

May 2017

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**Chancellor**

**BECKY PETITT**  
**Vice Chancellor of Equity, Diversity, and Inclusion**

Subject: Chancellor's Advisory Committee on the Status of Women, Annual Report AY 2016-2017

May 15<sup>th</sup>, 2017

### **Committee Mission**

The Chancellor's Advisory Committee on the Status of Women (CSW) was formed in 1987 and charged with identifying and analyzing issues specifically related to women faculty, staff, and students on the UC San Diego campus; with informing and educating the campus community about conditions that affect the status of women within the university; and with advising and making recommendations to the Chancellor regarding policies and procedures that improve conditions for women. The membership of CSW is made up of Voting Members who represent the important constituencies on campus, Essential Non-Voting Members who provide administrative input and oversight, and Consultants who sit on the Committee as active representation of campus entities with direct interest in policies and programs that affect campus climate as it concerns women. Voting Members, who currently sit for two years, are self-nominated, approved by CSW, and appointed by the Chancellor.

Going forward, CSW intends to build its capacity as a resource for identifying and analyzing issues, and communicating with the Chancellor and campus on policies and procedures that improve the conditions for women. There is no other single entity positioned to act as a conduit on concerns as they relate specifically to women in all locations on campus.

### **History and Evolution of CSW Mandate**

As evidenced by its annual reports, the scope of the work and level of contribution from CSW has grown since its creation in 1987. In its first year, it produced reports on Personal Safety and Faculty Salary Equity. In the short period of time after its inception-- from 1991 to 1995-- its mandate grew to include an expansion of the Day Care Center, a report on sexual harassment of undergraduates, and the facilitation of the establishment of both the Office of Sexual Harassment Prevention and Policy (OSHPP) and a Day Care Oversight Committee. CSW also drafted proposals that resulted in the creation of the UCSD Women's Center and Women in Science and Engineering working group. In AY2003-2004, CSW facilitated Lactation Room and Parking Pilot (aka "pink parking") programs. In 2009, the Committee initiated the UC San Diego Women's Conference which seven years later has an annual participation of over 700 attendees, vendors, speakers, and volunteers, and commands a budget of nearly \$30,000. And, in 2010, the Committee worked with the Women's Center to facilitate both outreach to students with Welcome Week programming, and on-going understanding of the issues that face women across racial, ethnic, religious, gender and sexual identity, and class lines with F.A.C.E.S. -- the Different Faces of Feminism—Symposium.

CSW is a regular participant in the system-wide meetings of the Advisory Committee on the Status of Women (UC SACSOW). These facilitate interaction with our counterparts on the other UC campuses and the Office of the President. UC SACSOW is tasked with information sharing, collection, and analysis, and with making recommendations of policy and programming to the President.

The Chancellor's Advisory Committee on the Status of Women approaches its charge with seriousness. As such, we have made certain that our membership is more broadly representative of campus than in its original iteration. We have added members from Athletics and the Colleges, and stabilized the numbers of allies, post-docs, undergraduates, and graduate students who sit on the committee. We recommend that this breadth be mandated. Such stakeholder representation is vital if CSW is to be both fluent in the immediate climate and effective in its role as advocate.

## **2016-2017 Committee Activities**

8<sup>th</sup> ANNUAL WOMEN'S CONFERENCE: May 18, 2016 "Empowering Women, Empowering UC San Diego: Picture It!"

The conference had an attendance of over 700 with breakout sessions that focused on career development, wellness, and activism. Participants included Congresswoman Susan Davis, UC San Diego Chief Medical Officer Dr. Angela Scioscia, Kelly Jenkins-Pultz from the US Department of Labor-Women's Bureau, and Karina Jones, Roxy Farkas, Dr. Ellen Beck, and Dr. Michelle Obispo-McQuerry all of UC San Diego.

- Keynote Speaker: Toni Atkins, Speaker Emeritus of the California State Assembly

TRIBUTE TO WOMEN AND INDUSTRY (TWIN) NOMINATIONS for AY 2015-2016 and 2016-2017

TWIN awards were initiated by the YWCA in 1980 with the intention of recognizing the achievements of women employees. UC San Diego, through CSW, accepts nominations for and sponsors an annual candidate. The nominee has traditionally been a member of the staff or faculty who contributes not only to UCSD but has taken particular initiative with respect to the concerns of women on campus.

- AY 2016-2017 Staff Nominee, Kathy Russo, Director, Telecommunications and Information Systems
- AY 2015-2016 Faculty Nominee, Elizabeth Reed, Department of Medicine, Global Health

DISCUSSION OF AND FINANCIAL SUPPORT for **DEPENDENT CARE PROFESSIONAL TRAVEL GRANT**

In October 2015, CSW was approached by the Postdoctoral Association (PDA) with a request for funding for a pilot of the Dependent Care Professional Travel Grant Program. As campus is well aware, women face a particular and unique challenge in the balancing of obligations of family and work. This is particularly true when participation in the broader "invisible" university outside of UCSD requires travel. Advancement for post-docs, faculty, and staff often necessitates participation in conferences; others, such as athletic coaches, and staff in Admissions and Career Services, are required by their jobs to travel.

These obligations and advancement opportunities should not be viewed by the university as a zero-sum trade-off. Choices for family are not choices against one's career or commitment to excellence.

In January 2016, CSW members voted unanimously to support the Travel Grant pilot with \$500. We offered support to the Office of Postdoctoral and Visiting Scholars Affairs to seek an Innovation Grant from Office of Vice Chancellor EDI, an effort that resulted in \$15,000 of support. As a consequence of the need and success of the program, the following email was forward by Alex Bortnick, sharing the news of further support from campus:

"Below is an email directed to the Office of Equity, Diversity, and Inclusion from Jennifer Oh, Director of Academic Research Scholars in the Office of Research Affairs regarding institutional commitment for the Dependent Care Program:

'We truly appreciate the opportunity that VC-EDI has provided in support of postdocs by providing the initial \$15K for the Postdoc Dependent Care Travel Award. Based on the success of the program and the university's commitment to family friendly policies and programs, VCR has promised to match the amount my office provides for the program moving forward. We have allocated \$15K and with the match, \$30K per year will be available starting in the 2017-18 academic year to expand this effort.'

Moving forward, we will partner with Heather Zion, Academic Personnel Office's family-friendly program coordinator, to compare findings between our program and the similar program that was started for faculty last year."

The PowerPoint used in the presentation of the program is attached to this report.

### CSW CAMPUS OUTREACH EVENTS

CSW used two events as an opportunity to notify campus constituencies and allies of our intention going forward to partner more directly, and support initiatives in departments, programs, and staff groups. Centralized communication is difficult for CSW because of ineffective connectivity via existing websites on campus, including that of CSW. The response to the following events made clear the interest in the committee and beyond for more organized and sustained interaction.

- February 2016- at The Loft- Informal outreach intended to identify campus individuals and groups interested in and/or working on initiatives relevant to the charge of CSW. Invitations were sent out widely to campus entities and individuals, garnering RSVPs from over 60 people. In addition to many of the academic departments on campus, attendees represented the following: Office of Research Affairs, Office of Students with Disabilities, UCSD Extension, the School of Medicine, the Jacobs School of Engineering, Skaggs School of Pharmacy, the Library system, Deans of Students from the undergraduate colleges, and graduate and undergraduate students from campus organizations.
- February 2017—at Bella Vista Café—Guest Speakers: Amanda Caniglia, Past President of Women 4Empowerment and Naila Chowdhury, Director, Social Impact and Innovation, UC San Diego. Invitations were, as for the previous event, sent out broadly, though with a larger return of interest from individuals and campus units. In addition to colleagues from many of the campus departments, attendees represented the following: Women in Business, GradeWISE, Women in Bioengineering, Women in Physics, Women in Computing, Women Going Global, the GSA Diversity Council, Society for Women in Graduate Studies, the Graduate Diversity

Committee, Office of Research Affairs, the Rady School, University Communications, Enrollment Management, Alumni and Career Services, CAL Institute for Telecommunication and Information Technology, Executive Education at JSOE, among others. As a consequence of the interest in this event CSW followed up with the following individualized emails to 132 on the RSVP list:

"The members of the Chancellor's Advisory Committee on the Status of Women (CSW) would like to thank you for your expression of interest in attending our event at the Bella Vista Cafe in February.

We write to ask your help in our work as the Chancellor's advisory body on the status of women at UCSD. While the membership of CSW is broadly representative of faculty, staff, and students, we know that our reach is not entirely inclusive. There is likely much that we do not know. Therefore, if you could take few minutes to let us know the following:

- If you are a member of a campus group working on women's issues, we would like to hear about its work and whether you believe CSW may be of help to you.
- We would also like to know what you believe are the most pressing issues with respect to women's equity on campus.

CSW is working to craft a more active role in advising the Chancellor. To do so, we need the help of our campus partners. Thank you for your help and time."

CSW received fifty responses, all with detailed comments. These are discussed below in our Recommendations.

#### Annual Women's Conference: CANCELLED for AY2016-2017

At the conclusion of AY2105-2106, primary responsibility for the Women's Conference and its budget was moved from CSW to EDI. Members of CSW previously involved in organizing the conference, including the co-chairs from the previous year, agreed to help in the early stages of setting up the 2016-2017 committee. Because of work-level obligations, however, neither co-chair was able to take the lead. When notified by the Price Center that the customary date for the conference had been given to another event, momentum was lost and the decision taken to postpone the conference to AY2107-2018. CSW makes a strong recommendation that the Women's Conference Committee needs to be formalized and offered administrative support. The size and resource demands of the conference no longer allow this to exist as an all-volunteer, ad hoc event.

#### Discussion of CSW Membership Term and Committee Make-Up

In the last few meetings for the Academic Year 2016-2017, CSW has taken up a long and detailed discussion of the committee structure, representation of campus entities, and membership term. Going into these conversations, there was a general consensus that members did not sit long enough to gain sufficient acclimation to the work of the committee. Many expressed a sense that by the time they found their footing and felt comfortable in influencing the CSW agenda, it was time to move off. We also agreed that important constituencies, such as the Academic Family Programs Liaison, should be represented. We make recommendations about these below.

#### CSW Budget: AY2016-2017

Until this academic year, CSW had a budget of \$6500, with \$4000 earmarked for the Women's Conference. With the hand-off of the conference, the CSW budget was reduced to \$1500. This year, the committee made the decision to fund its outreach events through solicitation to member departments,

thus retaining the ability to fund campus initiatives as we have in the past. The Networking event at the Bella Vista Café cost \$864; paid for in its entirety by Athletics, Rady, and the School of Global Policy and Strategy. Similarly, Geisel Library and Athletics paid for the 2106 Outreach Event at The Loft.

## Recommendations to the Chancellor

### Programming for Professional Development and Advancement:

#### *The Percentage of Women in Faculty Roles at UCSD:*

- System-wide: Women hold 39% of faculty positions.
- In 2016 at UCSD: Women hold 25% of Academic Senate Appointments and 47% of Non-Senate Instructional Appointments and are, therefore, well below system-wide proportions.
  - In 2014, women held 23% of Senate appointments and 45% of Non-Senate appointments.
    - The 2% change is hardly meaningful, given the overall level of disparity.
- The pipeline, looking at percentages by rank, suggests that the representation of women among Senate faculty will see little change as women approach tenure decisions;
  - Among **Full Professorships**, no division shows a percentage of male faculty below 64%, the baseline set by the Arts and Humanities.
    - SOM- 78% male
    - JSOE- 91% male
    - Physical Sciences- 89% male, with no change since 2012
    - Social Sciences- 70% male
    - Biological Sciences- 77%
    - Rady- 100%
    - GPS- 80%
  - At the level of Associate, some divisions—the School of Medicine, Scripps, and the Humanities—have seen increases in the percentage of slots held by men since 2102. Others, such as Physical Sciences, show extremely small changes in fields in which women have been nearly excluded.
    - SOM- shows an increase to 68% male from 57% in 2012
    - JSOE- 75% male
    - Physical Sciences- 86% male
    - Social Sciences- 53% male
    - Biological Sciences- 50%
    - Arts and Humanities- 53%
    - Rady- 85% male, an increase from 2102 when it was 75%
    - GPS- 100%
  - It is only at the rank of Assistant that we see women with parity or a greater share of positions—in the Social Sciences (54%), Humanities (64%), and at GPS (58%).
    - SOM- 71% male
    - JSOE- 83% male
    - Physical Science- 64% male
    - Biological Sciences- 58% male
    - Rady- 62% male

*Women in Staff Positions:*

- Women hold 2/3 of UCSD's 14,000 career staff positions
  - 62% of Professional Support Staff are women. In 2014 and 2012, this percentage was 63%.
    - Women have occupied more or less the same proportion of Professional Support jobs for the last six years in which data is supplied by the EDI Dashboard.
  - At mid-level, Management and Senior Professional, women held 48% of jobs in 2011-2012. In 2013-2014, women were at parity with men, at 50%.
    - In 2015-2016, however, shows a decline, trending to the earlier level with women at 49%.
  - At the highest level of the Senior Management Group, there has been a change, from 35% in 2012, to 38% in 2014, to 53% in 2016. However, this is something of an artifact of the overall decline in the number of offices at this level. The current balance, of 53% to 47% is the difference of one person. Currently, the EDI Dashboard shows 15 positions at this level. In 2012, there were 17; in 2014, the total was 16.

The data at all levels, even with the very small changes, suggests what is likely a normal fluctuation within a generally unchanged proportion. To put it bluntly, the circumstances for women in staff employment, has not improved.

Women clearly have an important presence at UCSD, but for staff, it is heavily weighted toward Professional Support Staff, jobs where salaries are the lowest, flexibility is hardest to come by, and the advancement is difficult. For faculty, the pipeline from Assistant to Full Professor does not give much evidence of being able to increase representation through tenure. And the difference between the number of women in Senate and Non-Senate Instructional Staff is notable for a different reason, as it suggests that the university does hire many more women to teach—and to teach foundational curriculum—than it is willing to consider for tenure.

CSW recognizes that campus administration is mindful of both the causes and consequences of these disparities. There are on-going discussions of how to better utilize diversity training in hiring, to protect against bias in admissions to PhD programs and promotion of faculty, and mechanisms to improve the ability to report incidents of discrimination. The virtual Faculty Success Program is noted. Many of these, however, are decentralized or face criticism. CSW, in line with UC System-Wide Advisory Committee on the Status of Women (UC SACS), encourages campus administration to make these a more united, institutionalized effort.

**RECOMMENDATIONS:** The Committee found via a call to departments, a review of research available from UC SACS, and responses to 132 emails sent out following the February 2017 CSW event, that there is wide agreement on a marked need for **centrally organized, on campus women-focused professional development programming.**

The respondents and research were in overwhelming agreement of the need for the following for both staff and faculty:

- Formalized and mandated mentoring regarding expectations, advancement, and broader campus participation. This is particularly important given the UC Riverside study on women faculty and internal service work, the outcome of which a review article aptly titles “When Good Deeds Go Unpublished.” [https://link.springer.com/article/10.1007/s11162-017-9454-2?wt\\_mc=Internal.Event.1.SEM.ArticleAuthorOnlineFirst](https://link.springer.com/article/10.1007/s11162-017-9454-2?wt_mc=Internal.Event.1.SEM.ArticleAuthorOnlineFirst)

- Training in negotiation skills for salary increases and promotions
- Responding to Performance/Teaching Evaluations
- Access to Opportunities, on and off campus, to develop leadership skills
- The development of an Ally Network, trained and tasked with pursuing policies and behaviors that support women. There is a great deal of research that this is important to changing the climate of organizations and institutions.

### Connectivity and Transparency

CSW drew a second set of conclusions after polling programs and colleagues: there is a demonstrable lack of connectivity and transparency. In our email conducted poll, we asked colleagues to rank order a list of concerns about the status of women on campus. A large number responded with problems campus had not resolved, while others suggested that there had been too little effort to provide women with information about policies and programs intended to help them with both career advancement and work/life balance.

In some instances, the unresolved problems were properly noted. There are still too few day care and summer camp slots on campus; too little attention to developing a productive flexible work schedule; and too little attention paid to bias in evaluations of women in both faculty and staff positions. The experiences that come from “still not enough” are not anecdotal or few, and they still fall too exclusively on women. These are large, important, and complex problems that need a concerted press from campus.

The paucity of information or the difficulty of ferreting it out is more easily solved, however, and with a minimal cost to campus. Women reported to CSW that they could not find evidence of campus policies on the following, though the programs have been in existence for some time:

- The ability to use Ride Share *and* have access to emergency transportation in the event of a sick child or elder parent
- Guaranteed Parking in the later stages of pregnancy
- Accurate information about policies for Family Medical Leave, whether on Campus or in the Health Sciences
- The regulations regarding flexible work schedules

RECOMMENDATIONS: With little expenditure, campus could improve the connectivity and transparency on issues relevant to women. In short, campus needs better attention to both the collection and centralization of information and the construction of navigable websites dedicated to women’s concerns. Currently, other than Human Resources and Academic Personnel—websites that most find daunting—there are three obvious entities to house such a site.

- The Women’s Center- This is an important resource on campus, but it is a largely and correctly a student-facing center. It has the appropriate URL- [women.ucsd.edu](http://women.ucsd.edu)- and is the first site that comes up when one Googles “women’s resources UCSD.” The Center, however, would need additional staffing or, at a minimum, a commitment for a permanent internship position focused on enhancing and maintaining the website as a transparent and searchable resource, and under the direction of both the Director of the Women’s Center and CSW.
- CSW and its website- Both rely on the computer literacy resources that come in the door with members. The Committee believes it remains an important venue for the collection of



information, outreach and reporting on campus activities but its members are all either full-time employees or full-time students. The work of the committee is not incidental to campus and should not be viewed as dependent on the availability of “volunteered hours and skills.” We have never selected our membership based on a check-list of hard skills. If the CSW site is to be used as we suggest, the Committee would need a commitment of administrative resources as suggested immediately above in our discussion of the Women’s Center.

- A website sponsored and maintained by the Office of Equity, Diversity, and Inclusion, and linkable to CSW, the Women’s Center, and both Human Resources and Academic Personnel. If this is deemed the appropriate location, CSW would need to be an active participant in the design and oversight.

It is the recommendation of CSW that the EDI Office be tasked with developing such an **electronic resource**. We are very aware that Vice Chancellor Petitt has a considerable portfolio and has worked hard in her time on campus to listen and respond to all the various constituencies central to her mission. We also recognize that initiatives addressing important issues for women are underway. One of these must be, however, access to information.

- An EDI sponsored website that serves as a collection point for information could be constructed and maintained by student interns, tasked with the ongoing solicitation and electronic posting of information regarding programs, initiatives, and standing policies relevant to the climate for women on campus. In the gathering of information, it would carry the imprimatur of EDI.
  - Such a website could also properly house resources for both campus and the Health Sciences, and for both faculty and staff.
  - CSW would like to be actively engaged in advising on the website. The committee requests being tasked with making certain that campus entities are encouraged to upload both events and materials regarding training or programming for women so that we may be more actively engaged across campus.
  - CSW would also like to be able to use the website to promote its individual members as representatives of campus, allowing reporting directly to them from their home departments.

### Reorientation of CSW

As noted in the history above, CSW initiated the UC San Diego Women’s Conference in 2008 and has, in the years since, turned it into a notable success and model for other UC campuses. Indeed, its size resulted last year in the decision to move primary responsibility and monetary resources out of CSW. As a consequence, the Committee has been reviewing both its mission and structure. Moving forward, we would like consideration of the following:

First, CSW would like to be viewed and able to operate as a more robust campus partner with respect to women’s issues on campus. For example, we applaud the creation of Associate Vice Chancellor Frances Contreras’ Women’s Faculty Network and hope that, moving forward, we are asked to partner directly with her in programming. If we are to develop our advisory capacity, we must both gather information and rely on campus entities to report it. Currently, we work largely by word of mouth and informal, email polling. We would like consideration for a more formalized and obligatory sharing of information.

Second, at present, when the committee is approached by faculty and staff with a request for follow-up with or information on pressing concerns—as members have been, for example, about gender balance



in PhD program admissions or complaints from graduate students regarding sexual harassment from dissertation committee members—we do not have the authority to do much more than refer to existing campus offices. We lack resources and the imprimatur—and no clear way to get either—to conduct research in a timely fashion. The Committee, at times, has felt whipsawed between requests for well-founded recommendations to the administration and the request that we not conduct surveys for fear of creating “survey fatigue.” Committee consultants have no mandate to support CSW with the provision of information and feel, correctly, bound by the privacy restrictions of the offices they represent.

We would ask, then, that the Chancellor’s office consider a mechanism that would allow the committee, perhaps via requests to or approvals from EDI, to generate and oversee research with relevance to women’s issues on campus. A volunteer force cannot do this with no access to resources or a mandate.

Third, CSW understands that while we stand as an advisory committee to the Chancellor, we are more immediately under the direction of the Office of Equity, Diversity, and Inclusion. Indeed, CSW has agreed to have one of its co-chairs sit on the EDI Advisory Council, and we are grateful for the opportunity. We also understand that the Advisory Council is to serve as the conduit of information from/to CSW to/from both the Vice Chancellor and the Chancellor. As the Council meets only once a quarter and is engaged with initiatives that are, of necessity, more broadly inclusive, CSW asks consideration for less formalized and more on-going communication and consultation. For example, as the Vice Chancellor collects comments/complaints about campus climate as it pertains to women, CSW would like to have that information shared as a matter of routine and be made aware of outcomes. In return, the members of the committee believe that consulting more than once a year is critical. The very nature of our membership means that we are on the ground across campus and hearing how the obligations, stresses, and accomplishments of women weigh.

Finally, as CSW serves at the pleasure of the Chancellor, we would like to request approval for the following:

- To increase the term of members from two to three years, allowing for better acclimation to the work of the committee
- Addition of representatives from campus entities that CSW believes are critical to our mission on campus, for example the Academic Family Programs Liaison.

## **Conclusion**

As much has changed for the better for women at UC San Diego, much remains to be done. We are not unmindful that resources exist almost in inverse proportion to good ideas; choices have to be made. This is a truth, though, that is sometimes hard to square with other things that are also true: there are still too few women in the highest level of campus administration and the faculty; advancement is still more difficult for women because of both attitudes and the difficulty of balancing personal and professional obligations; there are still too few resources spent on child care; there are still too many who believe that choosing a family obligation—to leave class or the office early, to miss a meeting because of a sick child—is a sign of a lack of seriousness in a woman and one of caring of a male colleague; and too many who do not speak up when a male colleague remarks on the appearance of a female one.

The Chancellor’s Advisory Committee on the Status of Women was created thirty years ago with the mission of “informing and educating the campus community about conditions that affect the status of women within the University.” In that time, the campus has become considerably more mindful of the

need to respond to demands for diversity, equity, and inclusion. New campus entities have been created, more extensive and serious policies have been implemented, and programming has become more effective. CSW has worked hard to live up to its mission and has a renewed commitment to continue to do so. In this spirit, we ask that the Chancellor and the Vice Chancellor work with us to evolve into an entity that addresses the current needs of women on campus.