

APPENDIX A - UCSD WOMEN'S CENTER PROPOSAL SUMMARY

INTRODUCTION

It is a tribute to UCSD that its remarkable growth within the last several years has included an expansion in the opportunities available for women at all levels of the University community. Although the admission of women graduate students and the recruitment of women faculty has increased over the last ten years, women remain underrepresented among the faculty and graduate student populations of all departments with the exception of Social Sciences, Humanities, and the Arts. This underrepresentation at the higher levels of the University community continues despite the fact that the ratio of women undergraduates to male undergraduates has remained relatively constant for the last ten years (1980: 5,037 women, 4,012 men; 1990: 7,581 women, 6,811 men).

This state of affairs engenders problems for women at UCSD. While a number of specialized facilities and services for women exist on campus, their fragmentation has created frustration among both the providers and potential recipients. The result is a sense that the existing provision is inadequate, and a questioning of the University's commitment to its growing numbers of women constituents.

We are alone among the UC campuses (and among comparable major campuses across the US) in our lack of a Women's Center designed to benefit all women on campus. This proposal for such a Center at UCSD seeks a by now long-needed corrective to an organizational deficit as well as an administrative indifference to women as an influential campus constituency. In proposing a Women's Center, we seek not only a forum from which women at UCSD can express their voices, not only a mechanism through which women at UCSD can communicate, not only an environment within which women at UCSD can achieve their potentialities, but also a reason for women to want to be a part of the University community and remain here. That is, we seek to address the University's academic and affirmative action goals for the recruitment and retention of highly qualified faculty, staff and student women. We propose to accomplish this by establishing a Women's Center for all women at UCSD; a Center that accommodates both our heterogeneous and common goals.

CONSTITUENCIES AND RATIONALE

STUDENTS: For the last 17 years, a collective of student volunteers, largely undergraduates, has maintained a Women's Resource Center (WRC) at UCSD on an annual budget of approximately \$1,500. The WRC has been relatively successful as a small-scale meeting place, information resource center, and sponsor of women's events. Its volunteers are to be applauded for their commitment and efforts. However, the WRC is limited in its capacity to promote the enrichment of all student women. Faculty and staff women are little involved. The constraints of students' time and energies, in addition to the problem of discontinuity arising from the relatively transient nature of the student population, place understandable limits on the effectiveness of the current WRC to meet the needs of the women's community at UCSD.

Because most of the curriculum at UCSD does not effectively address either the contributions of women in science or the gendered nature of the production of knowledge, women students as women are infrequently directed by course material. Student women would benefit academically from the proposed Center through increased, direct interaction with faculty. There is the potential for expanded mentorship programs and academic advising for women. Given that the top three undergraduate majors (biology, political science and psychology) are pursued by 3,000 students yet have only 16 women faculty out of 82, the need for academic models and mentors is obvious if women are to be encouraged and supported to achieve success in these disciplines.

FACULTY: The most common arena currently available for faculty women at UCSD to meet and exchange ideas consists of innumerable committees, some of which address issues relevant to the special needs of women faculty (although most do not) but at least an opportunity for further interaction and collegiality is created. We envision a Women's Center which provides a central location from which all women faculty can communicate on issues of common concern.

UCSD provides itself as an institution of excellence with a faculty which includes Nobel Laureates, National Academy of Science members and National Academy of Engineering members, for example. With 30% of the graduate students (not including medical students) in biological sciences being women, and 44% in the social sciences, attracting and retaining women faculty should be an area of pride at UCSD as well. Unfortunately, this is not the case. A Women's Center would contribute greatly to creating an academic and supportive environment that advocates scholarship by women in all fields and an environment for the exchange of intellectual ideas that thrive on the development of cross-disciplinary and cross-departmental ties.

STAFF: Currently, women make up 68% of the career staff workforce at UCSD. Although still underrepresented in the highest paying executive and management positions (35% of women at UCSD make up 73% of the professional/non-faculty positions, 88% of all clerical positions, and 65% of the technical/paraprofessional positions). It goes without saying that the increasing number of women in the workforce compels UCSD to positively address issues of concern to this constituency. These issues fall into three categories: 1) advocacy and support, 2) career advancement and 3) connectedness both with peers and with the University community at large. A Women's Center would serve to address these issues as a central clearinghouse for information and referral for issues such as child support, financial planning, health care, single parenthood, and legal advice. Career advancement would be enhanced through direct programs as well as through interaction with the richly diverse community of women presently at UCSD. A feeling of connectedness is a key issue for staff women. Not being directly involved with the give-and-take of academic life within an institution of higher education can be quite alienating. It makes sense that one of the ultimate goals of the University should be to have its entire workforce working cooperatively toward the mission of the University.

A Women's Center would provide a now rare opportunity for faculty, students and staff to exchange ideas, and share commonalities as women at UCSD. Providing services to address these issues would enhance - not duplicate - the excellent work of such existing services as the Faculty and Staff Assistance Program, Staff Education and Development, and the volunteer-run Women's Caucus. Working cooperatively with existing services to eliminate duplication, fill in gaps and expand services is the goal.

The heterogeneity of women at UCSD can also be distinguished along an alternative spectrum. We are making every effort to increase the numbers of women of color at UCSD through affirmative action programs. But these recruitment efforts must be backed by retention efforts. These women have exceptional needs, not all of which can be met through ethnic-based organizations. A Women's Center would provide a source of support for those making a transition to the mainstream of professional life, and offer role models from among the entire range of women at the University.

Beyond the constituency internal to the University, UCSD has been actively developing liaisons with the wider community of San Diego in a number of endeavors. A Women's Center is essential in achieving the crucial linkage between the University and the community at large. It provides a central location from which anyone unfamiliar with the campus community (from members of the media to state legislators) can gather information on such issues of national concern as day care, sexual harassment and pay equity.

RELATIONSHIP TO WOMEN'S STUDIES PROGRAM

As the UCSD Women's Studies Program prepares to launch its major, it enters a new stage in which the program's permanent presence and visibility on campus assumes heightened importance. The program has suffered in the past from its lack of designated physical space - a permanent central location in which the energies generated in the classroom could find expression and affirmation in related projects and activities. Students and faculty both have desperately missed the sense of community -intellectual, political, cultural and social- that they found fleetingly in the classroom.

This is precisely what the Women's Center offers the Women's Studies Program. By scheduling extracurricular activities at the Women's Center (visiting and residential speakers, organizational meetings, and social gatherings), Women Studies, the Women's Center and the growing constituency of students, staff and faculty can find common purpose and uncommon energy. Women's Studies will find access to more (and more diverse) students and, indeed, may access to more faculty to recruit the program. And the Women's Center will gain an expanded constituency of those who fill the Women's Studies courses but do not know of the programs run by the Center. The Women's Studies Program will retain its independence from the Women's Center and will continue to follow its own scholarly trajectory. But a close relationship with the new Women's Center, such as that outlined in this document, is crucial to the growth and vitality of the women's community at UCSD.

FUNCTIONS

To meet these needs, we are proposing a Women's Center with the capacity to perform a comprehensive set of functions which can be divided into three major categories: 1) Education and Research, 2) Information and Referral Services; and 3) Support and Advocacy.

EDUCATION and RESEARCH activities are at the core of our proposed Center. Housed within the Center would be a library of research materials on gender issues and scholarship specific to Women's Studies, in coordination the the UCSD library system. This would enable faculty, graduate students, and visiting researchers to easily avail themselves of resources now decentralized throughout campus. Finally, the institutional links between the Women's Center and the Women's Studies Program would foster a unique learning

environment for all women and men on campus, resulting in increased retention of both women graduate students and women faculty.

INFORMATION and REFERRAL SERVICES are essential to creating a campus environment in which women can feel connected and empowered. The Center would serve as a clearinghouse for the dissemination of information of relevance to all women on campus, act as a problem-solving resource to aid in the location and utilization of campus and community resources, and facilitate communication among those now disconnected organizations serving the diverse needs of women. Among these campus organizations are the Chancellor's Committee on the Status of Women, the Women's Caucus, the Women's Resource Center, the Student Safety Awareness Program, Psychological and Counseling Services, and the Student Health Service. The Center would provide a crucial service by providing links among, and a centralized information office for, these organizations.

SUPPORT and ADVOCACY functions of the Center become one of the net results of its creation. As stated earlier, the establishment of relationships, role models, and a recognition of interdependence are vital to our growth and development as scholars, employees and individuals. The Women's Center would provide a centralized setting for networking among all women at UCSD, and in this way assist in the development of advocacy groups to engender a greater understanding of, and responsiveness to, the diversity of women's needs and perspectives.

The coordination of the numerous resources and organizations currently available for women on campus would provide for greater efficiency, effectiveness and visibility and lead to expansion, allowing both the Center and these organizations to reach increasingly more of the community both inside and outside the campus' geographical boundaries.

ORGANIZATION

The organizational design of the Women's Center must reflect its mission and goals; therefore, we propose the following:

FULL-TIME CAREER DIRECTOR: A Director is essential to manage the multiplicity of functions of the Center. She would be responsible for establishing the systems necessary for the Center to function and for providing the leadership to make them work. Included in her responsibilities would be the collection and dissemination of information and services; and acting as the primary liaison between both campus and community organizations, and academic and administrative departments serving women. She would, furthermore, engage in the long-range planning necessary for the maintenance of an effective comprehensive program, and the proactive construction of new programs to fulfill the goals of the Center.

SUPPORT STAFF: As in all University units, a skilled and dedicated support staff is vital to daily operations. Therefore, we are proposing a full-time administrative assistant and four work-study students to assist the Director. Critical to the Center will be the activity of both student interns and a core of non-paid student employees. The current WRC provides an efficient model for the training and utilization of student staff.

ADVISORY BOARD: The activities of the Director would be guided by an Advisory Board consisting of representatives from its primary constituencies: faculty, students, staff, and the community at large. The Board would propose goals, provide vision, and monitor and evaluate the effectiveness of the Center.

FUNDING/BUDGET

Since this Center would serve faculty, staff and student populations, we propose that the funding of the Center reflect these constituencies and, therefore, seek funding from the VCAA, VCBA, and VCUA. Funding from a single one of these sources would limit the scope of the Center and endanger our goal of promoting the potential of UCSD women through a Center which provides for both commonality and diversity. Precedent for such multi-source funding can be found in our fine day-care program.

APPENDIX B

Volunteer Hours of Contributed by the Chancellor's Committee on the
Status of Women

2 years: March 1, 1990 through February 28, 1992

TOTAL HOURS OF VOLUNTEER TIME = 1,424.5
(nearly 36 forty-hour weeks)

I. Meetings

Monthly Meetings of CSW

18 meetings x 1.5 hours x 15 attending^{*} = 405 hours

Subcommittee Meetings

Women's Center

14 meetings x 1.5 hours x 7 attending = 147 hours

Day Care

5 meetings x 1 hour x 4 attending = 20 hours

Pay Equity

8 meetings x 1 hour x 2 attending = 16 hours

Sexual Harassment

10 meetings x 1.5 hours x 4 attending = 60 hours

Chilly Climate

2 meetings x 1.5 hours x 3 attending = 9 hours

Women's Center Symposia

Long-Term Proposal Meetings

2 meetings x 1 hour x 5 attending = 10 hours

Sexual Harassment Town Meeting Preparation

2 hours x 3 attending = 6 hours

Rape Lecture Preparation

1 hour x 4 persons = 4 hours

* Attendance numbers are approximations of the average number of members and visitors in attendance. Number of hours are also approximations of the average number of hours spent at each meeting. While, in fact, some people spent more time than others, this system of recording time gives one a better sense of the total number of persons involved, and the number of hours overall is quite close to the actual number of hours spent. If, in error, these estimates would tend to be lower than the total number of hours donated by CSW members and volunteers.

Women and the Law Symposium
 1 hour x 4 persons = 4 hours

Other Meetings

Meeting with Chancellor Atkinson
 1 hour x 14 attending = 14 hours

Affirmative Action on Site Meeting
 1 hour x 10 attending = 10 hours

New Women Faculty Reception Preparation
 1 hour x 3 attending = 3 hours

Meetings with Vice Chancellors Regarding Women's Center
 2 meetings x 1 hour x 2 attending = 4 hours

Meeting with the Graduate Student Association
 2 hours x 1 attending = 2

TOTAL MEETING HOURS = 714 hours

II. Preparation of Documents and Presentations**

Meeting Minutes and Summary Presentations
 67 Meetings x 1 hour each = 67 hours

Pay Equity Study
 2 persons x 130 hours each = 260 hours

Women's Center Proposal
 5 persons x 4 hours each = 20 hours

Women's Center Data Collection from all UC campuses
 2 persons x 12 hours each = 24 hours

Study of Graduate Women
 1 person x 10 hours = 10 hours

** Includes meeting minutes, proposals, flyers, letters to the administration and among colleagues, etc., and the preparation time for preparing presentations. As with the meeting times and attendance, these figures represent the average number of hours for all of the volunteers involved.