

**Focus on Diversity at UC, San Diego**  
***Diversity Matters* Webpage**  
**Committee on the Status of Women**  
**Discussion and Feedback**  
**2003-2004**

The Chancellor's Advisory Committee on the Status of Women (CSW) comprises faculty, staff and students at UC San Diego.

**Feedback:** In its 2003-2004 annual report, the Chancellor's Advisory Committee on the Status of Women (CSW), comprising faculty, staff and students, at UC, San Diego, provided suggestions regarding child care services on campus, faculty gender equity study, quality of work life, flexible work schedules, and graduate student issues.

**Response:** Chancellor Fox provided responses to the issues identified in the report, including the following specific comments:

**Construction of the Second Early Childhood Education Center (ECEC)**

Renovations within the ECEC will allow for operation of an infant care room, which will commence in the summer of this year (2005). We expect to be able to accept infants into the Center by January 2006.

**Follow-Up Regarding the Faculty Gender Equity Study**

The programmatic outcomes from the study on faculty gender equity – salary recalibration, exit interviews, mentoring system for women, family friendly policies, and the partner opportunities program – are programs that will be evaluated annually. While these programs are too new to fully evaluate, there are positive indicators. For example, there has been an increase in the number of women taking ASMD in recent years. Based on the information obtained from exit interviews, women separated with very positive feelings about UCSD.

The Partner Opportunity Program (POP) has successfully serviced numerous clients in the past two years and the program representatives are in the final stages of negotiating collaboration between the POP, Higher Education Recruitment Consortium (HERC) Web site and IMDiversity.com.

The use of "Best Practices in Recruiting" continues to be an effective tool in getting women into ladder-rank faculty applicant pools. Appointments of women to the campus have increased over the past five years.

**Increase Awareness of Quality of Work/Life (QWL) Programs for UCSD Staff, Faculty and Students**

We will ask the QWL Advisory Committee to assess use of our programs and policies, and any limitations, as well as develop ways to improve awareness of these programs.

UCSD released an important initiative in December 2003 designed to better inform the UCSD community about the scope of quality of work/life opportunities at UCSD. The Quality of Work/Life Express addresses the need to see all of the significant work/life programs & services from one web location. It takes a comprehensive view and presents work/life in five categories: (1) Family; (2) Health & Wellness; (3) Culture and Community; (4) Professional Development; and (5) Financial Planning & Retirement.

A web version of the New Employee Orientation (NEO) Guide was released in September 2004, and a web version of the UCSD Telecommuting Guide will be released in the Spring of this year (2005); Work/Life is talked about in any number of employee forums; and we have already identified a number of strategic initiatives related to quality of work/life, such as devising a campus orientation strategy for the Telecommuting Guide-and face-to face media to share information with the UCSD audiences.

The Quality of Work/Life office is a point of coordination of certain information about these programs in consultation with the respective stakeholders. While we agree that effective communication to faculty, staff, and students is essential, the Quality of Work/Life office must be careful about how it takes on the responsibility to communicate about programs that are managed by other departments.

### **Staffing and Funding for QWL Initiatives, and Reporting of Flexible Work Opportunities**

Staffing and funding appear adequate for QWL initiatives, and should additional resources be required, we will request the additional funding. Providing positive employee stories to the campus is on the agenda of the Director of Quality Work/Life and Internal Employee Communications.

We will ask the QWL Advisory Committee to explore ways of generating [data on the numbers and job titles of employees using job sharing, alternate work schedules, and telecommuting]. UCSD does not maintain a position control numbering system and positions are approved based on a budget control system, hence we do not maintain any central campus data on job sharing. Because we operate in such a decentralized environment with the goal of decentralizing as much autonomy and decision-making as possible to Vice Chancellors and Department Heads, the Human Resources Department does not keep central campus data on the use of alternative work schedules and telecommuting agreements.

## **Addition of a Gender Dimension to Exit Surveys and Interviews for Staff and Faculty**

We will review the feasibility of adding a gender demographic question to the Exit Interview/Survey tool. We agree that this would add value to the results of the surveys. As noted earlier, general information on gender can be garnered by developing periodic reports based on the separation reasons codes stored in PPS.

## **Institutional Sponsorship to the Association of Women in Science (AWIS)**

Request for membership in the Association of Women in Sciences in Science (AWIS) - APPROVED. A single platinum level institutional membership; with dues of \$500.00 annually, which includes four individual memberships for designated persons within the institution. The request requires memberships be held by individuals who are actively engaged in programming efforts that facilitate the inclusion and advancement of women in science and engineering across academic ranks at UCSD. Suggested members by Elizabeth Yoder are listed below.

Chancellor Marye Anne Fox

Linda Zangwill, Co-Chair of WISE and Co-Chair of CSW

Elizabeth Yoder, Co-Chair of WISE and member of CSW

Jeanne Ferrante, Associate Dean of Engineering and coordinator for Women's Leadership Alliance, Women in Computing, and Academic Climate Transformation Initiatives (Which "partner" with AWIS)

Barbra Blake, Assistant Dean of Biological Sciences handling External Affairs

Anne Hogar, Member of the Diversity Council

Ellen Beck Member of the Diversity Council

Katja Lindenberg, Former Co-Chair of the Gender Equity Task Force

Guidelines for membership should be incorporated and memberships should be rotated every few years.

## **Climate Issues for Graduate Students**

The Dean of Graduate Studies and the Office of Student Affairs are working together in assisting the GSA with the development of a graduate student life survey, part of which will address women's issues.

The Office of Graduate Studies is in the process of revising their Graduate Women's Handbook as an on-line publication to provide another form of communication to graduate students.

In collaboration with OSHPP the Office of Graduate Studies has provided the following workshops:

Critical Conversations  
Work Keeps You Up At Night  
Finding Your Voice

They have also co-sponsored the Physics Department's "Women in Physics" lunch series which was created as an opportunity for faculty and graduate students to informally interact.

### **Staffing in Support of Women's Programs**

The position of a graduate student intern whose responsibilities are to work with the Women's Center, the Cross-Cultural Center and the Lesbian Gay Bisexual Transgender Resource Center to develop joint programming was approved. The intern is spending one quarter at each Center.

In support of the Committee on the Status of Women (CSW), the Chancellor's office strives to provide excellent support to the Advisory Committees and Councils and will continue to support their efforts. The New Associate Chancellor and Chief Diversity Officer Jorge Huerta is at present meeting with the leadership of each advisory group leadership to discuss their needs.

### **Interdepartmental Faculty Mentoring Program for Graduate Students**

The Dean of Graduate Studies would e happy to participate with the school and division deans in the development of an interdepartmental faculty mentoring program for women graduate students.

Marye Anne Fox  
Chancellor