

July 19, 2002

To: Henry Yang, Chancellor

From: The Chancellor's Advisory Committee on the Status of Women (CACSW)
Hsiu-Zu Ho, Chair

We appreciate the opportunity to address our committee's concerns to you. The CACSW will meet with you on Tuesday, July 30, from noon until 1:30 p.m. to discuss the issues contained in this annual report. Please share this report with relevant members of your administration. We would be pleased if your Vice Chancellors and other staff join us in discussing the issues. While progress in certain areas has been made, it is clear that much work is still needed in order to build a community at UCSB that equally draws on and values the talents of both women and men. This report highlights a number of issues that committee members have identified as important to the welfare of campus women. Our recommendations are indicated in bold.

- **Women in key administrative and staff positions.** With the recent loss of Ilene Nagel, Executive Vice Chancellor, France Cordova, Vice Chancellor of Research, and Cynthia Brown, Associate Vice Chancellor of Academic Personnel, we are alarmed at the current lack of women in key administrative positions. We strongly urge that every possible effort be made through the search process to identify women applicants, and hire appropriate candidates. We are very concerned that the recent progress we have seen in this area will be lost.

Statistics presented in the report, "UC October 2001 Career Staff Workforce Representation Tables," from the Director of Employee Relations and EEO/AA/Diversity at the Office of the President continue to be of great concern as UCSB percentages remain significantly below system averages. In particular, with regard to the percentage of women employed in UC occupational categories on all UC campuses, the Office of the President and the Division of Agriculture and Natural Resources, UCSB ranks as follows:

Senior Managers (8th) Managers & Senior Professionals (12th)
Professionals & Support Staff (12th)

UC-wide, the percentage of women in staff positions continues to decrease as they ascend the job ladder. The representation of women in the Senior Managers program across all UC campuses made some progress over the past year, i.e., up from 25.6 % in October 2000 to 27.4% in October 2001. Although, the total for Senior Managers at UCSB was 22.2% in October 2001 (up from 15.8%, UC October 2000 Career Staff Workforce Representation Tables) it is still significantly below the UC system average. The outlook for minority women remains even worse. Of the 27.4 % women Senior Managers UC-wide, 23.9% are White women (UCSB = 16.7%), 1.9 % are Black women (UCSB = 0%), 1.0% are Hispanic women (UCSB = 5.6%), 0.6 % are Asian women (UCSB = 0%) and 0.0% are American Indian women (UCSB also 0%).

In the Managers and Senior Professionals program UC wide the percentage of women remained stable at 51.6% compared to 51.5% in October 2000 (UCSB = 38.4%). The ethnic representation is 39.3% White women (UCSB = 34.8%), 3.6% Black women (UCSB = 0.6 %), 2.6% Hispanic women (UCSB = 2.4%), 5.8% Asian women (UCSB = 1.2%) and 0.3% American Indian women (UCSB = 0%). Women make up 64.7% of UC employees in the Professionals and Support Staff category, down slightly from 65.6% in October 2000 (UCSB = 53.8%). Of these, 34.9% are White women (UCSB = 37%), 7.0% are Black women (UCSB = 1.9%), 10.4% are Hispanic women (UCSB = 10.4%), 11.7 % are Asian women (UCSB = 3.8%) and 0.5% are American Indian women (UCSB = 0.8%).

We continue to be extremely concerned about the existence of conditions that greatly impair career paths and promotion opportunities for capable and experienced women employees. **We strongly recommend that career growth and development opportunities be provided through the use of internships, sabbaticals, and employer-funded education programs, and that every effort be made to retain and promote qualified women in career positions.**

- Faculty and staff governance. It is critical that campus committees and the chairs of these committees more fully reflect the diversity of groups and talents on the campus. We applaud your concern and efforts on this issue, particularly with search committees, and **encourage your continuing dialogue with Committee on Committees and other relevant parties to ensure diversity in faculty and staff governance.**
- Women faculty representation. In 2001-02, women represent 25.9% of all permanent faculty at UCSB. In the tenured ranks of Associate and full Professor, women represent 22% of the tenured faculty (compared to 21.7 in 2000-2001). In the non-tenured rank of assistant professor, women represent 43.1% (compared to 44.2% in 2000-2001); and in the Lecturers with Security of Employment (SOE) or with Potential SOE rank, women represent 47.8% (compared to 50% in 2000-2001). In number, women made up 200 of 771 permanent faculty, 139 of 632 tenured faculty, 50 of 116 assistant professors, and 11 of 23 Lecturers SOE or PSOE.

The growth rate for women faculty has increased only modestly. Between 1985 and 2001, women faculty increased from 13.7% to 25.9%--a 12.2% increase over 17 years; or from 85 to 200--an increase of 115 women in 17 years. While this increase in numbers is encouraging, the slow increase in growth rate in women faculty remains a concern.

In terms of women faculty appointments, in 2001-02 women comprise 31.6% (12 of 38) of all permanent faculty appointments. The percentage of women appointments has decreased during the past three years from a peak of 39.5% in 1998. In 2001, while 12 women faculty were appointed, only 2 were appointed at the full professor rank, none at the associate professor rank, and 10 at the assistant professor rank.

In terms of retention, in 2001 UCSB appointed 12 women faculty but lost 7 women through separations. Women faculty accounted for 25.9% (7 of 27) of all faculty

separations. Out of 7 women separations, 4 were minority women--or 57% of all women faculty who left UCSB are minority women.

The status of minority women faculty is not encouraging. Between 1985 and 2001, minority women went from 1.8% to 4.8% -- an increase of 3% over 17 years; or from 11 to 37--a mere increase of 20 minority women over 17 years. Statistics show that the percentage of minority women faculty has slightly decreased for the past four years after reaching a peak of 5.6% in 1997 and standing at 4.8% at present. (5.3% in 1998; 5.0% in 1999; 4.9% in 2000; 4.8% in 2001).

An urgent need exists to appoint and retain more women faculty, especially at the tenured level, and minority women at all levels. The 2000-2001 report by the Senate Affirmative Action and Diversity Committee should be reviewed and implemented.

- Pay equity for faculty women. We support the Spring 2002 formation and activities of the Pay Equity Advisory Committee. Given the committee's task to draft policy and procedure to be implemented to detect long-term pay inequities, we recommend that the committee include at least one member of the Senior Women's Council and one member of the Chancellor's Advisory Committee on the Status of Women.

Given the published report that the difference in salary between male and female faculty at UCSB has been higher than at any other UC campus, we anticipate that questions of financial compensation will follow from any detection of pay inequity. The EVC and the Chancellor must be prepared to address this issue immediately.

We understand that a second committee, to be formed soon, will be charged with the design and implementation of statistical analyses to detect potential salary inequities between academic senate faculty of equal merit and accomplishments. We expect that such analyses will make use of quantitative data concerning gender, ethnicity, salary, experience, and merit of individual faculty members, while retaining confidentiality. **We urge the Chancellor to provide adequate staff support to facilitate and to accelerate the important work of these committees.**

- Career Equity Review. The CACSW is pleased that there is now a formal mechanism by which any faculty member can request a career review that determines whether his or her salary and rank are appropriate. We are concerned, however, by the fact that the full burden of initiating a review falls on the candidate. Many women may feel dissuaded from requesting such a review because such a request may be seen as reflecting poorly on the fairness of their department or departmental Chair. In addition, we are concerned that many faculty are unaware of this new procedure, in spite of its inclusion in the Red Binder. **We urge the Chancellor to distribute a general announcement regarding the availability of this procedure and to encourage departmental Chairs and Deans to assist faculty who may feel that they have advanced through the ranks more slowly than they deserve.**

- Work/Life Issues. CACSW applauds the recent hiring of Wendy Nishikawa as our campus' Work/Life Coordinator. We view this as a positive step in advancing towards a "family-friendly" workplace. A number of work/life issues have been identified. The interest in alternative work schedules (e.g., telecommuting, flex time), primarily for the non-exempt female staff on campus, is very high. Many of these women are providing care to children and/or elders, while at the same time working a challenging full-time job. Alternative work schedules are still not official policies and are left to the discretion of supervisors and departments. **An official policy on alternative work schedules and a public endorsement from the higher administration would increase the likelihood of managers adopting work policies and strategies that are "family-friendly".**

As of January 1, 2002, the campus was required to provide Lactation Accommodation to female staff who wish to continue breastfeeding after returning to full-time work. We see this as a big step toward a supportive family environment. The Re-entry Student Lounge at the Women's Center is the only lactation room on campus at this time. **We urge that additional lactation rooms be provided in the near future.**

We are pleased that parking is now being considered a "work/life" issue, as this is the transition point between home and work. The increasing commute time, costs, and traffic congestion greatly adds to stress levels on campus. We thank the administration for looking at ways for the campus to provide core funding to Parking Services to help alleviate some of the financial burden on staff and faculty.

The lunchtime seminars on elder care were particularly popular with the older female staff who often bear the burden of caring for their aging parents. The Aging Parents Support Group, held in the Women's Center, continues to serve a vital function to those who provide care for dependent elders.

The Work/Life Office has gained visibility as a central clearinghouse for resources, both on campus and in the community. This information is now available on the Work/Life website, and the Coordinator, Wendy Nishikawa, is also available for personal and confidential consultation. **We request for the continuing support of this new program beyond the initial two year funding.**

- Impact of Tidal Wave II on support staff. The UCSB Enrollment Task Force Report: Executive Summary of Recommendations of February 2001 reveals that the campus cannot achieve its goals of accommodating more students unless permanent increases in staff FTE (along with faculty and administrative FTE) are realized. Staff workloads are already too high and many staff are doing the job of two people. UCSB job classifications and salary scales fall one or two levels lower than our sister campuses of similar size and complexity, which adds more pressure to existing staff. **We strongly urge that the campus begin to incorporate recommendations made by the Enrollment Task Force.**

- Staff-student ratio. Among the UCs, Santa Barbara continues to have one of the highest student-to-staff ratios (Source: UCOP Corporate Personnel System for SMG/MSP and Staff FTE counts, fall 2001). As stated above, staff workloads throughout the academic year are already too high, and the increased summer enrollment is exacerbating the problem. The staff's ability to maintain their commitment to excellence in service to students and faculty is compromised by this escalating workload. Our dedicated employees are foregoing break times and lunch hours and are working after hours to accommodate increased staff needs, and we annually give our highest recognition (Getman Award and Staff Citation of Excellence) to those who go above and beyond the call of duty, thus institutionalizing this work culture.

Employment data confirm that women predominately fill our lowest classification levels, front-line staff with direct day-to-day student contact, and are the ones who feel the workload impact most strongly. Without hope of reclassification or other compensation, turnover in these positions will increase, further inhibiting the ability to provide excellent service. **We strongly believe that the mandate from the Office of the President to implement a year-round academic schedule must be accompanied by increased funding and administrative commitment to alleviate this significant shortage of staff support.**

- Title IX. As we expressed in last year's letter, we continue to be concerned about the gender imbalance in our coaching staffs. Of our 19 Head Coach positions, 15 are male and 4 are female. The only change in gender resulting from attrition was in the position of the "Director of Conditioning and Training," a position considered in this Head Coach count. This position, previously held by a woman, is now held by a man. Clearly, this is a change in the wrong direction, and the opposite of what we promised in our NCAA Gender Equity Plan. In the area of Assistant Coaches, the overall picture is still disappointing. While there has been one positive change, i.e., the hiring of a female assistant coach for Women's Swimming (which we requested in last year's letter), there have been several hires which have not resulted in an improvement in our gender ratio. A Women's Basketball Assistant Coach position, held last year by a woman, has been filled by a man. And in Women's Volleyball, an Assistant Coach position previously held by a man has been refilled by a male. Because the Women's Swimming hire cancels out the reverse hire done by Women's Basketball, the numbers overall of male and female assistant coaches remain the same going into next year as they were last year. Had Women's Basketball and Women's Volleyball both hired women in their vacant Assistant Coach positions, our numbers would have improved, particularly because both of those position are full-time jobs. As it stands for this coming year, we have 18 male Assistant Coaches, and 7 female Assistant Coaches, at least two of whom are part-time. Thus, our overall numbers include a total of 37 male coaches and 11 female coaches employed in Intercollegiate Athletics. Clearly, there is still work to do, and we continue to urge you to take an aggressive posture to do whatever is necessary to change this gender imbalance in the foreseeable future. **We suggest that you ask the Director of Intercollegiate Athletics to provide you with an annual accounting of coaching hires, with documentation of the efforts made to attract and hire women into that year's vacancies.**

- Safety issues. There is widespread concern on campus among faculty, students and staff in regards to the safety on and off campus. Women are more commonly the victims of sexual assaults. Results from the 2001 "Unwanted Sexual Experiences" survey, administered by UCSB's Rape Prevention Education Program and Institutional Research and Planning, show that fraternities were the second most common location in which assaults occur (with the most common being the assailant's home).

This specific safety concern could be addressed in several ways:

1. **Ban from UCSB fraternities where assaults occur.** We commend Vice Chancellor Young's recent decision to require dry fraternity parties but assaults and drinking still occur in fraternity houses and at fraternity parties that are supposedly dry.
2. **Provide permanent year-round funding for the Women's Center's Men's Violence Prevention Specialist.** The position currently exists but only for three months during the summer at 50% time. The current staff member has been effective in working with students.

Another area of concern to security on campus is nighttime safety. A May 2002 memo to Everett Kerkelie from Nagel, Awramik and Brown, made several recommendations for steps to increase campus security such as increasing funds for campus lighting, providing emergency phones and pagers, increasing foot patrols and publicizing of security-related services on campus. **CACSW would like to endorse these suggestions.**

- Priority registration for student parents. While we are aware of the rejection by the Faculty Legislature of the proposed priority registration for student parents because they were concerned that the number of student parents would be too large to accommodate, we still feel that this is an important issue. To understand the actual extent of the problem, **we request that the administration develop a plan to identify the actual student parent population.** Once we have reliable data, we will be better able to propose a plan of action to the Registrar's office.

- Diversity Training. Since the current Human Resources diversity training program "Valuing Diversity: Tools for Managing the Difference" is required for the Supervisory Skills Certificate, it would be reasonable to require this training for all supervisors, both academic and classified personnel. Perhaps **we could propose a time period by which those in supervisory positions could receive this training** (e.g., all MSOs and AAs within two years; all department chairs within the first year of their appointment). This may mean some planning with HR's training division to offer more sessions, or specifically modified courses, one for staff and one for academics.

- Female graduate student representation. There are 11 (out of 40) departments or interdisciplinary major programs that have 35% or less female graduate student enrollment. Eight of these departments or major programs have female graduate student enrollments under 20%. Please see Table 1 for an alphabetical listing and the percentage by department or major program. Overall at UCSB, the ratio of male to female graduate

students is approximately 1.3:1 (see Table 3). This points out the **continuing need to dedicate ongoing recruitment and outreach to attract female graduate students in those departments and major programs in which females remain underrepresented.**

- Female graduate student employment. Data provided by the UCSB's Budget and Planning Department for the current academic year indicates that there are several departments that have an unequal ratio of female graduate students with appointments relative to the number of enrolled female graduate students (please see Table 2). In other words, the departments listed in Table 2 have a certain number of enrolled female graduate students, yet a lower percentage of them are employed as TAs or GSRs. There is an approximately \$119 difference in pay rates for male and female TAs, with the males earning more (please see Table 3). There are no mean differences between these two TA pay rates. However, there is an approximately \$1595 difference in pay rates for male and female GSRs, again with the males earning more. The GSR pay rates are significantly different ($t = -4.05$, $p < .001$). Please note that the average annual full-time pay for each category is listed, however, graduate students generally receive only half-time pay. After analyzing this data, **it is recommended that TA/GSR appointments be carefully examined within the department or major program in an effort to reduce the discrepancy between enrolled female graduate students and department employment. In addition, efforts should be made to promote equity in pay rates, particularly for GSR appointments, for both genders.**

- Faculty mentors for graduate students. The general lack of women faculty mentors at UCSB has been, and continues to be, an ongoing concern. There are few women faculty, tenured and/or untenured, in many UCSB departments who can serve as mentors for female graduate students. Many of the current women faculty are overtaxed because they are in such high demand as women mentors in departments in which the majority of the faculty is male. As UCSB intends to increase the number of females admitted to graduate studies, the demand for women faculty mentors will only continue to grow in the coming years. **Both male and female graduate students would benefit greatly from interacting with a more diverse faculty at UCSB.**

- Survival guide for graduate women at UCSB. We appreciate the funds that have been provided by the Chancellor's office to update the survival guide (a 100+-page document originally published in 1995). It is anticipated that the second edition will be available for incoming women graduate students in Fall 2002. The guide will also be posted on the World Wide Web, including access to a searchable portable document file (PDF) of the guide. This second edition is the result of a cross-campus committee of graduate women students who have volunteered their time and effort with the assistance of De Acker, Director of the UCSB Women's Center. While sponsorship has included the Gevirtz Graduate School of Education (GGSE), the Graduate Student Association (GSA), and the UCSB Women's Center, the bulk of the monies to support this effort have been provided by the Chancellor's office.

• CACSW membership. With regard to the structure of this committee, we are pleased that you have implemented our suggestion of including chairs from the Professional Women's Association (PWA) and Senior Women's Council (SWC) to the committee. Their membership has facilitated the communication of concerns regarding female faculty and staff. Maintaining a two-year membership has also provided for efficiency and continuity in the committee's work. Too often in the past, the membership roster has not been completed until Winter or Spring quarter. **We urge you to continue including PWA and SWC members on the committee and having the term of all members be at least two years.**

2001-2002 Committee Members:

Deidre Acker, Director, Women's Center (staff)

Carol Dixon, Education (faculty)

Kathy Foltz, Molecular, Cellular & Developmental Biology (faculty)

Hsiu-Zu Ho, Education and CACSW Chair, (faculty)

Sharon Hoshida, Women's Center (staff)

Amy Jacobs, Administrative Services

Mary E. Johnson, Student Health Services (staff)

Lynn McLaughlin-Hill, Administrative Services (staff)

Susan Mazer, Ecology, Evolution, & Marine Biology & Co-Chair Senior Women's Council (faculty)

Isabel Millan, undergraduate representative

Catherine Nesci, French & Italian & Co-Chair Senior Women's Council (faculty)

Wendy Nishikawa, Work-Life Coordinator

Paula Rudolph, Title IX Coordinator and Sexual Harassment Officer (staff)

Beth Schneider, Sociology (faculty)

Candace Stevenson, Office of Student Life (staff)

Angela Whipple, Education, Graduate Students' Association representative

Table 1: UCSB Graduate departments with <35% female enrollment

UCSB Department	% Female Graduate Students
Chemistry & Biochemistry	30.9%
Chemical Engineering	29.0%
Computer Science	17.6%
Electrical & Computer Engineering	16.6%
Geography	27.3%
German	14.0%
Materials Science	17.1%
Mechanical Engineering	18.9%
Media Arts*	18.4%
Philosophy	8.9%
Physics	18.2%

*This is an interdisciplinary major program

Table 2: Ratio of UCSB graduate women with appointments to the percent of UCSB graduate women in the department at .85 or less (with 1.0 being the optimal ratio)

Department FTEs	% Females	% Males	RA/TA% to % Female
Biochemistry & Molecular Biology	67%	91%	0.85
Computer Science	28%	43%	0.69
Environmental Science & Management	18%	28%	0.77
French & Italian	57%	100%	0.76
Linguistics	23%	35%	0.84
Materials Science	56%	71%	0.83
Philosophy	40%	73%	0.57
Physics	61%	77%	0.82

Table 3: Total number of female and male graduate students employed as Teaching Assistants or Graduate Student Researchers

<u>Position/Gender</u>	<u>Students</u>	<u>Average Annual Pay</u>
Teaching Assistant/Female	312	27,222
Teaching Assistant/Male	336	27,341
Graduate Student Researcher/Female	204	35,366
Graduate Student Researcher/Male	364	36,960
Total* – Female Graduate Students	789	
Total* – Male Graduate Students	1016	

(Note: The average annual full-time pay for each category is listed, however, graduate students generally receive only half-time pay.)

*This number includes all enrolled graduate students including those without TA/RA appointments