

Annual Report
of the
Chancellor's Advisory Committee on the Status of Women
Chandra Mukerji, Chair

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The problems of women faculty, students, and staff at UCSD continue to make the university a less successful institution than it could and should be. Reports from the CSW subcommittee on Women in Science (CWIS) and the subcommittee on Sexual Harassment (SSH) make clear that women could be more productive scholars on this campus, if problems of harassment and poor mentorship were reduced. The subcommittee on the Glass Ceiling (SGC) has begun work to try to locate and break down the limits to women's careers at UCSD. The Program Subcommittee is now organizing a public forum on Gender Bias in Teaching to be held this May, which is intended in part to make the teaching at UCSD as helpful as possible to women.

Recommendations.

As a result of our work this year, we have developed for the administration a set of policy recommendations. We still maintain that many of the recommendations listed below would be best implemented through a UCSD Women's Center. Building a Women's Center on campus would be the most efficient way to develop the programs for women and about gender that would serve not just scholars of gender and women's roles, but also the population of women not engaged in Women's Studies and not part of undergraduate women's groups. Even without such a center, the CSW recommends the following:

- a. Women faculty, graduate students, and postdocs (particularly in the sciences), who are coming to campus for the first time, need orientations to the campus and campus resources for women. This information should also be available to them at other times of the year.
- b. The administration needs to fund and complete the base-line surveys on sexual harassment of faculty and staff to complement the ones on student populations at UCSD. Only when we have surveys of all the important campus populations will we be in a position to track our future progress in this area.
- c. We need, particularly in the sciences but also elsewhere, to involve in the mentoring process more men who are sensitive to the needs and problems of women faculty, students, and staff.

d. Women in the sciences or other areas where women are underrepresented need more female role models, and speakers should be invited to campus for this purpose.

e. Faculty, students and staff need to be educated about the problems of sexual harassment and hostile environments for women on campus. All members of the campus community need to know current definitions of sexual harassment and hostile environments for women. Thoughtless people as much as mean-spirited ones make women faculty, students and staff less effective than they could be. We need training to try to change this situation. Women also need to be taught how to handle their complaints in this area with being victimized or victimizing others.

f. Women faculty should be included more routinely on the major campus committees, but should not be overburdened by too many committee assignments. To this end, efforts should be made to broaden the group of women serving on committees.

g. Faculty should be able to take parental leave for a year (stopping the tenure clock) any time in the first five years after the birth or adoption of a child, and not just in the first two years. Illness and other problems often make young children more demanding on parents than newborns. Campus policies should be more sensitive to these problems.

h. Managers and supervisors on campus should be educated to recognize and remove glass ceilings. And a staff mentorship program should be set up to ameliorate glass ceiling problems, when they arise. The campus would then have better policies for reducing these barriers to the success of women.

i. The campus continues to need public programs on gender to help educate the campus about problems for women that have a detrimental effect on UCSD. We cannot limit the discussion of these issues to the Women's Studies faculty and students without doing damage to the development of the campus as a whole.

j. And the campus needs to investigate the degree of demand for childcare for evening programs for women on campus. To do this, the campus should provide funds for the CSW programs to be held next year in the evening to hire Daycare Center staff to watch the children of those attending the programs. This model program can be used to determine if a pay-for-service system could be set up in the future for late afternoon and evening programs, thus making the intellectual resources of the campus more available to women.

Committee Activities for 1993-94.

During the 1993-94 school year, the CSW has had four active subcommittees. Below is a summary of their activities this year. More detailed subcommittee reports are included as appendices to this document.

Subcommittee on Sexual Harassment.

The Sexual Harassment Subcommittee has completed its analysis of the student surveys on sexual harassment. (Appendix A) It is clear from the surveys that there is much more harassment on campus than there should be, and that women often have the sense that there is nothing that can be done about it. The administration has made the most important step for addressing the problem already: the appointment of June Terpstra to run the Office of Sexual Harassment Prevention and Policy. The educational programs run by this office have been numerous and very useful. But the campus still needs to be better informed about this problem and its consequences for women on campus. The survey results should be distributed to all the Vice Chancellors, to pass on to those in their units. Copies of the survey results need to be made available to the students. The university also needs more information about sexual harassment problems for faculty and staff. The SSH continues to need administrative support to finish the base-line surveys against which we can later mark our progress in this area.

Subcommittee on Women in Science.

The Subcommittee on Women in Science (CWIS) has completed a report based on its research on women in science on the campus. (Appendix B) It is clear that UCSD, as a leading science center in the country, still needs to make more of an effort to include and make best use of the skills of women scientists. We think, in fact, that UCSD should make the effort to be a model institution for encouraging women to go into the sciences and succeed as academic researchers. There is a small group of extremely talented women scientists on campus in academic positions. They need more recognition and support from the campus. Their initial appointments tend to be lower than for men; they receive fewer accelerations and slower promotions. There are many more non-tenure-track and shared FTEs

for women than for men. These patterns need further examination and amelioration by the administration.

The training of scientists on the campus also needs to be made more sensitive to the particular needs of women students. The committee in its research confirmed at UCSD the national pattern of attrition among women in the sciences. While female students at the graduate and undergraduate level seem to proceed in the careers with approximately the same rates of success as men, they seem in many disciplines to suffer from problems in making the transition from postdoc to academic appointment.

Based on these findings, the CWIS has organized a symposium for graduate and postdoc women in the sciences where career issues can be discussed. (Appendix C) Sally Ride has agreed to be the key speaker at this event, encouraging the young women to continue their careers in the sciences. The women who attend will be given the results of the CWIS study and engage in some discussion of how to use this information to develop their careers. The VCAA, Marjorie Caserio, and CSW Chair, Chandra Mukerji, will also be there to describe the resources on campus for women that might help them manage their worklives better and become more successful. Future meetings with the postdocs and grads will be organized, if this one is a success.

The CWIS also noted with alarm the continuation of sexual harassment of women students in the sciences. It also noted that there is very little attempt on campus to provide women students and postdocs with an orientation to inform them about the services for women that are available at the moment. The CWIS continues to believe that effective mentoring of students and encouragement of academic women in the science can best be achieved through the establishment of a Women's Center on campus that is not just a student organization or part of the Women's Studies Program. Women scientists have needs on campus that cannot be addressed through these existing institutions.

The Subcommittee on Glass Ceiling.

This subcommittee was established to address the needs of women in the workforce at UCSD and to assess the prevalence of glass ceiling barriers on this campus. The subcommittee was just established this year, but it has been active in trying to understand better what glass ceiling issues to study. (Appendix D) The committee has chosen to focus on lack of internal promotion, parent- and single-track biases, women who sabotage women, and the problem of mentoring. The administration-sponsored workshops on Glass Ceiling, "The Glass Ceiling Awareness Program 1994 (Appendix E), have been a great success. The renowned author and speaker, Professor Judy Rosener, agreed to come speak to the campus community. The workshops have been excellent and well-attended. The SGC would like to continue them into the next academic year.

The Program Subcommittee.

The Program Subcommittee (PS) is the remnant of the Women's Center subcommittee, which continues to try to provide the campus with educational programs about gender problems that are not being provided by academic units. Although the CSW continues to believe that only a Women's Center can adequately address the range of special problems for women, the PS at least can raise issues about gender and policy on campus through programming. The administration has continued to fund these activities, and we hope they will do so again.

This year there were three programs planned: the reception for postdocs, the glass ceiling program, and the program on gender bias in education, which is scheduled for the spring. The first two programs, since they were developed by the CWIS and SGC, have been described above. The gender and education program has been the major project of this subcommittee. For this program, we are bringing Dr. Krupnick from Harvard University to campus on May 26th to give a public lecture on gender bias in K-12 education. She will meet with groups of teachers from the San Diego area the next day, and groups from the UCSD community. Parents and staff from the Daycare Center and staff from TA development program will have an opportunity to meet with Dr. Krupnick and discuss their concerns. The point of the program and discussions is to heighten awareness of the forms of discrimination against girls and women in the classroom so problems can be identified and ameliorated early.

In discussing the evening program, it came to our attention that many women might not be able to attend the lecture because of childcare problems. Members of the subcommittee met with Josie Foulks to discuss ways of providing nighttime childcare. We want to request funds for next year to supply free childcare for CSW evening functions in order to see whether such a service would be used. The details of how to do this will be worked out with the Daycare Center, and trained members of the Daycare staff will be used in the program.

We continue to believe that UCSD can and should be a model site for enlightened policies about women. The support that the CSW has gotten in the past has been extremely useful. The administrative responses to many of our recommendations have made UCSD a better campus. We still, however, have much more to do.

CSW Proposed Budget for 1994-95

Total: \$7,500

In anticipation of the coming year, the CSW would like to propose a budget for its programs. We would like to enter the budgeting process for 1994-95 earlier than we have in the past in order to secure a more reasonable amount of funding for the work we do.

1. Programming: An evening lecture and morning discussions on a topic of interest.. One possibility is a talk on women in science or gender in science. Lecture fee, travel, publicity and expenses.

\$2500

2. Reception for New Women Faculty. In the past, we have held receptions every year for new faculty, but there were too few this year to justify the expense. We would like to hold a reception next fall for the faculty who came to campus in 1993-94 as well as the new women faculty for 1994-95.

\$1500

3. Glass Ceiling Workshops. We can to continue to bring in outside experts on glass ceiling issues, since there is little local expertise on issues pertaining to women in the workforce. For this reason, we need an increased budget for this project.

\$1600

4. Postdocs and Graduate Women in Science Reception. We want to continue trying to see how to reach and mentor women in the sciences when they are graduate students and postdocs. We want to organize a symposium like the one this year. We would also like to be able to bring in a speaker from the outside to act as a role model for young women entering the sciences.

\$1500

5. Evening Childcare System. We would like (in cooperation with the Daycare Center) to investigate the demand for evening childcare. For this purpose, we would like to provide free childcare at our evening functions (one lecture, one glass ceiling program, one postdoc reception).

\$400