

CHANCELLOR'S ADVISORY COMMITTEE  
ON THE STATUS OF WOMEN

Meeting with Chancellor Atkinson

Minutes

April 12, 1991

Meeting convened at 3:05 p.m.

Present: Chair Mary Ruggie, Co-chair Christine Oakley, Francine Berman, Michael Bernstein, Patrice Donaldson, Sharon Hays, J. Beach, Reina Juarez, Audrey Littlefield, Nolan Penn, Marion Reale, Alejandra Ruiz, Nancy Wahlig, Mary Walshok

Absent: Jonnie Craig, Steven Erie, Helen Harrison, Bennetta Jules-Rosette, Helene Keyssar, Rachel Klein, Nancy Mah

Guest: Chancellor Richard C. Atkinson, accompanied by Special Assistant to the Chancellor Lindy Nagata

Chair Ruggie welcomed Chancellor Atkinson to the meeting, proffered introductions, and briefly outlined the topics for discussion.

UPDATE ON DAY CARE, SEXUAL HARASSMENT, AND PAY EQUITY

Day Care: Chair Ruggie noted that the CSW day-care subcommittee had been dissolved after the Chancellor had approved the appointment of a campuswide day-care committee under the auspices of Vice Chancellor Relyea. Michael Schudson chairs the new committee which will meet next month, and Fran Berman serves on it as CSW representative.

Sexual Harassment: Nancy Wahlig reported that she, Mary Ruggie, and Audrey Littlefield had been working with Tom Hull to finalize UCSD's sexual harassment procedure covering staff, students, and faculty. After approval by CSW and Tom Hull, the campuswide procedure should be ready for implementation by next year. Chancellor Atkinson will appoint a sexual harassment coordinator to administer the policy and procedure campuswide. CSW will present Chancellor Atkinson with nominations for a Sexual Harassment Coordinator.

Pay Equity: Chair Ruggie explained that Joan Stiles had conducted a study on pay equity based on a 1988 data base of

faculty provided by the VCAA. At issue was whether a systematic gender pattern existed with women moving up the ladder rank more slowly from original hire than their male counterparts. Joan Stiles reported that the study revealed apparent equality at the associate professor ranks, but indications of slippage in the assistant professor ranks. Full professor ranks indicated considerable gender disparity with a 3 1/2 step difference. The data were thought to reflect a systemwide problem of historical bias in hiring women at lower rates.

In reviewing the matter, Chancellor Atkinson requested that CSW submit a report on its findings. He also suggested that a general analysis on pay equity be undertaken by Oakland and applied systemwide, that the Committee on the Status of Women should not have to initiate these studies. Dr. Atkinson recommended that CSW ask President Gardner to appoint a task force to investigate this issue and that he (Dr. Atkinson) would support the request based on the preliminary information presented.

#### WOMEN'S CENTER

CSW's proposal for a Women's Center at UCSD was presented to Chancellor Atkinson for consideration. Referring to the somewhat fragmented approach to women's concerns and the lack of a centralized repository for women's information, Chair Ruggie delineated the necessity for a Women's Center.

Noting that 65% of UCSD staff are women, Chris Oakley emphasized that the current Women's Resource Center is a student entity which cannot address the differing concerns of staff, faculty, and students. A centrally located center could provide information and referral for, e.g, health care, financial planning, and legal advice, and would contribute to the well-being of all women on campus.

Sharon Hays shared some statistical data on UCSD which indicated that women are grossly underrepresented at the higher ranks: over half of undergraduates are women; only 34% of graduate students are women; 15% of faculty are women, compared to a national average of approximately 27%; 12% of tenured faculty at UCSD are women. These facts contribute to a general atmosphere of women feeling unworthy, which impacts UCSD's ability to attract and retain qualified women.

Regarding women in the sciences, Fran Berman noted that out of 80 faculty in Engineering, 9 are women, 3 of whom are tenured. With few women graduate students in this field, support groups are needed in the sciences. A Women's Center has the potential to foster greater interaction among the disciplines. In addition, it was suggested that UCSD develop an option for spouses--a partner program that could be administered by the Women's Center.

It was also pointed out by Mary Walshok that a Women's Center would be a valuable tool in linking UCSD scholars to influential women, legislators, and media people in the surrounding communities. A Women's Center could also invite independent scholars and lecturers to campus. Community ties could be strengthened further by asking some women from the community to serve on a Women's Center advisory board.

In commenting about the reputation of UCSD and its research mission, Reina Juarez spoke about the human element and the need to nurture those aspects which will provide an opportunity for women to fulfill their potential. The establishment of a Women's Center at UCSD would create an atmosphere where women could feel important and could interact at all levels.

Chair Ruggie summarized that a Women's Center could serve as a focus for networking, for obtaining information, a place where education and research could be conducted, where an institutional link could be forged with Women's Studies, a place for seminars and colloquia, community enterprise. Chair Ruggie reported that Vice Chancellor Caserio's response to the proposal was supportive and she has agreed to look into the question of space for a Women's Center. A temporary solution would be to use the current Women's Resource Center at the Price Center, but in the future a different setting would be necessary. Arrangements were already underway to meet with Vice Chancellors Relyea and Watson to discuss the proposed center. Chair Ruggie asked Chancellor Atkinson to support the proposal for a Women's Center.

Chancellor Atkinson responded that he was impressed with what he had heard about the Women's Center and felt that it would be a great asset. However, against a background of an unusual budget year, he would need to meet and discuss the proposal with Vice Chancellors Caserio, Relyea, Kennedy, and Watson. Also, he would like to ascertain where UCSD stands in relationship to other campuses.

#### "CHILLY CLIMATE"

Chair Ruggie explained that the phrase "chilly climate," which denotes sexual harassment or sexual discrimination, originated in an Association of American Colleges publication entitled, "The Classroom Climate: A Chilly One for Women?" As part of CSW's charge to inform the Chancellor of issues which detrimentally affect UCSD women, CSW has begun looking into the situation at UCSD. The experiences of the women faculty who taught MMW4 was one complaint indicating a "chilly climate" at UCSD.

Michael Bernstein, invited by Chair Ruggie to present an overview of this topic, reported that several incidents had occurred whereby faculty women had been subjected to inappropriate conduct

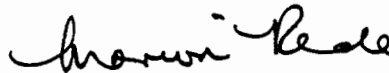
from colleagues as well as sexist remarks from students. These incidents were indicative of the climate at UCSD, leading women to feel that their contributions as scholars are not valued, and to believe that there is no form of redress for them. Information had also been received from Nancy Wahlig's office. Incidents were cited of faculty who had been harassed by students during classroom presentations, and of male TA's making sexist remarks to female undergraduates and to female TA's. While lodging a formal complaint with Privilege and Tenure was an option for faculty, it was generally believed that such an action would escalate matters and that less formal channels be made available. It was hoped that the new sexual harassment policy would provide an avenue for informal resolution to some of the problems discussed. Chair Ruggie indicated that CSW will continue to provide a forum for the open discussion of grievances for sexual discrimination. It was also noted that few women serve on the Committee for Academic Personnel (CAP).

Associate Chancellor Penn suggested to the group that the Committee on Committees was receptive to diversifying its committees and had recently appointed people of color to CAP. He also suggested the development of a mini-conference to address the foregoing issues of sexual discrimination and offered to support such an effort.

In reviewing some of the issues, Chancellor Atkinson emphasized that women are certainly important at UCSD and have contributed to the excellent reputation that UCSD enjoys. He indicated that much more education is needed on sexual harassment. He further recommended that a letter be prepared to distribute campuswide which would address women's concerns and reaffirm the University's commitment to sexual equality.

Meeting adjourned at 4:15 p.m.

Respectfully submitted,



Marion Reale  
CSW Recording Secretary

cc: Chancellor Atkinson