

May 20, 2005

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SUBJECT: Chancellor's Response to CSW Activity Report

I am pleased to respond to the set of recommendations from the Committee on the Status of Women's annual report. To ensure a comprehensive discussion on campus, your suggestions were reviewed by Associate Chancellor and Chief Diversity Officer Jorge Huerta and the Vice Chancellors at the Vice Chancellors Meeting. It is clear to me and my leadership team that CSW provides leadership, coordination and support for a variety of initiatives that are important to the campus. I appreciate your hard work and your commitment to enhance the campus climate for our faculty, staff and students.

Attached are a listing of your recommendations and responses to each.

With warm regards,

Marye Anne Fox
Chancellor

Attachment

cc: P. Coleman
J. Huerta

1. Child Care Oversight

Recommendation: Make funds and facilities available to open an infant room in the existing ECEC.

Response: I am pleased that renovations within the Early Childhood Education Center (ECEC) will allow for operation of an infant care room that will commence in summer 2005. The ECEC is expected to accept six infants by January 2006.

Recommendation: Increase the salaries of the senior teachers at the ECEC.

Response: The ECEC is committed to reviewing senior teaching staff salaries once CUE bargaining has been completed.

2. Faculty Gender Equity Study

Recommendation: The effectiveness of these new programs should be monitored and evaluated.

Response: I agree. The Senior Vice Chancellor's Office will evaluate annually 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. 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 Active Service Modified Duties in recent years. Divisional deans conduct exit interviews in the spring. Based on the information obtained from exit interviews, women separated with very positive feelings about UCSD. The Partner Opportunity Program (POP) has successfully serviced 66 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. Currently, UCSD has links to these websites.

The use of "Best Practices in Recruiting" continues to be an effective tool in getting women into ladder-rank faculty applicant pools. Representation of women in applicant pools for ladder-rank recruitments increased from 21% (1999/00 recruitment cycle) to 27% (2003/04 recruitment cycle. Appointments of women to the campus have increased over the past five years. In the 1999/00 academic year, 40 people were appointed into the ladder-rank series, of which 7 (18%) were women. In 2003/04, there were 73 appointments into the ladder-rank series, of which 23 (32%) were women.

I encourage the CSW to meet with the Senior Vice Chancellor to continue discussions on the successes of these programs.

3. Quality of Work Life (QWL)

Recommendation: Develop a plan to increase the awareness and utilization of Quality of Work/Life programs for UCSD staff, faculty and students and to encourage supervisors to authorize such utilization. Assess use of current policies and limitations upon such use.

Response: I agree. Quality of worklife is important for faculty, staff, and students. I will ask Vice Chancellor Steve Relyea to convene the QWL Advisory Committee to assess the UCSD's organizational culture that may impede staff's participation. The Committee can review and make recommendations on the programs and policies, and identify any limitations, as well as develop ways to improve awareness of these programs.

I encourage the CSW to continue discussions with Rogers Davis, AVC for Human Resources, to discuss improving communication of these programs.

Recommendation: Ensure that appropriate Human Resources staffing and funding is dedicated to developing and implementing family-friendly policies for staff and for promoting QWL program success stories to the campus.

Response: The Human Resources Office has ensured me that staffing and funding appear adequate for QWL initiatives, and should additional resources be required, Human Resources will request the additional funding.

Recommendation: Report data on the numbers and job titles of employees using job-sharing, alternative work schedules, and telecommuting. Report this data by department and Vice Chancellor area and explore the conditions where these arrangement situations work best. Market these success stories to the campus.

Response: When Vice Chancellor Relyea reconvenes the QWL Advisory Committee, he will ask the Committee to explore ways of generating this information. UCSD does not maintain a position control numbering system and positions are approved based on a budget control system, hence Human Resources does not maintain any central campus data on job sharing. Because UCSD operates in such a decentralized environment with the goal of regulating 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.

Recommendation: Add a gender dimension to exit surveys and interviews for staff and faculty, so that meaningful data can be gathered and trends analyzed. Report this data annually to the CSW.

Response: I agree. Adding a gender dimension would add value to the results of the surveys. I will ask Vice Chancellor Relyea to review the feasibility of adding a gender demographic question to the Exit Interview/Survey tool.

4. Women in Science and Engineering

Recommendation: UCSD provide institutional sponsorship to the Association of Women in Science (AWIS).

Response: I have approved the purchase of an Institutional membership to the Association of Women in Science (AWIS). This institutional membership includes four individual memberships designated to persons within the institution who are actively engaged in programming efforts that facilitate the inclusion and advancement of women in science and engineering. I will fill one of the memberships and my staff will collaborate with members of WISE to fill the remaining three individual memberships.

5. Graduate Student Issues

Recommendation: Develop and implement a survey to study the climate for graduate students and to design solutions to commonly faced problems.

Response: The Graduate Student Association and Office of Graduate Studies and Research recently conducted a campus climate survey via the web (<http://gsa.ucsd.edu/gpses/index.php>). This survey was offered from April 22 to May 22, 2005. I have asked Vice Chancellor Dick Attiyeh to share with the CSW the results and I encourage CSW to partner with the GSA and OGSR to identify any specific areas of concern.

Recommendation: Create and fund a full-time staff position responsible for planning and implementing gender-related programs and events targeted towards graduate students. This person will also create graduate student/faculty connections programs, act as a liaison to other departments and offices on campus that work with graduate students, and create an information and referral resource for graduate students that can be used as a recruitment and retention tool.

Response: I understand the importance of programming for our graduate students, but recognize the budget realities all areas of the campus continue to face. Currently, a graduate student intern works with the Women's Center, the Cross-Cultural Center and the Lesbian Gay Bisexual Transgender Resource Center. The intern spends one academic quarter in each Center. We will work with the Centers to determine if an expansion of the internship program would be possible.

Recommendation: Institutionalize a formal interdepartmental faculty mentoring program for graduate students.

Response: The Vice Chancellor of Graduate Studies and Research will look into the development of an interdepartmental faculty mentoring program for women graduate students.

6. Recognition for UCSD Women

No recommendation submitted in this category.

7. CSW administrative issues

Recommendation: Include a welcome message from Chancellor Fox on the CSW home page. We have requested the message, but have not yet received text from the Chancellor's Office.

Response: I agree. I will provide a message for the CSW webpage.

Recommendation: CSW asks the Chancellor's Office to consider whether the staff allocated to support CSW's administrative issues has sufficient time to support CSW, given the current staffing issues in the Chancellor's Office.

Response: The Chancellor's office strives to provide excellent support to the Advisory Committees and Councils and will continue to support their efforts. The Associate Chancellor/Chief Diversity Officer will meet with the leadership of each advisory group to discuss their needs.