department, McGill Hall . . . . .	C8
627 Literature Department, Literature Building . . . . .	G7
249 Mathematics Department, Applied Physics and Mathematics Building . . . . .	C8
610 Mechanical and Aerospace Engineering Department, Engineering-II . . . . .	G7
9350 Medicine and Subspecialties, Periman Ambulatory Care Center . . . . .	K9
856 Molecular Medicine, School of Medicine Building 4 . . . . .	G10
285 Music Department, Mandeville Center . . . . .	D9
114 Natural Sciences, Dean's Office, Urey Hall Addition . . . . .	C10
9350 Neurology, Periman Ambulatory Care Center . . . . .	K9
855 Neurosciences Department, School of Medicine Building 1 . . . . .	G10
9415 Ophthalmology, Shiley Eye Center . . . . .	L8
820 Pathology Department, Basic Science Building . . . . .	F10
9350 Pediatrics, Periman Ambulatory Care Center . . . . .	K9
820 Pharmacology Department, Basic Science Building . . . . .	F10
9350 Pharmacy, Periman Ambulatory Care Center . . . . .	K9
250 Philosophy Department, Humanities and Social Sciences Building . . . . .	C8
114 Physical Sciences, Dean's Office, Urey Hall Addition . . . . .	C10
114 Physics Department, Urey Hall Addition . . . . .	C10
490 Political Science Department, Social Sciences Building . . . . .	C5
820 Psychiatry Department, Basic Science Building . . . . .	F10
246 Psychology Department, McGill Hall . . . . .	C8
9350 Radiology, Periman Ambulatory Care Center . . . . .	K9
9350 Reproductive Medicine, Periman Ambulatory Care Center . . . . .	K9
9405 Retina/Glaucoma Research Facility . . . . .	L8
481 San Diego Supercomputer Center . . . . .	D5
985 School of Pharmacy (202 University Center) . . . . .	E9
490 Sociology Department, Social Sciences Building . . . . .	C5
843 Stein Institute for Research on Aging, Stein Clinical Research Building . . . . .	G10
930 Structural Engineering Department, Science and Engineering Research Facility (SERF) . . . . .	F8
726 Teacher Education Program (517 University Center) . . . . .	G8
141 Theatre and Dance Department, Galbraith Hall . . . . .	C11
490 Urban Studies and Planning, Social Sciences Building . . . . .	C5
285 Visual Arts Department, Mandeville Center . . . . .	D9
930 WIBE — Whitaker Institute for Biomedical Engineering, Science and Engineering Research Facility (SERF) . . . . .	F8

## Administration

982 Academic Senate (215 University Center) . . . . .	E8
970 Chancellor (107 University Center) . . . . .	E8
627 Dean, Arts and Humanities, Literature Building . . . . .	G7
114 Dean, Biological Sciences, Urey Hall Addition . . . . .	C10
600 Dean, Jacobs School of Engineering, Engineering-I . . . . .	F6
949 Dean, Management School Administration (412 University Center) . . . . .	F8
820 Dean, School of Medicine, Basic Science Building/Administrative Wing . . . . .	F10
490 Dean, Social Sciences, Social Sciences Building . . . . .	C5
325 Dean, University Extension, UCSD Extended Studies and Public Programs Complex . . . . .	B6

440 Provost, Eleanor Roosevelt College, ERC Administration (412 University Center) . . . . .	B4
250 Provost, Muir College, Humanities and Social Sciences Building . . . . .	C8
149 Provost, Revelle College, Revelle College Administration Building . . . . .	D11
965 Provost, Sixth College, Sixth College Administration Building (700 University Center) . . . . .	F9
360 Provost, Thurgood Marshall College, TMC Administration Building . . . . .	C7
627 Provost, Warren College, Literature Building . . . . .	G7
970 Senior Vice Chancellor, Academic Affairs (105 University Center) . . . . .	E8
970 Vice Chancellor, Business Affairs (110 University Center) . . . . .	E8
970 Vice Chancellor, External Relations (108B University Center) . . . . .	E8
820 Vice Chancellor, Health Sciences, Basic Science Building . . . . .	F10
970 Vice Chancellor, Research (105 University Center) . . . . .	E8
970 Vice Chancellor, Resource Management and Planning (109 University Center) . . . . .	E8
970 Vice Chancellor, Student Affairs (112 University Center) . . . . .	E8

## Food

430 Cafe Ventanas . . . . .	C4
640 Canyon Vista . . . . .	G5
161 Che Cafe . . . . .	D12
857 Club Med . . . . .	F10
640 Earl's Place . . . . .	G5
225 El Mercado . . . . .	B8
70 Faculty Club, Ida and Cecil Green . . . . .	D8
293 Food Co-op, Student Center . . . . .	D9
911 Food Court, Price Center . . . . .	E8
293 Grove Cafe, Student Center . . . . .	D9
225 Muir Woods, Stuart Commons . . . . .	B8
305 OceanView Terrace . . . . .	B6
225 P.O.P. (Muir Sundry Store), Stuart Commons . . . . .	B8
127 Plaza Cafe, Revelle Commons . . . . .	C11
293 Porter's Pub, Student Center . . . . .	D9
225 Sequoia Room, Stuart Commons . . . . .	B8
225 Sierra Summit, Stuart Commons . . . . .	B8
127 Why Not Here?, Revelle Commons . . . . .	C11

## Libraries

900 Art and Architecture, Geisel Library . . . . .	E7
821 Biomedical Library . . . . .	E10
141 Center for Library and Instructional Computing Services (CLICS), Galbraith Hall . . . . .	C11
900 Geisel Library . . . . .	E7
463 International Relations and Pacific Studies Library . . . . .	C5
900 Science and Engineering, Geisel Library . . . . .	E7

## Student and Visitor Services

940 Academic Enrichment Program (411 University Center) . . . . .	F8
725 Admissions — Graduate (520 University Center) . . . . .	G8
830 Admissions — School of Medicine, Medical Teaching Facility . . . . .	F10
960 Admissions — Undergraduate (301 University Center) . . . . .	F9
985 Alumni Relations (202 University Center) . . . . .	E9
627 Academic Internship Program, Literature Building . . . . .	G7
911 Associated Students, Price Center . . . . .	E8
911 Bookstore, UCSD, Price Center . . . . .	E8
911 Box Office, Price Center . . . . .	E8
911 Campus Tours, Price Center . . . . .	E8
950 Cashier (401 University Center) . . . . .	F9
225 Cloud's Rest Commuter Lounge, Stuart Commons . . . . .	B8
650 Commuter Computer Shuttle Stop, Student Activities Center . . . . .	G6
249 Computing Services, Academic, Applied Physics and Mathematics Building . . . . .	C8
970 Conference Room 111A (111 University Center) . . . . .	E8
386 Conference Services, Fireside Lounge . . . . .	D6
861 Continuing Medical Education, Evergreen . . . . .	F11
292 Crafts Center . . . . .	C9
720 Cross Cultural Center . . . . .	G8
500 Employment, Staff, Torrey Pines Center South . . . . .	B2
995 Employment, Student, Career Services Center . . . . .	E8

325 Extended Studies and Public Programs . . . . .	B6
830 Financial Aid — School of Medicine, Medical Teaching Facility . . . . .	F10
985 Financial Services — Student (201 University Center) . . . . .	E9
820 Garren Auditorium, Basic Science Building . . . . .	F10
293 General Store, Student Center . . . . .	D9
225 Glacier Point Lounge, Stuart Commons . . . . .	B8
293 Graduate Student Association, Student Center . . . . .	D9
725 Graduate Studies and Research Office (520 University Center, 2nd floor) . . . . .	G8
293 Groundwork Books, Student Center . . . . .	D9
293 Guardian Student Newspaper, Student Center . . . . .	D9
225 Half Dome Conference Room, Stuart Commons . . . . .	B8
962 Housing, On-campus (310 University Center) . . . . .	F9
500 Human Resources, Torrey Pines Center South . . . . .	B2
911 Imprints (Copier Services), Price Center . . . . .	E8
325 ICL — Institute for Continued Learning, UCSD Extended Studies and Public Programs Complex . . . . .	B6
640 J.K. Wood Lounge, Canyon Vista Administration Building . . . . .	G5

## APPENDIX F:

### REPORTS OF CSW REPS TO OTHER COMMITTEES

#### **SYSTEMWIDE ADVISORY CSW (SACSW)**

For the 2010-2011 year, the SACSW continued their work on pursuing the May 2010 Report recommendations, with a particular focus on Work-Life Balance. The SACSW met in October, February, and May and during those meetings, we: compared various campus family-friendly policies for faculty and staff; discussed lactation accommodation policies, best practices and current campus provisions; reviewed the need and possibilities for emergency child and dependent care; and, contemplated the workforce development issues that should be tackled in the 2011-2012 year.

As a result of these meetings and conversations, UCOP is now pursuing a system-wide offering of emergency child and dependent care (RFP is currently in process) and surveying local HR/Compliance Officers about Lactation Accommodations. We were very pleased with the actions that the SACSW was able to stimulate at the system-wide level, actions that will benefit female and male employees alike.

**UCSD's CSW recommended to the SACSW that, wherever possible, students are given access to the same family-friendly policies as staff, especially access emergency child/dependent care and suitable lactation accommodations.**

UCSD's CSW spent the year following up on the system-wide 2010 recommendations and the status of UCSD on those items of concern. **See Appendix H for more information on the current status and future follow-up required.**

#### **CHILDCARE OVERSIGHT COMMITTEE**

As far as we know, the Childcare Oversight Committee did not meet in 2010-2011.

#### **CHANCELLOR'S DIVERSITY COUNCIL**

The Diversity Council met three times during the 2010-11 academic year: October 21<sup>st</sup>, February 17<sup>th</sup>, and April 22<sup>nd</sup>. In a continued effort to address campus-wide diversity initiatives, the primary focus for the Council this year has been on improving climate reinforced by racially-charged incidents during Winter Quarter 2010. In March 2011, based on input from Academic Senate Council, Campus Climate Council, academic deans and the Chancellor's Council, the Cabinet, faculty equity advisors and other diversity-related constituents, Chancellor Fox agreed that the optimum administrative structure for diversity at UC San Diego would be an office led by a Vice Chancellor for Equity, Diversity and Inclusion (VC - EDI). Ultimately, this position will be responsible for building on existing diversity plans to develop and implement campus-wide strategy on equity, diversity and inclusion. The full-time position will replace the Associate Chancellor/Chief Diversity Officer (CDO) position held by Dr. Sandra Daley whose three-year term as CDO ends June 30, 2011. An all-campus notice was sent on May 4, 2011 formally announcing the establishment of the new VC position with a national search forthcoming. Further, in an effort to promote diversity events and highlight Council sponsored events on campus, the "Diversity and Inclusion Calendar" was established and can be linked directly from the Diversity homepage.

Based on UC San Diego preliminary findings heard in a presentation given to CSW in our February meeting entitled "Gender in Academia", this newly established VC position reflects the ongoing commitment to ensuring consistent progress toward campus-wide diversity goals to provide a welcoming, safe and inclusive environment for students, staff and faculty alike. As such, a continued focus towards improving on under-representation in minority students and women in faculty/staff positions is critical to our success.

#### **POSTDOCTORAL SCHOLAR ASSOCIATION (PDA)**

We haven't had a representative on this but will look at reinstating it in 2011-2012

## APPENDIX G:

### REPORTS FROM CSW CONSULTANTS

CSW membership includes non-voting consultants representing the three University Community Centers - Women's Center, Lesbian Gay Bisexual Transgender (LGBT) Center, and Cross-Cultural Center --- as well as other areas on campus that do work of interest to the CSW: Equal Opportunity/Staff Affirmative Action (EO/SAA), Office for the Prevention of Harassment & Discrimination (OPHD), Sexual Assault & Violence Prevention Resource Center (SARC), the UCSD Staff Association Executive Board, the Women's Leadership Alliance (WLA), and Women in Science and Engineering (WISE). This year we were pleased to add the Center for Research on Gender in the Professions (CRGP), headed by Professor Mary Blair-Loy as a consultant.

The primary role of the consultants is to provide monthly updates on the activities and issues of concern of their respective units and to report CACSW initiatives, concerns, and direction back to their units. Presented here, in alphabetical order, are the reports from the Consultants.

#### **CENTER FOR RESEARCH ON GENDER IN THE PROFESSIONS: Mary Blair-Loy, Director**

I joined the CSW as a Consultant in Winter Quarter 2011. I helped plan two Spring 2011 activities focusing on the status of women faculty at UCSD:

#### **May 6: Unexpected Theater's "Truth Values: One Girl's Romp through MIT's Male Math Maze" and Panel.** Attendance 350+

Unexpected Theater and Gioia De Carli's performance encourages the audience to think more deeply about the challenges of being a woman in a male-dominated field. Sold out Potiker Theater. Afterward, I moderated a panel with Ms. De Carli, Prof. Sam Buss, former Chair of the mathematics department, Prof. Nadine Graves-George (Theater and Dance) and graduating math senior Lelani Gilpin. Co-sponsored by the Office of the Associate Vice Chancellor for Faculty Equity, the Office of Graduate Studies, and the Chancellor's Advisory Committee on the Status of Women, ViaSat and the Hart Family. AVC Jeanne Ferrante and CSW Co-Chair Susan Marx took the lead in planning the performance.

#### **April 18: Panel discussion on the Culture of Meritocracy in Research Universities with visiting scholar Emilio Castilla, Associate Professor, MIT Sloan School of Management. Attendance: 56.**

This event began with a welcome by CSW co-chair Tricia Bertram Gallant. It then featured a brief presentation by Prof. Castilla on his recent research. Castilla and co-author S. Benard develop and test the argument that when an organizational culture promotes meritocracy (compared with when it does not), managers in that organization may actually show greater bias in favor of men over equally performing women in translating employee performance evaluations into rewards and other key career outcomes.

I then moderated a distinguished panel that included: Professor Emilio Castilla, Dean Jeff Elman (Dean, Division of Social Sciences; Distinguished Professor, Cognitive Science), Professor Jeanne Ferrante (Professor, Computer Science; Associate Vice Chancellor of Faculty Equity; Associate Dean, Jacobs School of Engineering), Professor Marta Kutas (Distinguished Professor and Chair, Cognitive Science), and Professor Katja Lindenberg (Distinguished Professor, Chemistry).

Panelists discussed if and how UCSD has a "paradox of meritocracy" that devalues women and, if so, what can be done to create change. Co-sponsored by the Center, the Chancellor's Advisory Committee on the Status of Women, and WISE (Women in Science and Engineering). (Special thanks to the CSW planning committee. Special thanks to graduate students in my Gender, Work, and the Economy course who implemented the event and who co-authored with me the subsequent report on the event issued by the Center for Research on Gender



in the Professions.) The panelists discussed the role that outside offers play in salary increases. It is a widespread practice that faculty members who receive an outside offer to ask the university to make a retention offer, which often leads to a salary increase. Anecdotal evidence provided by the panel suggests that men more frequently engage in this practice than women. Consistent with social scientific research, there may be a *widespread cultural understanding* in the academic labor market that views the ideal worker as male. If the labor market disproportionately values men over equally qualified women faculty members, and/or if men are more likely than women to seek outside offers, the panel agreed that the practice of using outside offers as reasons for salary increases may appear meritocratic but actually contributes to gender inequities at UCSD. Panelists generated several recommendations, which informed a report I wrote with co-authors on behalf of the Center for Research on Gender in the Professions

#### RECOMMENDATIONS:

1. **The UCSD Gender Equity Survey that was done 10 years ago should be completed again, with sufficient support to ensure a high quality study.** (See the annual faculty equity studies done by New York University).
  - a. The survey should be done annually. Results should be publicized widely.
  - b. The survey should be expanded to include additional measures emphasized in social science research on faculty careers (including outside offers, quality [see below], and family status), which would help us better understand any gender or race salary gaps that may be found.
  - c. Measures for faculty quality (in research, teaching, and administration) normed for departments or divisions should be developed and added to the survey.
2. In this era of stagnant internal pay scales, a distinguished task force should review the evidence on impact of outside offers on generating higher off-scale salaries for faculty members. This task force should consider whether UCSD should adopt alternative methods for generating similar pay raises to preemptively retain high-quality faculty who are not on the market.
3. Working with the office of the Associate Chancellor for Faculty Equity and the Graduate Dean, faculty and graduate students should be explicitly educated about unintended bias and how they can work to overcome it.
  - a. Units should be clear and transparent about what faculty members need to do in order to be promoted and receive a raise. Given the significance of outside offers and awards for professional success at UCSD, I suggest that units inform their faculty of the effects of external job offers and mentor faculty members about how they can obtain awards.

**CROSS-CULTURAL CENTER:** CC Center Representative, Edwina Welch

The Cross-Cultural Center's 2010-2011 report will be available in mid-September. The 2009-2010 report can be reviewed at <http://ccc.ucsd.edu/pdf/2009-10%20Annual%20Report%20Final.pdf>

**EQUAL OPPORTUNITY/STAFF AFFIRMATIVE ACTION (EO/SAA):** PAULA DOSS, EO/SAA Director

The mission of Equal Opportunity/Staff Affirmative Action (EO/SAA) is to work in partnership with UC San Diego community members to promote equal opportunity in employment and business contracting, heighten the awareness of the importance of diversity and to maintain UC San Diego's good standing as a federal contractor. In 2010/2011, EO/SAA monitored and reported workforce composition and staff employment actions on a quarterly basis and presented an annual briefing to the Chancellor and Vice Chancellors on workforce diversity and affirmative action progress. In partnership with Staff Education and Development, EO/SAA continued to

work on the design of the Culturally Competent Management Program (CCMP) for current and aspiring managers and supervisors. The CCMP e-learning and classroom components will be available fall 2011. Additionally, conciliation services and career development services were provided to UC San Diego staff. Services provided to women slightly exceeded their 65% representation in the workforce.

**LESBIAN GAY BISEXUAL TRANSGENDER (LGBT) RESOURCE CENTER: SHAUN TRAVERS:**  
LGBT Center Director

Report not provided

**OFFICE FOR THE PREVENTION OF HARASSMENT & DISCRIMINATION (OPHD): LORI CHAMBERLAIN,** OSHPP Director

The Office for the Prevention of Harassment and Discrimination (OPHD) officially opened in February of 2011. Formerly the Office of Sexual Harassment Prevention and Policy, OPHD has expanded responsibilities, providing assistance to students, faculty, and staff regarding reports of bias, harassment, and discrimination of all types, including sexual harassment. OPHD also oversees the new online reporting system, ReportBias, which provides an avenue for reporting bias incidents on campus. In collaboration with other UC San Diego resources (Equal Opportunity/Staff Affirmative Action, Sexual Assault Resource Center, Intergroup Relations Program, and others) OPHD promotes an environment in which all members of the UC San Diego community can work, learn, and live in an atmosphere free from all form of bias, harassment, and discrimination. An OPHD representatives serves on the Campus Coordinated Community Response Team and on the Working Group established to update the Student Sex Offense Policy in response to recent guidance from the Office for Civil Rights.

**SEXUAL ASSAULT & VIOLENCE PREVENTION RESOURCE (SARC) CENTER: NANCY WAHLIG,** SARC Director

SARC was busy with the Dept of Justice and Dept of Education grants addressing increased violence prevention and enhancing victim services during this academic year. The media campaign with the social norms messages, Law Enforcement training and the Bystander Intervention trainings for students and staff were three key activities geared towards completing the goals of the grants. The media campaign, which includes posters and YouTube videos, gives the students the positive, inclusive empowering statistics from the UCSD survey on bystander intervention and violence prevention. During this academic year, over 1000 students and staff received Every Little BIT Counts workshops, which describe facts about sexual assault, relationship violence and stalking, explain the model and allow participants to incorporate the model in scenarios. The Bystander Intervention model was developed here on campus and has been well received by the UCSD community. The simplicity of the model (4 A's and IDEAS) not only helps an individual responding to uncomfortable situations which could lead to violence but also in other situations such as homophobic and racist situations. SARC staff partnered with UCSD Police Dept and developed an 8 hour training on investigating and responding to victims of sexual assault, relationship violence and stalking. At the end of three classes, all UCSD Police Officers had completed the training. In April, SARC received the good news that the Avon Foundation awarded the dept a grant to increase education on dating violence within the College population.

**UCSD STAFF ASSOCIATION EXECUTIVE BOARD:** Leanne Dolbeck: Executive Board Representative

**Light the Night Walk** – Nancy Whitson from UCSD Moores Cancer Center and Kristin from Leukemia Lymphoma Society. These two groups have partnered together for this annual event. Nancy, as part of her personal call to action, gave us a summary of the history and the events that occur at a Light the Night Walk, and offered to talk at individual Staff Associations' meetings about this event, and requested for participants, help and volunteers at our meeting for those of us interested.

**Campus Climate Council** UC San Diego Staff Association participated in the UC San Diego Campus Council on Climate, Equity and Inclusion.

**UJIMA** – Representative Paula Doss reported that they have several events are listed in "This week at UCSD" for Black history month. On Feb. 26 they will hold their Black History Month Scholarship Brunch. Shirley Ann Jackson, Ph.D., the first woman to graduate from MIT was the speaker. Black family night will be on Friday April 18. All students who attended in past came to UCSD.

UCSD entered into contract with the City to provide Lifeguard Services at Black's Beach. The reasons are mainly for safety and liability; we are responsible for the access road and the cliffs, even though the state owns Black's Beach

**UCSD Women's Conference 3/23/2010** UC San Diego Staff Association shared a table amongst a group of UCSD resource tables. There was a keynote and panel of six speakers.

**Council of UC Staff Assemblies (CUCSA)** Quarterly Meeting June 1 - 3, 2011  
Hosted By UC San Diego Staff Association

**Annual Events included:**  
**2010 All Staff Picnic**  
**Green Open House**  
**Chancellor's 5K Challenge**

**WOMEN'S CENTER:** EMELYN DELA PENA, Women's Center Director

During the 2010-2011 academic year we continued to build on our **FACES** Guiding Principles of Feminism, Awareness, Community, Empowerment, and Social Justice. These principles are integrated throughout the programming of the Women's Center. This year the Women's Center initiated over 40 programs and events, not including the many events that we have co-sponsored and supported. Some of our activities for the year, as related to the CSW charge, include:

- ❖ **Sexual Assault Awareness Month Committee:** co-led, along with SARC, the Sexual Assault Awareness Month Committee with highlights including the National Day of Action, Denim Day of Awareness, and Take Back the Night.
- ❖ **International Women's Day:** with the International Center, recognized the 100 year anniversary of International Women's Day with events and Open Mic Night at the Women's Center.
- ❖ **Dining & Dialogue and F-Word Film Series:** continued our successful FACES Dining & Dialogue Series as well as our F-Word Film Series, exploring feminism, activism, love, community, and the media.
- ❖ **Lactation Parking Program:** created six Multi-Purpose Parking Permits to allow mothers and four to allow significant others (fathers, nannies, caregivers, partners) unlimited parking in service yard, loading zone, and meter spaces from 10:00 a.m. - 2:00 p.m., M-F, when displayed with a valid UCSD Annual/Daily/Limited Parking Permit. The Women's Center 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. The Women's Center will request an extension of this program through the 20011-2012 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. This program has continued under the Women's Center oversight.

### **WOMEN'S LEADERSHIP ALLIANCE: Judy Dolan, Theatre & Dance**

Spring meeting with Kristina Larsen, Assistant Vice Chancellor of Academic Affairs. May 24, 2011

The meeting was productive, and focused on faculty leadership. The exchange within the faculty was frank and constructive. Several suggestions were made in terms of developing women leaders on campus, with the assistance of Academic Affairs:

Assistant Vice-Chancellor Larsen made note of the following recommendations:

1. Expand current new department chair orientation to other faculty administrators and invite Vice Chairs to attend as well.
2. Develop a more comprehensive written/online directory of resources for faculty leaders
3. Develop training opportunities for mentors. Consider pairing new department chairs with experienced chairs in more formal ways.
4. Create a series on academic leadership development to discuss the most recent research in the field, utilizing experts from around the country

### **WOMEN IN SCIENCE & ENGINEERING (WISE AND GRADWISE) REPORT**

Report not provided

## UCSD CSW Follow Up on UC System-wide CSW Report\_August 2011

SYSTEM-WIDE CSW RECOMMENDATION	CURRENT STATUS at UCSD	FUTURE FOLLOW UP & PERSONS RESPONSIBLE
<b>WORK-LIFE</b>		
Implement emergency/back-up child and dependent care as a low-cost means to improve employee work/life balance	<ul style="list-style-type: none"> <li>UCSD is participating with the UC system to find a contractor to provide emergency back-up dependent care to faculty and staff. This will likely be an voluntary opt-in plan. RFP is out to the public.</li> </ul>	<ol style="list-style-type: none"> <li><b>Amanda Chavez</b>, CSW Consultant, is the UCSD rep on the Advisory Panel for the Emergency Back-up Care RFP process. Amanda will be asked for updates at the monthly CSW meetings during this process.</li> </ol>
Require campuses to provide a menu of child and dependent/elder care options for families, including emergency back-up care. Options should include university-based care, contracts with third party vendors, and community based referrals	<ul style="list-style-type: none"> <li>We have <b>babysitting resource</b> available to faculty, staff and students - <a href="http://blink.ucsd.edu/HR/services/support/parents/babysitting.html">http://blink.ucsd.edu/HR/services/support/parents/babysitting.html</a></li> <li>UCSD's Eldercare Counselor has collected information about eldercare options in San Diego (see attachment). This information could be made available to the UCSD community via BLINK and may also be considered when selecting a emergency care back-up provider.</li> <li>UCSD offers on-going Eldercare Support groups.</li> <li><a href="http://blink.ucsd.edu/HR/benefits/work-life/family.html">http://blink.ucsd.edu/HR/benefits/work-life/family.html</a> provides a menu of available programs and services</li> </ul>	<ol style="list-style-type: none"> <li>An annual reminder to UCSD community members should be sent <b>CSW regarding</b> these resources – people likely do not know that they are available.</li> </ol>
Provide lactation facilities that are private and within a five minute walk from employee work areas	<ul style="list-style-type: none"> <li>We have 7 official lactation areas on campus (none at north campus): <a href="http://blink.ucsd.edu/HR/services/support/parents/lactation/facilities.html">http://blink.ucsd.edu/HR/services/support/parents/lactation/facilities.html</a></li> <li>There are at least 9 additional “unofficial” lactation rooms on campus</li> <li>The UC HR Compliance Officer has requested information on lactation facilities from each campus. Currently, our local HR is coordinating the collection of the requested information and will respond with the required information at the end of August 2011</li> </ul>	<ol style="list-style-type: none"> <li><b>The Women's Center</b>, in collaboration with <b>CSW</b>, should include the “unofficial” sites on the website (with a note that they are only available to department/building members); this prevents faculty or staff members from having to ask for these unofficial locations.</li> <li><b>CSW</b> created a new map with suggested additional official lactation sites for our campus (see attached). <b>CSW</b> to follow-up <b>with Gary Matthews</b> on incorporating these into University plans. The projected cost is not yet known.</li> <li><b>CSW</b> wants to ensure that all official sites are open to students, as well as staff and faculty; to do that, we need an online booking system and keycode entries. <b>CSW</b> to follow up <b>with CSE faculty</b> to see if a group of students can't create that web application. Projected costs unknown.</li> </ol>
<b>WORKFORCE DEVELOPMENT</b>		
Expand diversity training for search committees, including development of a model program	<p>New Chairs Orientation initiated in Fall 2009: Session on Biases in Decision making by Lori Chamberlain.</p> <p>Quarterly chairs forums, initiated in Fall 2009: Diversity issues an integral part.</p>	<p><b>Jeanne Ferrante</b> should continue with her successes and work with new <b>Associate Chancellor Hodgkiss</b> to ensure implementation of programs.</p>

SYSTEM-WIDE CSW RECOMMENDATION	CURRENT STATUS at UCSD	FUTURE FOLLOW UP & PERSONS RESPONSIBLE
	Search Committee Orientation, initiated in Fall 2010	
Plan a conference in support of women's advancement and career growth, either on a university-wide or regional basis (North and South)	The UCSD Women's Conference has occurred three times and has been a tremendous success	The CSW will continue to facilitate our local conference and CSW reps to the system-wide committee will continue to advocate for the offering of regional conferences.
Include achievements in supporting professional development and career advancement, including mentorships, in the performance review process for managers and supervisors, similar to the new performance review policy recently issued for Senior Managers	<ul style="list-style-type: none"> <li>• Career Connection</li> <li>• Performance development goals and action plans required in annual performance appraisals.</li> <li>• Campuswide performance standards for supervisors include the requirement to develop employee performance.</li> <li>• Developed the statement of institutional commitment to professional development in The Values for Learning and Professional Development</li> <li>• Integrated the Principles of Community into all performance management systems.</li> <li>• In 2009/2010 nearly three quarters of staff employees participated in training services offered through Staff Education and Development, which represents a duplicated headcount of over 20,000 participants.</li> <li>• Offered 1300 classes or programs in 2009/2010 training year.</li> <li>• Host quarterly Perspectives on Leadership to expose current and prospective leaders to lessons learned by university executives, including executives who are women.</li> <li>• Partnership with the Rady School of Management to offer executive-level education and with Extension to offer management development for prospective and current middle managers.</li> <li>• web-based training in performance management and performance development accessible to all UCSD employees through UC Learning Center.</li> <li>• Culturally Competent Management Program with an e-learning module, instructor-led training, and a database of learning resources</li> </ul>	
Review existing and planned climate surveys with the objective of requesting a set of questions related to gender	The Climate Council is established and UCSD will be the pilot campus for a UC climate survey	A central UC group is meeting to develop a system-wide climate survey that individual campuses can adapt for on-campus use.
<b>DATA ANALYSIS</b>		
Establish a small knowledgeable committee to recommend how to mine existing data to answer questions that will assist in diversity planning	UCSD's Diversity Council has a Data committee that already does this (e.g., Staff @ Work Survey is mined for data)	<b>Diversity Council</b> should continue to fulfill this role, with the <b>CSW representative</b> ensuring data on gender is collected and mined.
Gather data to monitor disparate impact as a potential result of decisions that are being made to address the budget	EO/SAA reports staff workforce data on a quarterly basis to the Chancellor and vice chancellors; reviews all proposed lay-offs and monitors workforce impact	<b>Paula Doss</b> , CSW Consultant, provides annual report to the Chancellor and will continue to do so (and share with

<b>SYSTEM-WIDE CSW RECOMMENDATION</b>	<b>CURRENT STATUS at UCSD</b>	<b>FUTURE FOLLOW UP &amp; PERSONS RESPONSIBLE</b>
crisis and share information with campus leadership		CSW).