

Chancellor's Advisory Committee on the Status of Women (CSW)

ANNUAL REPORT

CSW ACTIVITIES, 2018-2019

Presented to the Chancellor and the Vice Chancellor-Equity, Diversity, & Inclusion, June 2019

UC San Diego

**CHANCELLOR'S ADVISORY COMMITTEE
ON THE STATUS OF WOMEN**

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CSW MEMBERSHIP ROSTER

AY 2018-2019 VOTING MEMBERS

Kiyomi Tsuyuki, PhD, MPH, Faculty Co-Chair
Amber Vlasnik, PhD, Staff Co-Chair
Julia Anna Adrian, MS Graduate Student Voting Member
Holly Bauer, PhD, Faculty Voting Member
Alison Black, EdD, Faculty Voting Member
Heather Buschman, PhD, Staff Voting Member
Shivon Carreño, Staff Voting Member
Rekha Chandrabose, MD, Faculty Voting Member
Steph Del Rosso, Graduate Student Voting Member
Julia Dunlap, JD, Academic Appointee Voting Member
Karen Flammer, PhD, Academic Appointee Voting Member
Yvonne Hernandez Friedman, PhD, Staff Voting Member
Natalie Goldberg, PhD, Postdoctoral Voting Member
Sherry Huang, MD, Faculty Voting Member
Manisha Kanodia, Staff Voting Member
Quinn Konopacky, PhD, Faculty Voting Member
Christine Morrison, PhD, Postdoctoral Voting Member
Ericka Paez, MSW, Graduate Student Voting Member
Alisha Sehgal, Undergraduate Voting Member
Robina Shaheen, PhD, Academic Appointee Voting Member
Lauren Shim, Undergraduate Voting Member
Christa Trexler, PhD, Postdoctoral Voting Member
Pearl Trinidad, Staff Voting Member
Jane Willenbring, PhD, Faculty Voting Member

EX-OFFICIO MEMBERS

Academic Personnel Services, Academic Family Programs, Heather Fowler Zion
CARE at the Sexual Assault Resource Center, Nancy Wahlig
Counseling and Psychological Services, Cat Thompson
Equal Opportunity Services, Sally Morgan
Office for the Prevention of Harassment and Discrimination, Michael Budelsky
Office of Postdoctoral and Visiting Scholar Affairs, Heather Dillon
Scripps Institution of Oceanography (SIO) Diversity Initiatives, Keiara Auzenne
UC San Diego Staff Association, Jo-Ann Hoyer
Women in Science and Engineering (WISE), Martina Buck
Women's Center, Marnie Brookolo
Work/Life, Model Hong

EXECUTIVE SUMMARY OF ACTIVITIES

CSW Mission

The Chancellor's Advisory Committee on the Status of Women (CSW) plays a valuable role on campus by advising the Chancellor through the VC-EDI on issues relating to the status of women and gender equity at UC San Diego. The CSW makes recommendations to the Chancellor and VCEDI regarding policies and practices that will improve the campus climate and overall experience for women students, staff, and faculty at UC San Diego.

2018-2019 CSW Activities

The CSW began 2018-19 with a stronger foundation thanks to the efforts of the previous year to reimagine and redefine CSW internal processes and to strengthen connections with the VC-EDI Office and to EDI initiatives. Continuing voting members and ex-officio members participated in a Summer planning retreat, and sixteen new voting members—spread across all appointment categories—were seated in early Fall. Members of the CSW attended EDI's Advocates and Influencers events during the academic year, actively contributing to the vision and work of the VC-EDI Office. As a committee, the CSW vetted UC San Diego staff nominees in a competitive TWIN Award cycle; at the May 2019 TWIN Awards Ceremony, Blanca Meléndrez, Executive Director of the UC San Diego Center for Community Health, was selected from among the 23 honorees as the recipient of the YWCA TWIN Humanitarian Award. Members will screen and recommend new members for appointment to the CSW in the next two months, as the call for new members is currently underway. Last, voting and ex-officio members split into subcommittees to engage in more focused work based on the members' interests and/or areas of specialized knowledge. The results of subcommittee work constitute the bulk of this end of year report. CSW members have contributed countless hours of service to UC San Diego, and we are immensely grateful for their time, efforts, and expertise.

2018-2019 CSW Subcommittees

Five CSW subcommittees met throughout the 2018-19 Academic Year, including: (1) *Communications Subcommittee*, (2) *Campus Engagement Subcommittee*, (3) *Strategic Initiatives Subcommittee*, (4) *Climate for and the Status of Postdocs Subcommittee*, and (5) *Family Friendly Climate and Initiatives Subcommittee*. The first three subcommittees generated suggestions for best practices and completed tangible tasks that strengthened the CSW (e.g., conducting a Strengths, Weaknesses, Opportunities, Threats, or SWOT, analysis among the members; requesting a CSW logo consistent with the UC San Diego brand for use on publications and the website). As these tasks were internal to the committee and/or are ongoing, the subcommittees did not file formal reports on their activities.

Two subcommittees (*Climate for and the Status of Postdocs* and *Family Friendly Climate and Initiatives*) examined discrete issues from a cross-institution, cross-appointment perspective.

The voting membership of the CSW identified these topics as pressing through in-depth discussions in Fall 2018, and recommended that the CSW focus its attention through subcommittee research and analysis. The Co-Chairs worked collaboratively with interested CSW members to define the charges for the two subcommittees as follows:

Climate for and the Status of Postdocs Subcommittee

Gather known data about postdocs, interpret data, and provide a list of preliminary recommendations related to the status of postdocs--with particular attention to where women/gender shows up--for the CSW to continue to explore.

Family Friendly Climate and Initiatives

Identify gaps, research best practices at peer and external higher education institutions, and brainstorm ideas and potential positive changes for putting UC San Diego at the leading edge of family-friendly policies and programs to benefit all stakeholders.

After months of research and subcommittee meetings as well as bringing their findings to the CSW for discussion in monthly meetings, the subcommittees have filed reports with the data and best practices they discovered; additionally, the subcommittees generated a series of recommendations that flow from these data and our discussions. The full reports of subcommittees are included in this document as Appendices; the recommendations are located below for consideration and immediate discussion. The voting and ex-officio membership of the CSW vetted both subcommittee reports and the voting membership endorsed them in full.

2018-2019 CSW Leadership Activities

CSW Co-Chairs led internal committee work and formalized the subcommittee charges. In addition, CSW Co-Chairs represented the CSW at monthly EDI Advisory Council meetings, met with VC-EDI Office representatives to ensure ongoing communication and collaboration on key issues, worked with the VC-EDI Office to submit the Undergraduate Voting Members to the Co-Curricular Record (CCR), and led a screening process to identify a new Staff Co-Chair. Additionally, the Staff Co-chair represented UC San Diego at the Systemwide Advisory Committee on the Status of Women (SACSW).

RECOMMENDATIONS

CLIMATE FOR AND THE STATUS OF POSTDOCS SUBCOMMITTEE RECOMMENDATIONS

**Full Report in Appendix A*

The experiences of postdoctoral scholars at UC San Diego were prioritized by CSW this year because the postdoctoral position is where the academic pipeline tends to “leak” for both men and women, although this is most significant for women and underrepresented minorities (Flaherty, 2018). Among the reasons women postdocs cite for leaving academia are isolation, lack of family-friendly policies, and lack of supportive mentorship (Preston, 2004; Ehm & Phillips, 2013). We believe that the following recommendations would improve the experience for all postdocs while allowing us to better understand the ways that gender impacts the postdoc experience.

- 1. Support the efforts of Office of Postdoctoral & Research Scholar Affairs (OPRSA) to distinguish postdoctoral scholars as a distinct workforce.**
 - a. **Context of the Issue:** At the university level, postdocs are currently given access to resources based on being classified as faculty or staff, with job duties that also fall into both of these classifications. At the department level, postdocs are often lumped in with graduate students since their role in a research laboratory is similar to that of a senior graduate student; however, graduate students and postdocs do not share similar resources. This results in postdocs being isolated on campus because it is unclear when they are being categorized as faculty/staff and when they are being categorized as students. In fact, neither of these categories are appropriate because the resources, job prospects, professional development requirements, and responsibilities of postdocs are distinct from faculty/staff and students.
 - b. **Proposed Solution:** The Office of Postdoctoral & Research Scholar Affairs (OPRSA) is working to categorize postdocs as distinct from staff, faculty, and student populations. However, support is needed from the Chancellor’s Office to instate this at the university level (beyond survey purposes).
- 2. Appoint a representative from the Postdoctoral Association to the EDI Advisory Council.**
 - a. **Context of the Issue:** The EDI Advisory Council currently has representatives from the Staff Association, Graduate Student Association, Associated Students, and Faculty Senate.
 - b. **Proposed Solution:** A Postdoctoral Association representative is currently being explored for appointment on the EDI Advisory Council.
- 3. Grant postdocs access to various resources on campus, such as student legal services, housing, Career Services Center, faculty development workshops, and Academic Senate travel funding.**

- 4. Increase postdoc access to mental health resources by increasing the advertising related to Faculty and Staff Assistance Program (FSAP) to a postdoc audience.**
- 5. Provide permanent financial support to the OPRSA so they can strengthen and expand their programs.**
 - a. The Postdoctoral Career and Professional Development Manager position is currently funded on “soft” money. Permanent funding would support the inclusion of postdocs in our research and teaching missions, and ensure education and professional development will be available. This is aligned with university-provided permanent funding for staff/departments dedicated to the professional development of other groups.
 - b. Dependent Care Travel Award program: Currently this program is funded on “soft” money. We recommend that the program be permanently supported.
 - c. Centralize and coordinate postdoc outreach, recruitment, and applications centralized postdoc application system.
- 6. Foster an environment that inspires faculty to be more engaged in postdoc training/development.**
 - a. Establish a Postdoc Mentorship Committee consisting of faculty (similar to graduate student thesis committees, and new faculty committees). This would be especially useful for postdocs who do not receive this mentorship oversight through fellowship or training grants. A stipend could be offered to faculty to support their participation.
 - b. Promote the Chancellor’s Award for Excellence in Postdoctoral Scholar Mentoring (<https://postdoc.ucsd.edu/award-opportunities/mentoring-award.html>).
- 7. Investigate and address discrepancies in the gender breakdown among postdocs on conference and career development programs, and managing work/life balance.**

FAMILY FRIENDLY CLIMATE AND INITIATIVES SUBCOMMITTEE RECOMMENDATIONS

**Full Report in Appendix B*

Family climate at UC San Diego was prioritized by CSW this year because the caregiving responsibilities can substantially impact working hours and job security (Clancy et al, 2019; Gibson et al., 2007; Wakabayashi et al., 2005). A recent report suggests that up to half of women in STEM fields leave full-time employment due to caregiving duties of children or other family members (Cech et al, 2019). The CSW celebrates the resources that UC San Diego currently provides (e.g., flex-hours, lactation facilities), and makes further recommendations toward evidence-based best practices to further support equity from invested members of the campus community (including but not limited to those currently in caregiving roles).

- 1. Match or surpass back-up childcare programs and campus childcare facilities and programs offered by other UC Campuses and the Comparison 8 institutions.**
 - a. Expand on-campus hourly, part-time, and full-time childcare facilities.
 - b. Expand Bright Horizons Care Advantage benefits or hire a different provider with an updated outreach model.
- 2. Publicize and promote a family friendly campus climate and provide support for groups and proposals from within the UC San Diego community.**
- 3. Increase access to resources for caregivers and breastmilk-pumping mothers.**
 - a. Install changing tables in first-floor bathrooms of all campus buildings.
 - b. Minimize distance between work spaces and lactation facilities.
 - c. Include plans for new lactation facilities, temporary child-care, and family friendly mixed-use spaces in Campus Design criterion.
- 4. Regularly assess the needs of the UC San Diego caregiving community.**
- 5. Expand paid leave benefits for all domestic and international students and employees.**

NEXT STEPS

AY 2019-20

In the upcoming academic year, the CSW looks forward to the following tasks:

- Continuing to strengthen the on-boarding process for new CSW members;
- Creating a 1-3-5 Year internal document that will guide the work of the CSW;
- Increasing communications to the UC San Diego campus community about our efforts;
- Strengthening the CSW and UC San Diego connection to the Systemwide Advisory Council on the Status of Women (SACSW);
- Supporting the implementation of the UC San Diego Strategic Plan for Inclusive Excellence; and
- Focusing on 2-3 issue areas to “deep dive” and make recommendations in line with our CSW mission.

CSW Commitment

The CSW (Co-Chairs, voting members, and ex-officio members) is eager to work with executive leadership to fulfill the CSW mission to “improve the campus climate and overall experience of women students, staff, and faculty at UC San Diego.” We look forward to our continued, collaborative work, as well as partnering to further explore and implement the recommendations shared in this end of year report.

APPENDIX A: CAMPUS CLIMATE FOR POSTDOCS

Campus Climate for UC San Diego Postdocs

Prepared by Christine Morrison, Natalie Goldberg, Christa Trexler, Heather Dillon with helpful contributions from the CSW and Jennifer Bourque

As a world renowned research institution focused on cutting edge research and education, UC San Diego attracts a large number of postdoctoral scholars. What draws postdocs to our campus is our research excellence across disciplines, the opportunity to work with the scientific pioneers, and access to local and national jobs post training. Though the campus provides excellent research training opportunities, dedicated support and resources for postdocs are limited. This is a concern because the postdoctoral position is where the academic pipeline tends to “leak” for both men and women, although this is most significant for women and underrepresented minorities (Flaherty, 2018). Among the reasons women postdocs cite for leaving academia are isolation, lack of family-friendly policies, and lack of supportive mentorship (Preston, 2004; Ehm & Phillips, 2013).

This document seeks to present information on the composition of the postdoc population (section I) and describe the current state of resources available (section II). Aligned with the mission of the CSW, we conclude this document with recommendations to improve the environment for postdocs at UC San Diego (section III), with a particular interest in supporting women postdocs and addressing gender-based concerns.

I. Summary of Postdoctoral Population and Salaries at UC San Diego

Postdoctoral Population

The following table shows the postdoc population at UC San Diego in Feb 2019 and was prepared by the Office of Postdoctoral & Research Scholar Affairs (OPRSA).

Division/School	Women	Men	Total
Arts and Humanities	0	5	5
Biological Sciences	52	72	124
Engineering	40	109	149
GPS	3	4	7
Physical Sciences	26	99	125
SOM	290	328	618
School of Pharmacy	19	20	39
Scripps Institution of Oceanography	42	67	109
Social Sciences	10	18	28
TOTAL	500	777	1277

Postdoctoral Scholar Salary and Stipend Rates

At the University of California, postdocs are represented by the United Auto Workers of America and salaries are governed by a Collective Bargaining Agreement (CBA). The CBA requires all postdocs to be paid at least the minimum rate based on years of postdoctoral experience as noted on the Postdoctoral Scholar Salary/Stipend Scale:

UC Postdoctoral Scholar Salary/Stipend Scale	Annual 12/1/2018 Salary Scale	Monthly 12/1/2018 Salary Scale
Level 0 (0-11 months)	\$50,760	\$4,230
Level 1 (12-23 months)	\$52,896	\$4,408
Level 2 (24-35 months)	\$54,756	\$4,563
Level 3 (36-47 months)	\$56,880	\$4,740
Level 4 (48-59 months)	\$59,100	\$4,925
Level 5 (60-71 months)	\$61,308	\$5,109

The UC scale is updated the first of the month following the NIH announcement adjusting their NRSA stipend scale. The UC step 0 starts on the NRSA step 2 rate. Postdocs receive an increase to the next step (or 2% if off scale) on their annual appointment anniversary date. Postdocs may also receive a rate higher than the minimum.

Division/School	Average Salary
Arts and Humanities	\$51,318
Biological Sciences	\$54,408
Engineering	\$55,098
GPS	\$55,997
Physical Sciences	\$50,933
SOM	\$52,572
School of Pharmacy	\$50,679
Scripps Institution of Oceanography	\$54,667
Social Sciences	\$52,697

Postdocs are a highly skilled workforce that are critical to research on campus. There are far fewer postdocs than undergraduate and graduate students, and departments do not provide as much support or resources for postdocs as they do for students. Therefore, it is critical to provide strong campus-based support for postdocs as they navigate their career, and to classify this workforce as distinct from staff or faculty.

II. Resources Available to UCSD Postdocs

Office of Postdoctoral and Research Scholar Affairs

Unique among the UC campuses, the administration of postdocs at UC San Diego is centralized into one office and managed by the staff in the Office of Postdoctoral and Research Scholar Affairs (OPRSA). Under the Vice Chancellor for Research, OPRSA is charged with overseeing all aspects of postdoctoral scholars including appointments and reappointments, benefits advising and processing, career and professional development, policy development and implementation, diversity and outreach, advising on leaves, program development, employment issues, grievances (in coordination with Labor Relations offices), and data reporting. The office is charged with managing this extensive portfolio of functions and services for the largest population of postdocs at any UC campus with limited or no resources. With two Full-Time Equivalencies (FTE), and two half-time FTEs, and no permanent operational funds, they manage 1200-1300 postdocs per year, one third of which turn over and all require administration of annual salary increases.

With their lean staff, the services they provide to postdocs are monthly New Postdoc Orientation and Responsible Conduct of Research (RCR) training, weekly professional development training workshops (including teaching, Individual Development Plans (IDP), funding opportunities, and preparing for jobs), and 1:1 career and professional development advising. In addition, they host or co-host several campus wide events such as the annual Chancellor's Award for Excellence in Postdoctoral Scholar Mentoring and Outstanding Postdoctoral Scholar, Postdoc Appreciation Week, and Postdoc Research Symposium.

One of their signature programs is the Postdoctoral Scholar Dependent Care Travel award which provides financial support for travel and/or dependent care in support of their career development and opportunity. This program is unique in that the funds are available exclusively for postdocs. More information: <http://postdoc.ucsd.edu/>

In 2018, OPRSA was interested in surveying the postdocs about their experience at UC San Diego. They reached out to the Office of Operational Strategic Initiatives and in August 2018, the Postdocs@UCSD Climate Survey was unveiled.

Postdoc Climate Survey

Postdocs@UCSD (campus-wide survey)

- The Office of Postdoctoral and Research Scholar Affairs implemented a postdoc climate survey called Postdocs@UCSD. The structure and questions are similar to the UCSD Staff@Work survey in order to compare between populations and provide additional data about the overall climate at UCSD. The survey will be conducted every year to provide longitudinal data.
- "The purpose of the Postdocs@UCSD Survey is to collect data to help us understand how postdocs feel about their training and work environment, as well as other issues that impact the climate at UC San Diego. It measures department and mentor effectiveness from the postdoc's perspective and provides valuable data that will help us identify issues that needs addressing. The plan is to conduct this survey annually (August/ September)."

- Results by VC area: <https://blink.ucsd.edu/sponsor/OSI/opa/postdocs/index.html#2018-Survey-Results->
- More information: <https://blink.ucsd.edu/sponsor/OSI/opa/postdocs/index.html>

In general, the results of the survey were positive; however, there were a few areas of concern: postdocs feeling they do not have a voice on campus, their contributions are not valued by their mentors/department, stress doesn't match their position and lack of advancement opportunities.

Some of these issues can be addressed with better communication, but others require more focus and response from the campus.

Other Resources Available to Postdocs

- Postdoc Association (PDA)
 - Institutional
 - Run by postdoc volunteers at UC San Diego
 - More information: <https://pda.ucsd.edu/>
- Postdoc Union
 - Represents UC postdocs system-wide including Lawrence Berkeley Laboratory.
 - All postdocs are represented by the United Auto Workers of America (UAW) union though they may not be dues paying members.
 - "UAW Local 5810 is committed to improving the lives of all Postdocs at the University of California through collective bargaining, contract enforcement, membership engagement, community outreach, and participation in meaningful political and legislative actions."
 - More information: <http://uaw5810.org/>
 - The UAW is aware of CSW's efforts to examine the status of postdocs on campus and has expressed interest in being involved; however, because CSW is advisory to EDI and part of management, collaboration was not advised.
- Division or department resources, depending on appointment (limited)
- Teaching + Learning Commons (limited)
- Faculty and Staff Assistance Program (FSAP)
- Learning Management System (LMS) offered workshops (limited)
- Center for the Integration of Research, Teaching and Learning (CIRTL)
- Staff discount at UC San Diego Extension

III. Recommendations to Improve Climate for UCSD Postdocs

- Distinguish postdoctoral scholars as a distinct workforce
 - At the university level, postdocs are currently given access to various resources based on being classified as faculty or staff, with job duties that are included in both these categories. At the department level, postdocs are often lumped in with graduate students since their role in a research laboratory is similar to that of a senior graduate student; however, graduate students and postdocs do not share similar resources. This results in postdocs being isolated on campus because it is unclear when they are categorized as faculty/staff and when they are categorized as students. In fact, neither of these categories are appropriate because the resources, job prospects, professional

development requirements, and responsibilities of postdocs are distinct from faculty/staff and students.

- OPRSA is working to categorize postdocs as distinct from staff, faculty, and student populations; however, support is needed from the Chancellor's office to institute this at the university level (beyond survey purposes)
- Appoint a representative from the Postdoctoral Association to the EDI Advisory Council, which currently has representatives from the Staff Association, Graduate Student Association, Associated Students, and Faculty Senate.
 - *Status: In progress*
- Allow postdocs access to various resources on campus, such as student legal services, housing, Career Services Center, Faculty development workshops, and Academic Senate travel funding
- Increase postdoc access to mental health resources by increasing the advertising related to Faculty and Staff Assistance Program (FSAP) to a postdoc audience.
- Provide permanent financial support to the OPRSA so they can strengthen and expand their programs.
 - Postdoctoral Career and Professional Development Manager position
 - i. This position is currently funded on "soft" money.
 - ii. Permanent funding would support the inclusion of postdocs in our research and teaching missions, and ensure education and professional development will be available.
 - iii. This is aligned with university-provided permanent funding for staff/departments dedicated to the professional development of other groups: Staff Education & Development (for staff), Center for Faculty Diversity and Inclusion (for faculty), and Career Services (for students).
 - Dependent Care Travel Award program: Currently this program is funded on "soft" money. We recommend that the program be permanently supported.
 - Centralize and coordinate postdoc outreach, recruitment, and applications centralized postdoc application system. We recommend the following platforms:
 - i. Interfolio is used by non-postdoc academics.
 - ii. Academic Personnel (AP) On-Line could be used to recruit postdocs, but it does not have an application system.
 - iii. Slate is used for graduate student applications and may be useful for postdoc applications.
 - 1. *Status: OPRSA is working with Grad Division to explore this option.*
- Foster an environment that inspires faculty to be more engaged in postdoc training/development.
 - Establish a Postdoc Mentorship Committee consisting of faculty (similar to graduate student thesis committees, and new faculty committees). This would be especially useful for postdocs who do not receive this mentorship oversight through fellowship or training grants. A stipend could be offered to faculty to support their participation.
 - Promote the Chancellor's Award for Excellence in Postdoctoral Scholar Mentoring (<https://postdoc.ucsd.edu/award-opportunities/mentoring-award.html>)
- Investigate and address discrepancies in the gender breakdown among postdocs on the following bases:
 - Attending conferences
 - Attending career development programs

- Managing work/life balance, especially for caregivers (expected work week for postdocs tends to be >40 hrs/wk).

References

- Flaherty, K. (2018). *The leaky pipeline for postdocs: A study of the time between receiving a PhD and securing a faculty job for male and female astronomers*. arXiv preprint arXiv:1810.01511.
- Preston, A. E. (2004). *Leaving science: Occupational exit from scientific careers*. New York: Russell Sage Foundation.
- Ehm, K. F., & Phillips, C. J. (2013). *From Ph.D. to professoriate: The role of the institution in fostering the advancement of postdoc women*. Washington, D.C.: National Postdoctoral Association. Available <https://www.nationalpostdoc.org/page/NPAADVANCE>

APPENDIX B: FAMILY CLIMATE

Family Climate at UC San Diego

*Prepared by CSW members Alison Black, Holly Bauer, Natalie Goldberg,
and Ex Officio members Jennifer Bourque, Marnie Brookolo, Heather Dillon, Model Hong, and Heather
Zion, with helpful contributions from all CSW members*

The UC San Diego Principles of Community emphasize a working and learning climate of diversity, justice, and dignity. The Chancellor's Advisory Committee on the Status of Women (CSW) seeks to support those goals and help UC San Diego uphold a culture of care through assessing the status of student and employee caregivers within the community, and making recommendations to support a family friendly campus. Caregiving responsibilities can substantially impact working hours and job security (Clancy et al, 2019; Gibson et al., 2007; Wakabayashi et al., 2005). A recent report suggests that up to half of women in STEM fields leave full-time employment due to caregiving duties of children or other family members (Cech et al, 2019). Employees and students should have access to resources and accommodations to facilitate their caregiving roles while keeping their careers intact. The CSW celebrates the resources that UC San Diego currently provides (e.g., flex-hours, lactation facilities), and makes further recommendations toward evidence-based best practices to further support equity from invested members of the campus community (including but not limited to those currently in caregiving roles). These areas of focus include: Family/Parental Leave Policy, Campus Childcare and Caregiver Accommodation, and Maternal Support & Lactation Accommodation. Aligned with its mission, the CSW seeks to assess and recommend ways to improve the family climate for all at UC San Diego and the University of California, with a particular interest in supporting women caregivers, who remain disproportionately impacted by caregiving responsibilities. Transforming our campus climate into one that explicitly celebrates caregivers will improve our competitive edge with regard to recruitment and retention, and support equity for all members of our learning, living, and working communities at UC San Diego.

The following list summarizes the recommendations described in this document:

1. [Match or surpass back-up childcare programs and campus childcare facilities and programs offered by other UC Campuses and the Comparison 8 institutions.](#)
 - a. Expand on-campus hourly, part-time, and full-time childcare facilities.
 - b. Expand Bright Horizons Care Advantage benefits or hire a different provider with an updated outreach model.
2. [Publicize and promote a family friendly campus climate and provide support for groups and proposals from within the UC San Diego community.](#)
3. [Increase access to resources for caregivers and breastmilk-pumping mothers.](#)
 - a. Install changing tables in first-floor bathrooms of all campus buildings.
 - b. Minimize distance between work spaces and lactation facilities.
 - c. Include plans for new lactation facilities, temporary child-care, and family friendly mixed-use spaces in Campus Design criterion.
4. [Regularly assess the needs of the UC San Diego caregiving community.](#)
5. [Expand paid leave benefits for all domestic and international students and employees.](#)

Current Resources that Support a Family Friendly Climate at UC San Diego

The CSW recognizes and commends UC San Diego for its commitment to supporting families at our institution. UC San Diego shines with regard to inclusive academic family friendly policies and accommodation resources; most prominently those intended for Senate Faculty use, but also for the larger academic community. With changes initiated by the [Report of the Academic Senate-Administration Joint Task Force on Family Accommodations](#) in 2015, not only have our academic family accommodations policies been updated to include a **six week paid parental bonding leave** component for unrepresented faculty who do not accrue sick leave (unique in the whole UC system), but they also allow for unrepresented academic appointees to request leave for caregiving. This fosters a more dynamic and inclusive definition of family than some system wide policies, defining “family” not just as an appointee’s own children (APM 760 Parental Leave without Pay), but also those family members defined by the PPM 230-15 Family Accommodations policy. This policy includes “an appointee’s child, parent, spouse, domestic partner, sibling, grandparent, or grandchild”, as well as “In-laws, step relatives, other persons residing in the appointee’s household, and relatives of the domestic partner who would be covered if the domestic partner were the appointee’s spouse.” Campus academic policy is also inclusive in providing **multigenerational accommodations** for child rearing, ill family, and eldercare, with options such as Active Service-Modified Duties. With regard to academic programs, we note, too, the support for Academic Senate Faculty parents UC San Diego provides via a dependent care research travel grant offset program called the [Dependent Care Travel Grant program](#) (similar programs exist for [postdocs](#) on general campus and researchers at [SIO](#)) to help ameliorate extra adult or child dependent care costs for faculty when they travel for research.

We recognize and commend Dr. Becky Pettit, Vice Chancellor for Equity, Diversity, and Inclusion (VC EDI) for recent **efforts to increase programming**, the efforts of EDI’s Center for Faculty Diversity and Inclusion, and the free membership for and scholarships to the National Center for Faculty Development Diversity (NCFDD) professional development opportunities.

In addition, we commend UC San Diego for the [student parent resources](#), already in place such as priority course enrollment, housing, child care, counseling, recreational activities, financial resources, health insurance, lactation facilities, pregnancy resources, part-time and leave options, and transportation and believe that UC San Diego could serve as a leader by expanding on and centralizing these resources.

We are excited about recent publicity within UC San Diego for the Larsson-Rosenquist Foundation Mother-Milk-Infant Center of Research Excellence ([LRF MOMI CORE](#)) as well as the Lactation Supportive Environments project ([LSE](#)) and [Breastfeeding Friendly San Diego](#) initiatives within the School of Medicine. These programs make tremendous contributions to creating a family friendly climate at UC San Diego, and we hope to see continued support of and publicity for their work at UC San Diego beyond the School of Medicine.

Building upon these cornerstone family friendly policies, programs, and affiliations will create the foundation of a **family-inclusive climate that is essential for future retention of top talent**. In the spirit of continuing to improve upon UC San Diego’s offerings and remain competitive, this committee makes the following recommendations to suggest how UC San Diego can further push boundaries and remain a leader in supporting a family friendly and competitive climate in higher education.

Recommendations to Further Improve Family Friendly Climate at UC San Diego

1. Match or surpass back-up childcare programs and campus childcare facilities offered by other UC Campuses and the [Comparison 8 institutions](#).

- a. Expand Bright Horizons Care Advantage benefits or select an updated **model provided by companies such as Helpr or KinderCare**.
- b. Expand on-campus hourly, part-time, and full-time childcare facilities.

We recommend improved contracting with a back-up care program, which could mean expanding the support offered through Bright Horizons Care Advantage to match or exceed programs now available on other UC campuses. Currently, [UC Berkeley](#) and [UC San Francisco](#) have contracted premium back-up care availability using the Bright Horizons Back-Up Care Advantage program, a separately arranged additional component they've bargained for in addition to the standard Bright Horizons Care Advantage package other UC campuses provide (including UC San Diego). Both UC Berkeley and UC San Francisco's programs offer **same-day care**, but each operates with different terms, such as differing co-pays and different available number of days of use. The two programs also serve different academic populations. UC Berkeley's program is for Ladder Rank and Lecturer with Security of Employment (LSOE) faculty; UC San Francisco's program is for Ladder Rank faculty, professors of Clinical X, Adjunct and HS Clinical Professors at 51% or more paid by UC San Francisco, and Residents and Clinical Fellows (as appointed by the Office of Graduate Medical Education). UC Santa Barbara has been in conversations about potentially adding back-up care. Many faculty and staff appointees here at UC San Diego have inquired about back-up care program availability and would love to see it adopted at UC San Diego (see IdeaWaves, page 11). **Programs such as these are attractive recruitment and retention tools, encouraging a climate of acceptance and de-stigmatization for appointees with family caretaking responsibilities.**

Providing a back-up care program also recognizes the needs of appointees with caretaking responsibilities for older adults, broadening the scope for the kinds of support UC San Diego could provide for multi-generational appointees. In addition, to build from strength, having a back-up care program would complement the already strong academic family accommodation policies brought into being by the 2015 task report on family accommodations. If staff appointees were included in this bargaining, it would provide a **valuable benefit for use during school district vacations and intercessions, which exceed holidays for most working parents**, as well as making UC San Diego **first in the system** to provide this benefit for staff as well as faculty.

In support of this idea, we are including several slide-decks from leading back-up care providers (They are appended to this report with numbering, by provider, that matches the below lists.).

A brief summary of strengths and advantages of their programs follows:

1. Bright Horizons Care Advantage

- Already has a negotiated agreement with two other UCs
- Is part of the larger affiliation for a less intensive package already contracted by the University of California for their less premium programming
- Provides both center-based care and availability for home visit providers for both elderly dependents and minors
- Is already affiliated with many universities with regards to having a retail daycare model and a back-up care program (e.g. proven track record)

- Has mobile app
- All services fully insured by Bright Horizons

2. Helpr:

- Is a newer company with hip and appealing outreach designed to appeal to millennials (and multiple generations) with easy use by app and easy customization (employee can use their own caretaker for contracted hours)
- Can easily put programming in place for creating a networking online social community for UC San Diego parents where they can receive notifications to their phones and gather community recommendations
- Provides an in person and interactive app program model that creates a visible presence on campus and fun events (make a batik onesie with other parents, etc.) as well as having powerful online functionality
- Handles all aspects of hiring and bankrolling caretakers with numerous precautions
- Can be contracted with a by enrolled employee model (which makes Helpr responsible for their own self-promotion and engagement metrics on campus) or a larger institutional agreement

3. KinderCare:

- Provides quality center-based care for child dependents with a focus on early childhood education
- Has multiple centers across San Diego county and many near campus and other zip codes frequently inhabited by UC San Diego staff and faculty
- Owns and operates all facilities
- ACA accredited
- KinderCare is connected to CARE.com—via partnership—and CARE.com would handle the network for back up CARE in home

4. Care.com:

- Works with multiple vendors to supply backup care at over 1,400 licensed child care centers in the US, with thousands of vetted in-home caregivers worldwide
- Partner-agencies are used for vetted adult care.
- Care also provides “event care” packages, which would be desirable if permissible for locating childcare providers for events
- Has similar programs to Bright Horizons for searches and consultations

We recommend increasing the number of on campus and affiliated child care centers--ECEC, Retail, and Lab-School models. Multiple childcare facilities and affiliated nearby centers are prevalent at other UC Campuses and comparable institutions, but are notably lacking at UC San Diego. Campus websites for sibling UC campuses show between **3-10** affiliated and on-campus centers; UC San Diego has **2**, both with excellent programming but long waitlists. A multi-pronged approach may be a key strategy.

In this committee’s view, a renewal of **support for childcare cooperatives** would be welcome, as would more on-campus sites that are of walkable distance from classrooms and other frequent use facilities. Since additional infant care is a popular request from all populations, for both cost-effective caretaking strategies and integration with campus learning outcomes, we recommend our campus becomes a location with one or more lab school facilities (and one or more retail facilities as well). This may even be a great opportunity to provide more work-study opportunities for students interested in a career in child

development--e.g. a lab school model connected to Education Studies, Human Development, or the Psychology Department, in addition to the ECEC/MCDC and potential retail models.

While applauding efforts toward lengthier inception plans for UC San Diego to expand current part-time and full-time childcare facilities, to provide a stopgap now, **we recommend assessing the possibility of adding at least one on-site hourly or daily retail model babysitting facility** to every campus college or area. We further recommend that the **quality of programming be overseen by the Campus Childcare Advisory Committee** (to ensure, per the 2000 UCOP Taskforce on Childcare, that selected centers meet the applicable State or local government licensing, certification, approval or registration requirements and at least minimally meet but preferably exceed a nationally or State recognized set of accreditation standards) by having each center's programming and standards assessed before contractual agreement. We also recommend that these **retail facilities should have availability that mirror course scheduling times (8 a.m. to 8 p.m.)** to be of most use to faculty, staff, and students.

The following excerpt highlights the critical role childcare plays in the ability for student parents to persist and succeed at universities that (are perceived to) serve primarily single young adults:

“And then there is the issue of childcare — perhaps the most immediate need for parents trying to earn a degree. Students often wait to enroll in classes until they can line up childcare. Daycare hours often limit what classes they can take, or internships or job opportunities. But residential colleges are often more likely to spend money on a new dining hall than a daycare. Childcare is just as important, if not more important than a gym on a campus,” says Reichlin Cruse, and yet the number of daycares on campus nationwide is declining — that's despite extra funding that Congress authorized in 2018. (Nadworny, 2018).

Currently, projected retail space is being actively considered to install restaurant and clothing store tenants, among others (UC San Diego Future Campus Retail Survey, June 2019). **We recommend that childcare providers fill some of those newly created spaces.** Converting campus space to restaurants and mini-Targets won't enhance UC San Diego's equity mission of creating sustainable work-life balance on campus, but onsite hourly child-care facilities will.

As detailed above, we already have a dire need for more directly affiliated child care facilities with guaranteed enrollments for staff, faculty, and students. These recommendations are urgent in terms of preserving our standing as a top tier organization in comparison with peer institutions.

As millennials and Generation Z become the next highly recruited generations, UC San Diego can only remain competitive by demonstrating a commitment to work/life balance and family friendly climates, which are increasingly important factors in academic and senior management hires as well.

We recommend matching more expansive or inclusive programs already provided by UC San Diego's Comparison 8 institutions. With regards to these, below are a selection of family friendly programs and services offered by other universities and colleges to make them more competitive. These programs demonstrate that UC San Diego students and employees are currently underserved in terms of providing both facilities and subsidy programs:

- At Harvard, **six child care centers operate** on the Cambridge and Allston campuses. Each center has its own characteristics and culture.

- Harvard provides an [ACCESS Program](#) with two components for faculty: 1. **Priority enrollment at campus child care centers**, and 2. A scholarship program component where **childcare subsidies range from \$4,000 to \$24,000 (taxable)**.
- Harvard provides adoption support for up to [\\$5,000 to assist with an adoption](#).
- The University of Michigan at Ann Arbor offers [subsidized \(by income\) backup care for faculty, staff, and students through Kids Kare](#). This program works for both unexpected daycare needs and care for mildly ill children.
- Stanford has [six on-site early childhood education programs](#) that serve children in the Stanford community ranging in age from infants to five years old. All offer the highest level of care, supervision and education.
- Stanford also offers [a backup care program through Bright Horizons available for faculty and staff](#). This program works for children and older dependents.
- Additionally, Stanford provides [adoption reimbursement](#) of up to \$10,000.00 for eligible faculty and staff and [\\$5,000 per year childcare subsidies for eligible \(50% time and higher\) faculty and staff](#).
- MIT supports a [childcare scholarship/subsidy program](#) that is available on a sliding scale for faculty, staff, and students and [five childcare centers](#) on or near campus that offer the same program and are part of one cohesive childcare system dedicated to excellence. MIT also offers [backup child care provided by Care.com](#) for faculty and staff that can assist when normal child care or school arrangements are disrupted by school closings, vacations, provider illness, or a child's mild illness. The MIT Work-Life Center additionally now offers families the option of in-center child backup care, as well as in-home child backup care.
- The University of Virginia provides a [subsidized backup care program](#) of 15 days per year for benefits eligible employees, both faculty and staff
- Yale provides 10 days of subsidized backup care through [Bright Horizons Care Advantage](#) for faculty, managerial staff, and postdocs.

The focus of many of these programs is making childcare accessible and affordable for faculty, staff, and students. At many institutions students, followed by staff, are the most vulnerable and least covered or accommodated populations, with the least accessible benefits. This is also true at UC San Diego, but our need for more benefits for all populations at UC San Diego is made very evident when we look at how many facilities and programs at external institutions **serve their whole campus population**.

At UC San Diego, we need immediate and long-term, sustainable funding solutions, especially given the space constraints that make advocating for additional facilities time-consuming and difficult, but this need not be the case. Perhaps these programs are expensive--such as financial help for parents who wish to adopt, or the university subsidized tuitions, but **devoting campus resources to secure donors for both new on-campus childcare facilities and programs ought to be an option**. This committee was recently excited to hear, by way of an update from a member of the Campus Childcare Advisory Committee, that the Knock Around camps facility is now being remodeled to double its capacity after a 15 million dollar university subsidy and a 25 million dollar donation from a private donor. If university advancement fundraising resources were deployed to ensure donors were secured for the building of new on-campus childcare centers and family friendly programs and initiatives, we could see many exciting new programs enacted--as well as a faster timeline for when permanent dedicated structures could be built and put to use.

2. Publicize and celebrate a family friendly campus climate and provide support for groups and ideas for improving UC San Diego already provided by the campus community.

- **Create a video with Chancellor, EVC, VC-EDI, and other campus leaders to discuss and promote family friendly policies, programs, and initiatives at UC San Diego.**
- **Increase publication and visibility of existing resources and programs.**
 - Display changing tables and secure campus-run lactation facilities on both physical maps, kiosks, and online sites (maplink)
 - Publicize and commend the forthcoming new staff association focused on parents, guardians, and caregivers: Parents, Guardians, and Caregivers Staff Association

- **Make an annual Chancellor's campus notice celebrating family on campus:**

Sample Campus Notice of Family Friendly Climate: "At UC San Diego we celebrate the diversity of our students, staff, and faculty. In challenging historical conventions and continuing the tradition of innovation, we believe it is now more important than ever to offer access and opportunities to students and workers in all stages of life, which means celebrating caregivers on campus. Recent research shows that our parent and caregiver students may be uniquely marginalized and invisible on college campuses. At UC San Diego, we are continuing to invest in a robust network of support, facilities, and policies to level the playing field for students who are caregivers, and maintain equitable career opportunities for our employees with caregiving responsibilities. We believe UC San Diego is a leader among our institutional peers in this area. Below are some of our most recent efforts to celebrate and accommodate caregivers on campus. We are proud to be Family Friendly UC San Diego."

- Reaffirm existing policies and resources.
 - Ask departments to support creating family friendly events and support systems for inclusivity for students, faculty, and staff parents.
 - Remind the new and returning populations that UC San Diego is a highly receptive campus climate for camps, youth classes, and multi-generational events.
 - Create a mechanism/program for providing university subsidized on-site childcare for department and unit events and conferences.
 - In addition to the Chancellor's Office releasing an annual official campus-wide notice, we ask that this same statement be consistently available and publicized or linked to on pertinent websites such as the Women's Center and student parent resource pages.
- **Send an annual Chancellor's email to department chairs listserv** encouraging their support for and discussion of how family and dependent presence on campus can be supported, especially for student parents, asking that they:
 - Emphasize training and knowledge in supporting student parent needs and rights on campus.
 - Affirm commitment to organizing department retreats and social events that are family friendly.
 - Promote meetings and group events within family friendly workday hours.
 - Encourage faculty to draft statements on their syllabi to welcome bringing infants and dependents to office hours and the classroom on occasions when back-up care is not available or if their child is exclusively nursing.

- **Reinstate “Bring Your Child to Work Days” at UC San Diego.** These annual events are hosted by the University of California Office of the President (UCOP) and the City of San Diego as a way to acknowledge families in the spirit of [National Take Your Child to Work Day](#).

Groups and actions meriting the public support of UC San Diego Executive Leadership

We would like to draw attention to the following groups and IdeaWaves, and ask for public support of Executive Leadership for these efforts to support the UC San Diego caregiving community. The following groups represent and serve the majority of our [female employees](#) on campus. CSW supports the work that these groups are doing to secure expanded access to paid parental leave benefits, along with other issues of gender equity, helping to propel our institution forward on the path to a more family friendly, inclusive community. Only when *all* families on our campus thrive, can we realize UC San Diego’s [Diversity Mission](#).

Campus Committees

Healthy Campus Network

- The Healthy Campus Network (HCN) is a University of California systemwide initiative that promotes reforms in all dimensions of health and well-being “to make UC the healthiest place to work, learn and live.” The UC San Diego Live Well HCN is the local group.
- This group has requested funding systemwide to add new rooms and renovate current lactation facilities at all UC San Diego campuses.
- We recommend that this group is involved in all new building and design/retail space initiatives, especially the Build Well Subcommittee who focuses on advocating for and maintaining health and wellness for all community members, especially our most vulnerable. Specifically, they advocate for protecting space for lactation rooms to be used solely for the purpose of nursing and pumping.

Childcare Advisory Committee

- This group makes recommendations and provides advice to the Vice Chancellor for Resource Management & Planning. In turn, the Vice Chancellor for Resource Management & Planning works with colleagues across the University to obtain their support and approval for recommendations and suggestions that enhance the environment and the community.
- This committee also provides a focus for childcare concerns within the UC San Diego community by facilitating discussion on the preservation and expansion of high-quality childcare facilities and services for UC San Diego.

Campus Groups

Staff Association Groups

- Parents, Caregivers, and Guardians
- Working Moms Group
- AFSCME: This is the largest (and most vulnerable) staff group at UC San Diego. AFSCME is asking for fair wage increases, benefit protections, job security, safe staffing and ending discrimination in the workplace for our low-wage workers on campus. Their work

in the fight to address gender pay gaps and to expand access to secure health and paid parental leave benefits supports the mission for gender equity and an inclusive, family friendly climate at UC San Diego.

Student Groups

- UC San Diego Student-parent Facebook Groups
- UC Student-Workers Union (UAW): the 2018-2022 contract secured: wage increases, protections against sexual harassment and racial discrimination, increased childcare subsidies, and more.

Faculty and Academic Employee Groups

- University of California American Federation of Teacher (UCAFT): The majority of our female faculty are non-senate faculty. UCAFT represents lecturers and librarians. Lecturers at UC San Diego are more likely to be women and faculty of color than senate faculty. UCAFT is also currently working to secure expanded access to paid parental leave benefits (*to non child bearing partners*), along with other issues of faculty equity.
- University Professional and Technical Employees (UPTE-CWA)

IdeaWaves meriting the public support of the Chancellor, VC-EDI, and Executive Leadership:

Subject	Title	Status	Proposed By
Lactation, Childcare	Availability	Community Discussion	Amanda Corona
Back-up Care	Please acquire a Bright Horizons Back-Up Care Advantage program like UC Berkeley has	Evaluation	Heather Zion
Childcare	Single Sign-On Protected Campus Childcare Grapevine to Build Community and Provide Resource Links	Evaluation	Jessica Chapin-Geipel, Heather Zion
Childcare	Drop-in hourly childcare	Community Discussion	Amelia Glaser
Parental leave	Increase Parental Leave Benefits	Evaluation	Caitlin Meagher
Parental leave	Parental Leave for International Students	Community Discussion	Aida Ribot Bencomo
Childcare	Childcare Fee Assistance for Faculty and Staff	Community Discussion	Heather Zion
Childcare	Permanent Staffing: Hire a One-Stop, Local Childcare/Dependent Care Liaison for Employees who Tracks Local Availability, Prices, and Locations for UC San Diego Parents Based on Their Needs	Community Discussion	Heather Zion

3. Increase access to resources for caregivers and breastmilk-pumping mothers.

- a. **Install changing tables in first-floor bathrooms of all campus buildings.**
 - b. **Minimize distance between work spaces and lactation facilities.**
 - c. **Include plans for new lactation facilities, temporary child-care, and family friendly mixed-use spaces in Campus Design criterion.**
- Inclusively install and maintain changing tables in all first-floor restrooms (family, all-gender, male, and female designated facilities) of every UC San Diego building.
 - Minimize threshold of distance for accommodating lactation rooms.
 - According to our lived experiences, a 5-7-minute-walk is an unsustainable burden to place on working mothers needing lactation support. Additional travel time typically means missing out on meaningful and productive time with projects or colleagues. We propose updating UC San Diego policy to reflect a shorter **1-3-minute walk**, or better still, revising the language to a specific distance (i.e. **500 feet**), since a 5-minute walk for one person may easily be a 15-minute walk for another. Lactation requires heavy or bulky sterile/personal equipment that is challenging to walk with, even for short distances.
 - Removing this barrier for lactating mothers will increase accessibility and equity in all aspects of worklife on campus at UC San Diego. This might increase the need for new lactation facilities on campus. (See Actions and Groups That We Support Section, below).
 - Create a **mixed-use play space** on the main campus, medical campus, and The Scripps Institute of Oceanography (SIO) that incorporates public art and safe seating for all to enjoy: for example, a low-to-the-ground concrete seat/slide shaped and painted in the likeness of a desert tortoise surrounded by grass or padded surface and a long arc shaped concrete bench to double as a partial enclosure.
 - Expand **family friendly work spaces** such as the [Parent Study Room](#) to include more on the main campus, medical campus, and SIO.
 - Support the creation of a **campus-supported student parent organization** and/or resources center.
 - **Include plans for lactation facilities, temporary child-care, and family friendly mixed-use spaces in Campus Design criterion.** Based on the assessment of current resources within this document, it is clear that increased childcare access and child-friendly spaces are desired by the staff, students, and faculty populations. This being the case, the committee strongly encourages that **UC San Diego solicit childcare businesses to occupy the retail spaces currently available for new planned facilities.** At the time of this document preparation, neither the new Torrey Pines Living and Learning Neighborhood, which will have a space for an arts and crafts area, nor the Triton Pavilion, which will have gym spaces for working out, have announced plans to help solve UC San Diego's inadequate child care facilities dilemma. **We urge the Chancellor's Office to assert these needs as priorities.**

4. Regularly assess the needs of the UC San Diego caregiving community and support groups, actions, and ideas generative of a family-inclusive environment at UC San Diego.

- **Assess how to provide paid leave for international students and scholars.** Currently, it is unclear if our international scholar community can take maternity or parental leave without losing their visas. The university should take steps to assess this community's needs in order to ensure that this community is not overlooked when creating policies for academic appointments. (See IdeaWave on page 10).
- Create an **annual campus-wide survey** for students, staff, academic appointees, postdoctoral scholars, and faculty from both Health Sciences and General Campus with regards to caregiving responsibilities and desired improvements for what UC San Diego offers. We recommend that this survey be added in rotation with current annual campus climate assessments.
- Create (or publicize if it exists) an **online space for collecting feedback and suggestions on caregiving experiences and needs** from UC San Diego campus community members (i.e. an online page with forum for a student in need of a changing table to solicit recommendations for a specific building from other caregivers).

5. Expand paid parental leave benefits for all.

- Expand on the current **Catastrophic Leave Donation Program** to allow faculty and staff to donate both vacation and sick leave to be distributed to applicants for additional parental leave time.
- **Standardize a floor for paid parental leave to all** faculty, staff and student employees, modeled after Governor Newsom's 2019 proposal for six months paid parental leave.
- **Expand paid parental leave** benefits for *all* employees and students at UC San Diego.
- **Provide paid parental leave to international students, postdocs and visiting scholars.**

As part of statewide and nationwide trends, other campuses (for example [CU Boulder](#) and [UVA](#)) have made recent efforts to extend the amount of **paid leave** available to **faculty and staff** and to build in greater time flexibility to access benefits for **pregnancy-related medical need, birth, adoption, and foster placement**. The committee recognizes and commends the university for strong parental paid leave options for specific title codes (most notably senate faculty), and we recommend an expansion of more robust paid parental leave options across title codes and for all workers, including part-time and full-time status workers, which would offer **parity across groups**. In regards to the decision to expand benefits, the leadership at UVA noted the many short- and long-term benefits for both parents and children. This policy change was also driven in part to continually elevate the university's position as a top-tier employer that recruits and retains talented faculty, staff and clinicians.

[Governor Newsom proposes](#) a **six month paid parental leave plan for all**, with an option to split that time between two caregivers. We are enthusiastic about the potential for UC San Diego to continue leadership in providing paid parental leave by modeling after this proposal. A broad swath of [research](#) supports recurring findings that link paid parental leave to numerous positive short-term and long-term health and well-being outcomes for families (caregivers and children), including long-term increased productivity for workers who utilize paid leave benefits. The committee supports any and all efforts to continually expand access to paid parental leave benefits along with publicizing a culture of taking

advantage of paid leave benefits so that employees feel they do not have to sacrifice advancement in their careers to care for their children and families.

Additionally, the university should **explicitly support a culture of gender equity when implementing paid leave policies**. Simply offering paid leave policies is not always enough. Studies show that even [“good” parental leave programs can hurt women](#). When paid leave programs are used by both men and women *at similar rates*, there is some evidence that this could lead to higher numbers of women in leadership and among top ranks.

We recommend that leadership at all levels (Chancellor, Vice Chancellors, Divisional Leadership, department Chairs, etc.) at UC San Diego use **trainings and public messaging to foster a culture in which fathers and non-childbearing partners take parental leave and use this leave for caregiving responsibilities** as opposed to work-related projects, which can *increase* gender equity gaps.

We want men and all non-childbearing partners to feel empowered to bond with and care for their families by using paid leave appropriately when they act as primary caregivers. *Only when we all take paid family leave and the important work of caring for our families seriously, can we expect equity for women in the workplace.*

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Websites

Comparison 8 Institutions

<https://www.apb.ucla.edu/faq/comparison-8-schools>

Resources for Student Parents (TritonLink)

<https://students.UC San Diego.edu/well-being/wellness-resources/student-parents/index.html>

LRF MOMI CORE

<https://medschool.ucsd.edu/research/coe/momicore/Pages/default.aspx>

Lactation Supportive Environments, UC San Diego School of Medicine

<https://ucsdcommunityhealth.org/work/breastfeeding/>

UC San Diego Report of the Academic Senate-Administration Joint Task Force on Family Accommodations

<http://aps.UC San>

[Diego.edu/files/reports/taskforcereports/2015family_accommodations_task_force_report.pdf](http://aps.UC San Diego.edu/files/reports/taskforcereports/2015family_accommodations_task_force_report.pdf)

Senate Faculty Dependent Care Travel Grant

<https://aps.UC San Diego.edu/services/family/depcaretravelgrants.html>

Postdoctoral Dependent Care Travel Grant

<https://postdoc.UC San Diego.edu/award-opportunities/dependent-care-award.html>

Scripps Institution of Oceanography Dependent Care Travel Grant

<https://scripps.UC San Diego.edu/deptravelgrant>

UC Berkeley Backup Care Advantage Program

<https://vpf.berkeley.edu/policies-and-programs/back-care-advantage-program>

UC San Francisco Back-Up Care Program for Faculty, Residents & Clinical Fellows

https://campuslifeservices.ucsf.edu/familyservices/services/back_up_care/back_up_care_programs

CU Boulder enhances parental leave policy, offering 6 weeks with pay

<https://www.colorado.edu/today/2018/06/26/cu-boulder-enhances-parental-leave-policy-offering-6-weeks-pay>

Ryan Announces Expansion of Paid Parental Leave Policy for UVA

<https://news.virginia.edu/content/ryan-announces-expansion-paid-parental-leave-policy-uva>

Governor Newsom's Paid Parental Leave Proposal

<https://www.gov.ca.gov/2019/01/10/governor-newsom-proposes-2019-20-california-for-all-state-budget/>

National Partnership for Women and Families (research on paid leave policy, including international comparisons) <http://www.nationalpartnership.org/our-work/workplace/paid-leave-resources.html>

"Good" parental leave programs can hurt women

https://www.washingtonpost.com/news/on-leadership/wp/2014/11/06/when-good-maternity-leave-programs-can-actually-hurt-women/?noredirect=on&utm_term=.7b32ab282539

National Take Our Daughters and Sons to Work Day

<https://daughtersandsonstowork.org/>

UC San Diego Child Friendly Study Areas (TritonLink)

<https://students.UC San Diego.edu/well-being/wellness-resources/student-parents/study-rooms.html>

Enclosures: Supporting Documentation for Back-up Care

For Internal Circulation Only