

UNIVERSITY OF LOUISVILLE



COMMISSION ON THE STATUS OF WOMEN

The 2010-2011 COSW Annual Report to President Ramsey

Executive Committee

Chair: Susan Hanley Duncan
Associate Professor of Law
Louis D. Brandeis School of Law

Vice Chair: Valerie M. Casey
Senior Program Director Manager Business
Affairs Women's Center

Ann Elisabeth Larson, Ph.D.
Vice Dean
127A College of Education and Human
Development
Professor, Department of Middle and
Secondary Education

Pamela W. Feldhoff, Ph.D.
Associate Professor
Department of Biochemistry and Molecular
Biology and
Associate VP for Research

Tammi Alvey Thomas
Assistant Director of Academic and Student
Affairs
School of Public Health and Information
Sciences

Jeanne T. Guerrero
Program Director
High School Dual Credit
Programs/Advanced Placement Summer
Institute Office of Admissions

Robert (Bob) S. Goldstein, MPH
Associate University Provost
Office of Academic Planning &
Accountability

Priscilla A. Hancock
Vice President
Information Technology

Recruitment, Retention and Representation Committee

Chair: Pamela W. Feldhoff, Ph.D.

Develop effective mentoring for women faculty and staff exploring best practices especially at our benchmarks. In addition to Best Practices, in FY10, RRR will focus on mentoring of faculty members at the rank of Associate Professor to facilitate their promotion to the rank of Full Professor.

Continue to advocate with Dr. Taylor-Archer, Faculty and Staff senate to develop a mentoring program. Dr. Taylor-Archer informed us a central website is being developed that will include helpful resources.

The COSW will sponsor Dr. Bridgette Pregliasco who was accepted through a highly competitive selection process to the HERS Institute at Bryn Mawr College. She will attend the summer of 2011 program. HERS (Higher Education Resource Services) is an educational non-profit providing leadership and management development for women in higher education administration.

Chair Susan Duncan attended a Pre-Tenure for Women conference at Purdue with the chairs of the personnel committees from A & S, CEHD and Medicine. Committee Chair Pamela Feldhoff and Susan Duncan met with Dr. Tracy Eells who agreed to have a workshop for individuals seeking promotion to full professor similar to the ones offered for pre-tenure faculty. Dr. John Ferre recently conducted a similar workshop for A & S faculty at our request.

During the 2009-2010 year gathered data on barriers to women to becoming full professors at a dinner meeting in 2009 & lunch meeting in 2010. Beth Boehm met with several women individually as a result of these gatherings. Anecdotally, COSW learned that at least one woman applied for and received her promotion during the 2010-2011 academic year as a result of the encouragement she received in the meetings. COSW has asked Mordean Taylor-Archer who sponsored the meetings to compare the list of the attendees with the recent promotions to ascertain whether there are more women who completed the promotion process.

Analyze annual data supplied by Institutional Research and provide report on findings.	A number of tables and figures from the 2009 COSW update of the 1994 Task Force Report were updated to assess our annual institutional progress for select metrics. (See Appendix A)
Update the Cohort Brochure	The COSW cohort brochure detailing annual statistics by academic or administrative unit by percentage of women and by percentage of women of color was updated. (See Appendix B)
Meet with Part-Time Faculty to understand issues and concerns and make recommendations.	Chair Pamela Feldhoff met with Beth Boehm, Assoc. University Provost for Faculty Affairs, and with Susan Peacock, Chair of the Part-Time Faculty Committee on to discuss part-time faculty issues, i.e., history, progress and current. Dr. Feldhoff will take the information generated from the former and latter meetings, along with a current salary and benefit summary for contingent faculty summarized by HR and the information generated from the Phi Beta Kappa site visit team and UofLs response to the latter to the committee for analysis, discussion and recommendations.
Assist with developing the methodology for a campus wide gender equity salary survey.	<p>The Provost has approved the following statement regarding salary equity for inclusion in the Phi Beta Kappa follow up report.</p> <p style="text-align: center;">Statement regarding Salary Equity</p> <p>The University is committed to ensuring that faculty salaries are both <i>competitive</i> and <i>equitable</i>. The Office of Institutional Research evaluates faculty salaries annually in relation to public benchmarks, and faculty salary competitiveness is reported to the Board of Trustees in the President's 2020 Vision scorecard (as an overall percent of market value).</p> <p>In 2010-11, the Executive Vice President & University Provost charged the recently appointed Vice President for Human Resources & University EEO Officer with responsibility for developing a model to evaluate faculty salary equity by both gender and race/ethnicity -- working in collaboration with Institutional Research, the Commission on the Status of Women, the Commission on Diversity & Racial Equality, the Faculty Senate, and Academic Deans to ensure the</p>

	<p>resulting study model is consistent with Federal EEO guidelines and best practices among higher education.</p> <p>Preliminary work has been undertaken and we anticipate that a salary study model will be approved by appropriate constituency groups by Fall 2011. Beginning Spring 2012 and continuing thereafter on a recurring schedule as directed by the Provost, the VPHR & University EEO Officer will conduct a faculty salary equity study in conjunction with the University's EEO/AA planning cycle and will report results to constituency groups, academic deans, and the Provost for appropriate disposition.</p>
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Campus Climate Committee

Chair: Tammi Thomas

<p>Continue to review the practice pertaining to sexual harassment incidents and how information is gathered, tracked, monitored and reported.</p> <p>Re-evaluate current sexual harassment training product used in Human Resources for faculty and staff. Determine if there are other options available that would be more effective.</p> <p>Work to establish mandatory sexual harassment prevention training for all new U of L students.</p>	<p>Some units such as Arts & Sciences and the College of Education are tracking faculty and staff incidents but there is not a university wide process in place. Student incidents are also not tracked. The committee will begin to work with HR and Student Affairs on this issue.</p> <p>The Committee will begin to work with Mary Elizabeth Miles, Director of Staff Development on this objective.</p> <p>The COSW continues to work with Associate VP of Student Affairs Michael Mardis to establish sexual harassment training for all U of L students. A campus wide committee was convened in order to develop a module that can be used in GEN 101 courses and by the professional schools. Timely events with Title IX have helped facilitate the beginning of this project.</p>
<p>Review results of "Campus Survey: Safety Perception and Experiences of Violence"</p>	<p>Updated Campus Survey from 2000-2001 "Campus Report: Safety Perception and Experiences of Violence." Data has been received from Institutional Research and is in the process of being analyzed.</p>
<p>Review campus climate survey results of students, faculty and staff</p>	<p>The Provost appointed a Diversity and Work Climate Data Workgroup to review the spring 2010 work climate survey. The workgroup was charged with reviewing the data and determining additional analysis. Targeted interventions will be undertaken by Human Resources, the Office of Diversity and International Affairs and the Great Places to Work initiative. The members of the workgroup included representatives from all major constituent groups (COSW, CODRE, Faculty and Staff Senates, Human Resources, Office of Diversity and International Affairs, Communication and Marketing as well as Great Places to Work.</p> <p>A meeting will take place with the Provost to discuss the findings and how HR and GPTW will use the data to address issues with work climate. The survey data will also be released to constituent groups with an executive summary that outlines the institution's plan for moving forward.</p>

Integration of Work and Family Committee

Chair: Ann Elisabeth Larson, Ph.D.

Explore policies in the university and the private sector regarding aging parents and make specific recommendations.	The Committee is working with Get Healthy Now and Ekstrom Library to identify both hard copy holdings and digital resources that will provide resources to faculty, staff, students and the greater community related to Elder Care issues and which align with the topics for the workshop sessions. (See Appendix C)
Work with library to create a bibliography to be posted on COSW website identifying Work-Life lending library resources.	The COSW committee will work with the Great Places to Work university ad hoc committee structure and with HR related to policies in the university and private sector regarding aging parents and make some specific recommendations.
Recommend Eldercare Seminars Work with HR for elder care seminars.	Eldercare seminars funded by the COSW began in May, 2011 and will run 1 year. (See Appendix C)
Assist with the selection of new ELC director.	COSW Chair Susan Duncan was on the search committee which resulted in the successful hire of Dr. Dianna Zink.
Continue to advance the establishment of an on-site child care facility at the Health Sciences Campus	UofL has collaborated with the "Camp Edwards" Presbyterian Child Development Center, located at 701 South Hancock Street, to offer childcare spots for UofL children. This center, operated by the Presbyterian Community Center, is a state-licensed facility caring for children from ages 6 weeks to 8 years. The center is open Monday through Friday from 6 a.m. to 6 p.m.
Monitor and advance the proposed changes to the leave policies and proposals for "stopping the tenure clock."	Approved by the U of L Board of Trustees.
Work with the Great Place to Work sub-committee to revise and institutionalize a policy that provides six weeks of paid parental leave for either parent of a newborn or newly adopted child. Minimal compliance with FMLA shall not be considered sufficient.	Extending parental leave from three weeks to six weeks for all regular FT & PT employees. Approved by the Board of Directors and effective January 1, 2011

<p>Work with the Faculty Senate and within other appropriate university structures to: a) better publicize the availability of flexible personnel policies, consistent with <i>The Redbook</i> and Human Resources policies/procedures; b) Work with academic and administrative units to adopt policies; and c) Monitor the application of policies consistently within academic and administrative units.</p>	<p>COSW requested the COSW link on Diversity page be more prominent which was done.</p> <p>To publicize policy changes COSW requested Dr. Taylor-Archer ask diversity officers to publicize changes and requested the Provost send an email to all employees.</p> <p>COSW also requested a meeting with communications concerning the homepage of the website and developing a prospective employee page that could feature the resources for women at U of L.</p> <p>The COSW met with Power Creative who provided concept ideas on what the COSW might do for ad campaigns next year to promote the commission, family friendly policies and women on campus. The COSW EC plans to include a budget line item for the upcoming year and work with Power Creative on how to maximize these dollars.</p>
<p>Collaborate with and support the “Great Places to Work” Advisory Committee to explore policies and outcomes for Faculty/Staff Housing, Dual Career program, Adoption Assistance, Personal Assistance Service, Elder Care, Work Life Program and Resource Center, and Recognition Pay.</p>	<p>COSW continues to advocate that the GPW committees and advisory board become more active. COSW supports bi-monthly meetings for the advisory committee.</p>
<p>Support compilation and completion of an annual report on this objective for submission to the Provost, detailing proposed family-friendly policies that are competitive to or exceed those at benchmark and aspirational universities.</p>	<p>COSW continues to advocate for the report to be part of the Great Places to Work ongoing tasks.</p>

Communication Committee

Chair: Jeanne T Guerrero

Improve website - more depth, consistency, completeness	Updated website http://louisville.edu/cosw
Improve internal communication processes - for example, how to use the Sharepoint site to share documents rather than email	Susan Duncan communicated the task report to variety of university constituency groups.
Document Susan's constituency list to maintain the information sharing momentum	Full report distributed instead of key message points. Newsletter serves as primary means of communication with campus.
Enhance COSW visibility	Newsletter published online http://louisville.edu/cosw The Committee is currently working with Creative Alliance to begin a new ad campaign to enhance the visibility of the COSW and inform U of L employees of the advances the University is making on gender related issues.
Continue with congratulation letters including documenting process for consistency	Sent congratulation letters from COSW recognizing individuals for outstanding results and/or welcoming them to U of L. Ongoing.
Update and conduct new member orientation	New member luncheons were held Thursday, August 19 and Nov. 18 in the University Club from 12 to 1:30 p.m.
Prepare promotional video	Draft completed; working with IT to update video.

COSW funded several worthwhile projects including:

August 26, 2010	Kentucky Commission on Women's "Women's Equality Day Celebration" in Frankfort, Kentucky to commemorate the 90th anniversary of the passage of the 19th amendment, which gave women the right to vote in America. http://www.governor.ky.gov/pressrelease.htm?PostingGUID={87F49F1C-3300-40D8-A31E-32C411001C4D}	\$125.00
August 26, 2010	Early Learning Campus – The COSW created a scholarship for a student to attend Scholar House to honor Barb King, a well respected employee at the University who passed away last year.	\$500.00
September 20-27, 2010	Pride Week It's the annual student-driven celebration to honor the contributions of lesbian, gay, bisexual, and transgender (LGBT) members of the campus community, and it features a Monday kickoff cookout, workshops and fun gatherings all week, and a keynote address by comedian Kate Clinton Thursday, the 23rd at 7pm. http://louisville.edu/lgbt/news-and-events/pride-week-2009.ics	\$250.00
September 29, 2010	Take Back the Night – An on campus program which brings together organizations, civic leaders, and individuals of Louisville and Jefferson County to protest violence against women and to promote awareness of the attitudes, beliefs, and behaviors, which perpetuate this specific type of violence. http://louisville.edu/diversity/take-back-the-night.ics	\$500.00
November 10, 2010	The Mary K. Bonsteel Tachau Gender Equity Award, is given to a member of the UofL community - broadly defined to include all of those, past and present, who have some affiliation with the University of Louisville - whose work has directly furthered gender equity. It is presented by the UofL Women's Center and the UofL Commission on the Status of Women, at the Women's Center's Annual Elizabeth Cady Stanton Awards Luncheon	\$500.00
February 7 - April, 4 2011	University of Louisville's Department of Public Safety Citizens Police Academy - an educational and informative program designed to educate students, staff, and faculty about all aspects of law enforcement including sexual assault, acquaintance rape, crime prevention, DUI detection, and alcohol awareness and the laws relating to them. With a mission to break down barriers, provide transparency and provide and understanding of the role that DPS plays on campus and in the community. For information e-mail algrah04@gwise.louisville.edu	\$500.00
April 11, 2011	Sister Spit multimedia explosion of taste-makers, novelists, fashion plates, painters, performance artists, poets and fancy scribblers. Featuring queer literary luminary Michelle Tea, hilarious writer and performance artist Kirk Read, graphic novelist and visual artist Mari Naomi, poet	\$250.00

	laureate of the obsessed and tormented Ali Liebegott, novelist and film fodder Blake Nelson, photographer and Original Plumbing transmale quarterly publisher Amos Mac and transmitter-writer of brilliantly terrifying fairy tales Myriam Gurba! http://louisville.edu/lgbt/news-and-events/sister-spit.ics	
April 12, 2011	Transformation Tea, Ekstrom Library (Chao Auditorium and lobby area), 3 p.m.-5 p.m. The Transformation Tea is an opportunity for university and community women of color and allies to become empowered by sharing concerns, problems and positive suggestions. The 2011 Tea topic is "Today's Woman: Building Healthy Relationships." Ms. Paula McCraney will be keynote speaker. http://louisville.edu/cosw/Transformation%20Tea%20Information%202011.pdf/at_download/file	\$600.00
May 21, 2010	2010 Kentucky Women's Book Festival - The Book Festival brings together Kentucky women writers and their readers to meet, discuss, and share their love and appreciation of the written word. The free event is open to the public and highlights and honors the outstanding accomplishments of women writers in and from the Kentucky area. http://www.law.louisville.edu/node/4956	\$250.00
May 2011	Womens and Gender Studies - Lilialyce Akers Travel/Research Awards presented to four students for the study of Women and Global Issues for affecting women in the global south or newly democratizing nations (Eastern Europe; countries in Latin America, Africa, and Asia). The awards subsidize travel expenses related to on-site research outside of the United States in 2010. Each recipient must report on the results of research to the Committee on Women and Global Issues and give a public presentation at the "Celebration of Research" during fall semester 2012. https://louisville.edu/wgs/akers-award.html	\$4,500.00
May 2011	Women and Gender Studies Faculty Travel Awards to Dr. Cate Fosl. Full-time UofL faculty are invited to apply for awards to facilitate the study of issues affecting women in the global south or newly democratizing nations (e.g., Eastern Europe, the Commonwealth of States). Award recipient will give a public presentation based on their research in March, 2012, in a Women's & Global Issues Committee https://louisville.edu/wgs/faculty-application.html	\$1,100.00
June 2011	Dr. Bridgette Pregliasco was accepted through a highly competitive selection process to the HERS Institute at Bryn Mawr College. She will attend the summer of 2011 program. HERS (Higher Education Resource Services) is an educational non-profit providing leadership and management development for women in higher education administration.	\$6,500.00

APPENDIX A

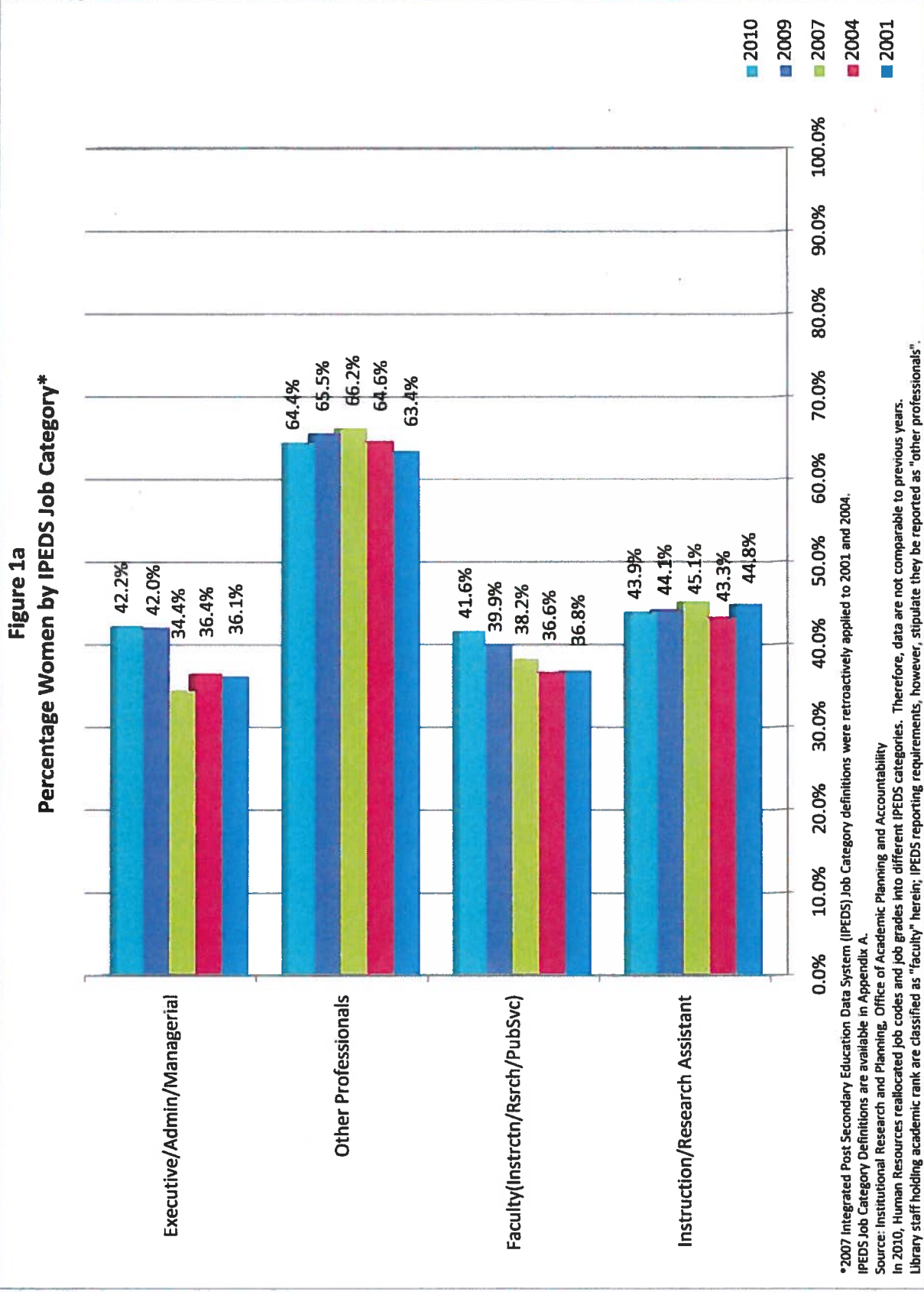
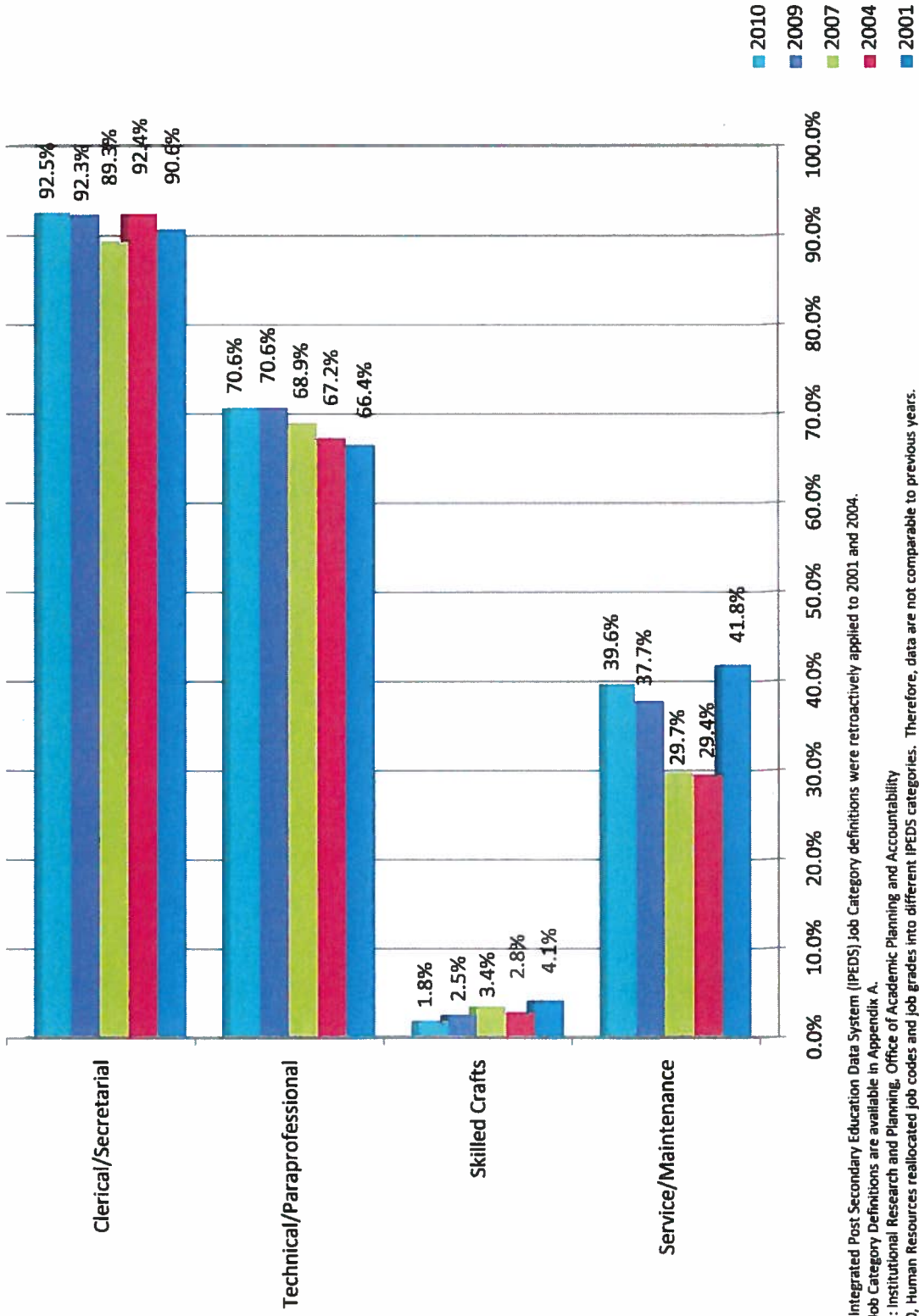


Figure 1b

Percentage Women by IPEDS Job Category*



*2007 Integrated Post Secondary Education Data System (IPEDS) Job Category definitions were retroactively applied to 2001 and 2004.

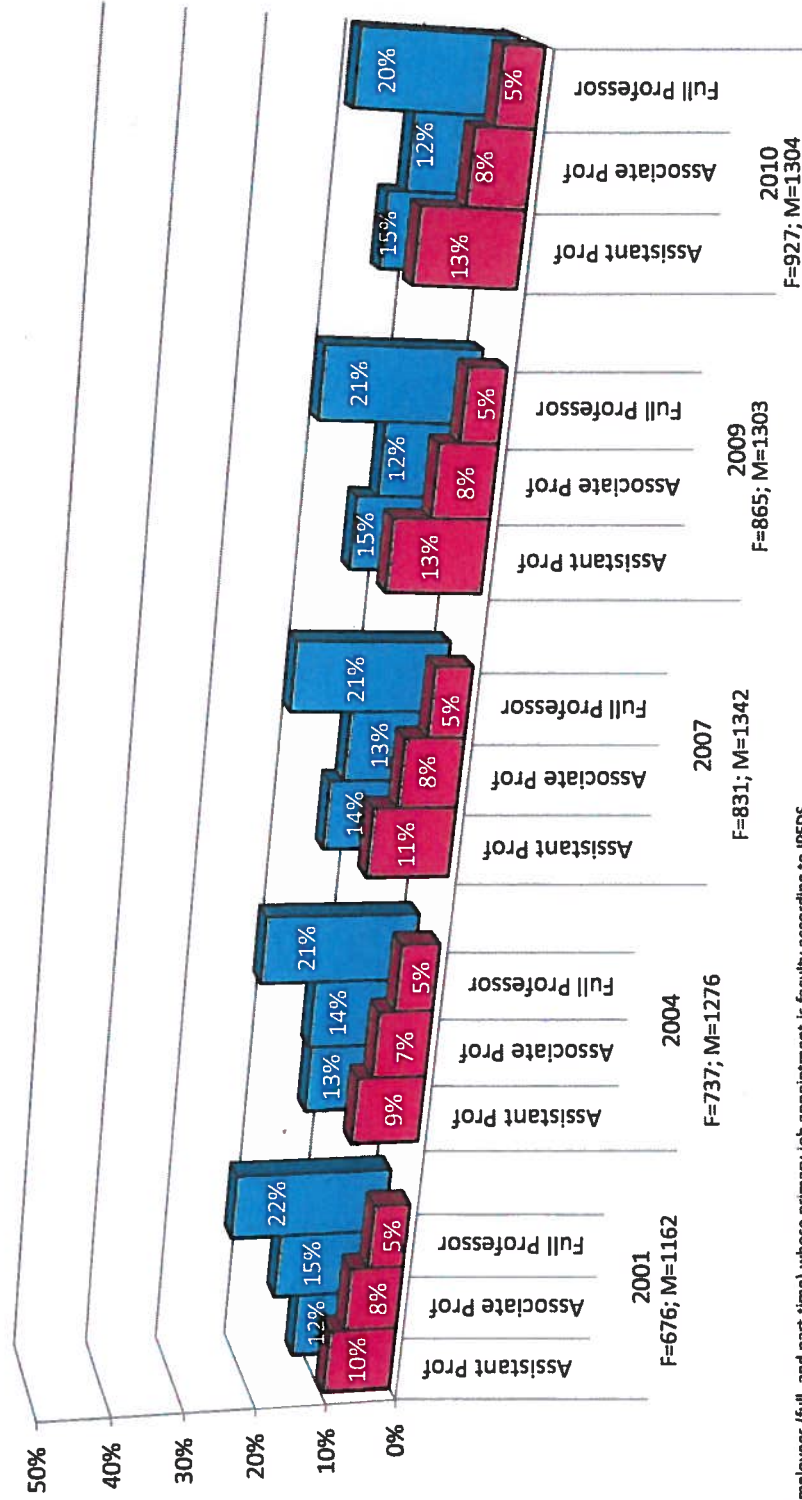
IPEDS Job Category Definitions are available in Appendix A.

Source: Institutional Research and Planning, Office of Academic Planning and Accountability

In 2010, Human Resources reallocated job codes and job grades into different IPEDS categories. Therefore, data are not comparable to previous years.

Library staff holding academic rank are classified as "faculty" herein; IPEDS reporting requirements, however, stipulate they be reported as "other professionals".

Figure 3
Faculty by Rank and Gender
as Percentage of Total University Faculty*



*Employees (full- and part-time) whose primary job appointment is faculty according to IPEDS.

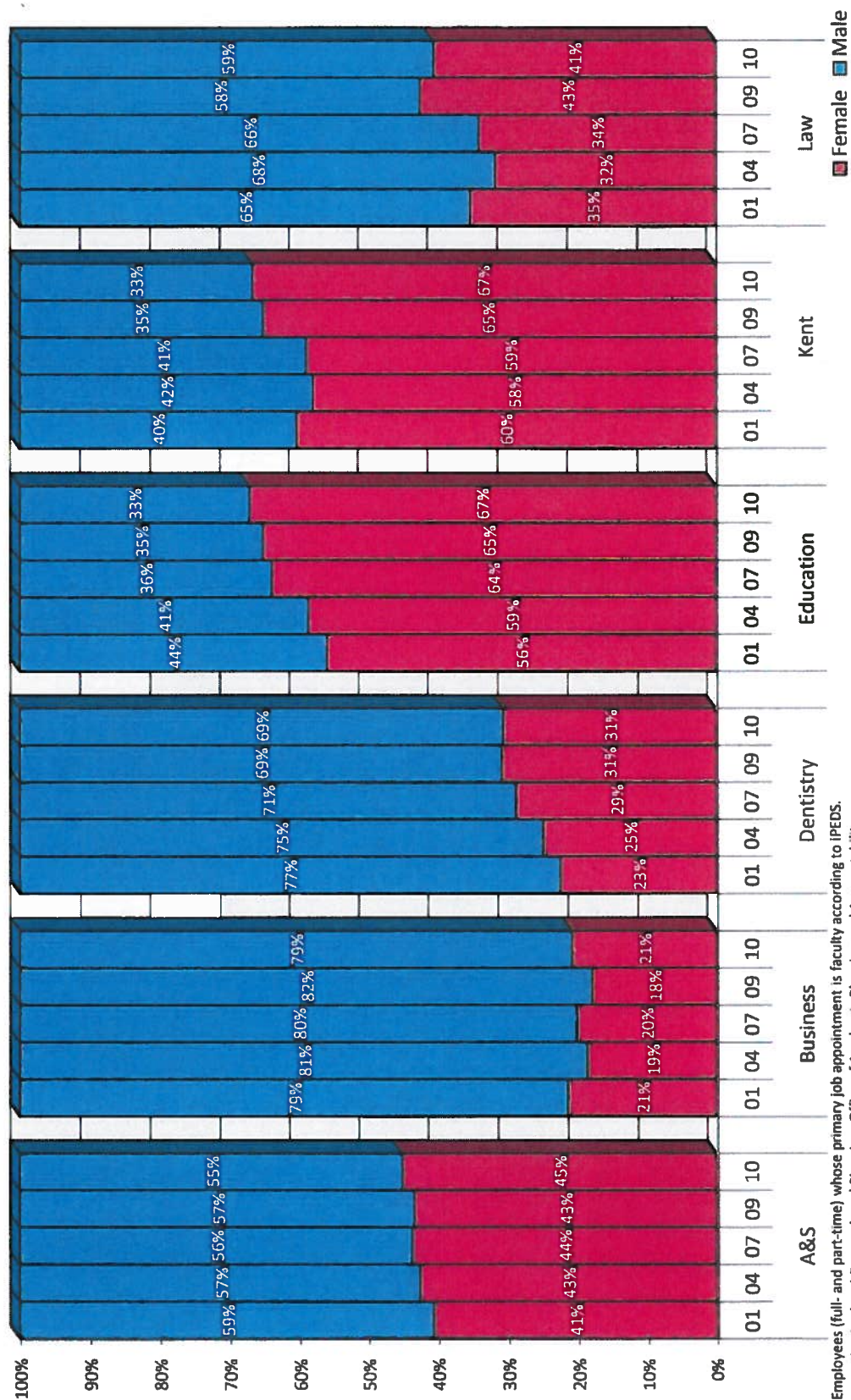
Source: Institutional Research and Planning, Office of Academic Planning and Accountability

The female(F) and male(M) counts listed above represent all faculty and include additional ranks such as instructor and lecturer.

Library staff holding academic rank are classified as "faculty" herein; IPEDS reporting requirements, however, stipulate they be reported as "other professionals".

Female Male

Figure 6a
Total University Faculty by Gender by Academic Unit

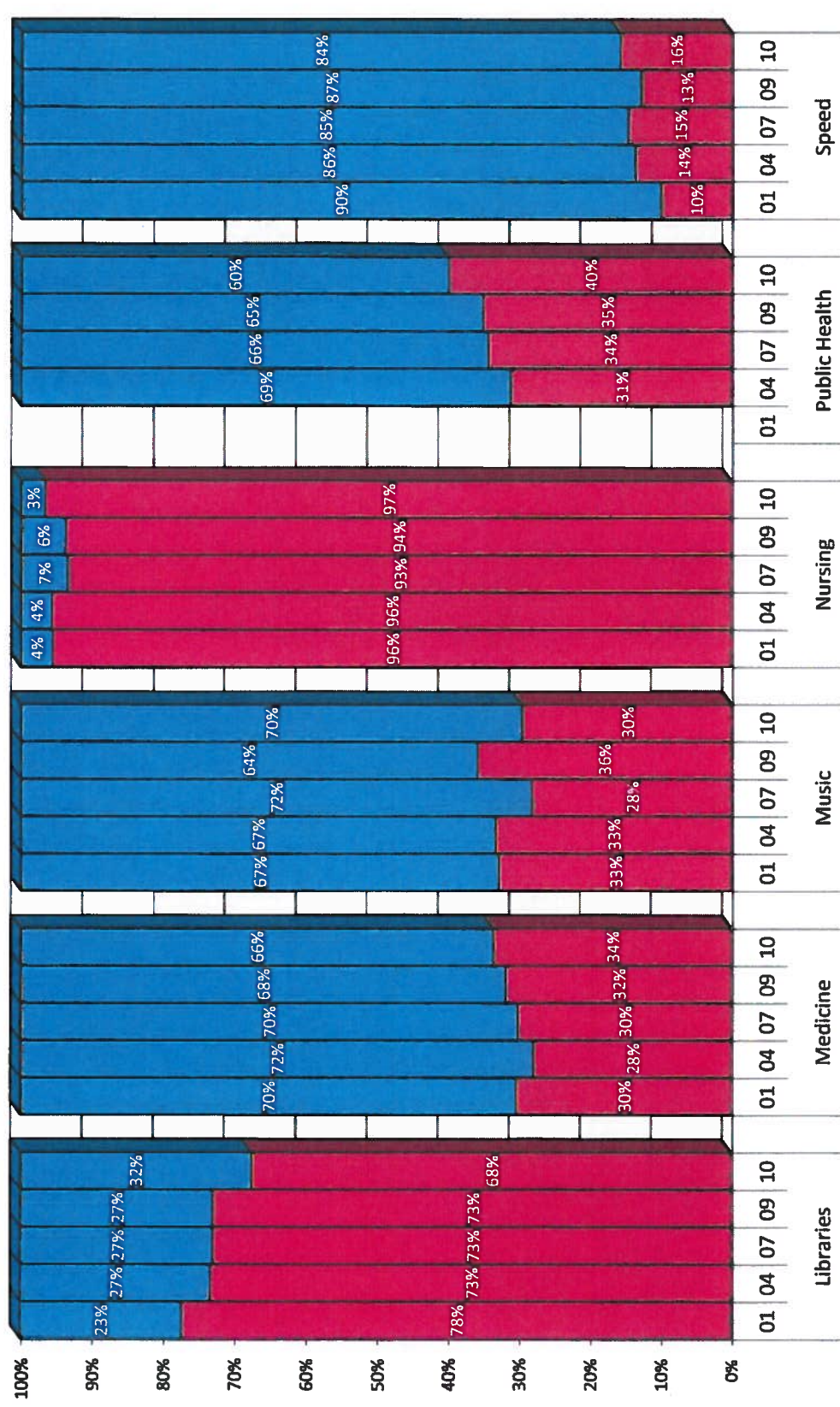


*Employees (full- and part-time) whose primary job appointment is faculty according to IPEDS.

Source: Institutional Research and Planning, Office of Academic Planning and Accountability

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Figure 6b
Total University Faculty by Gender by Academic Unit



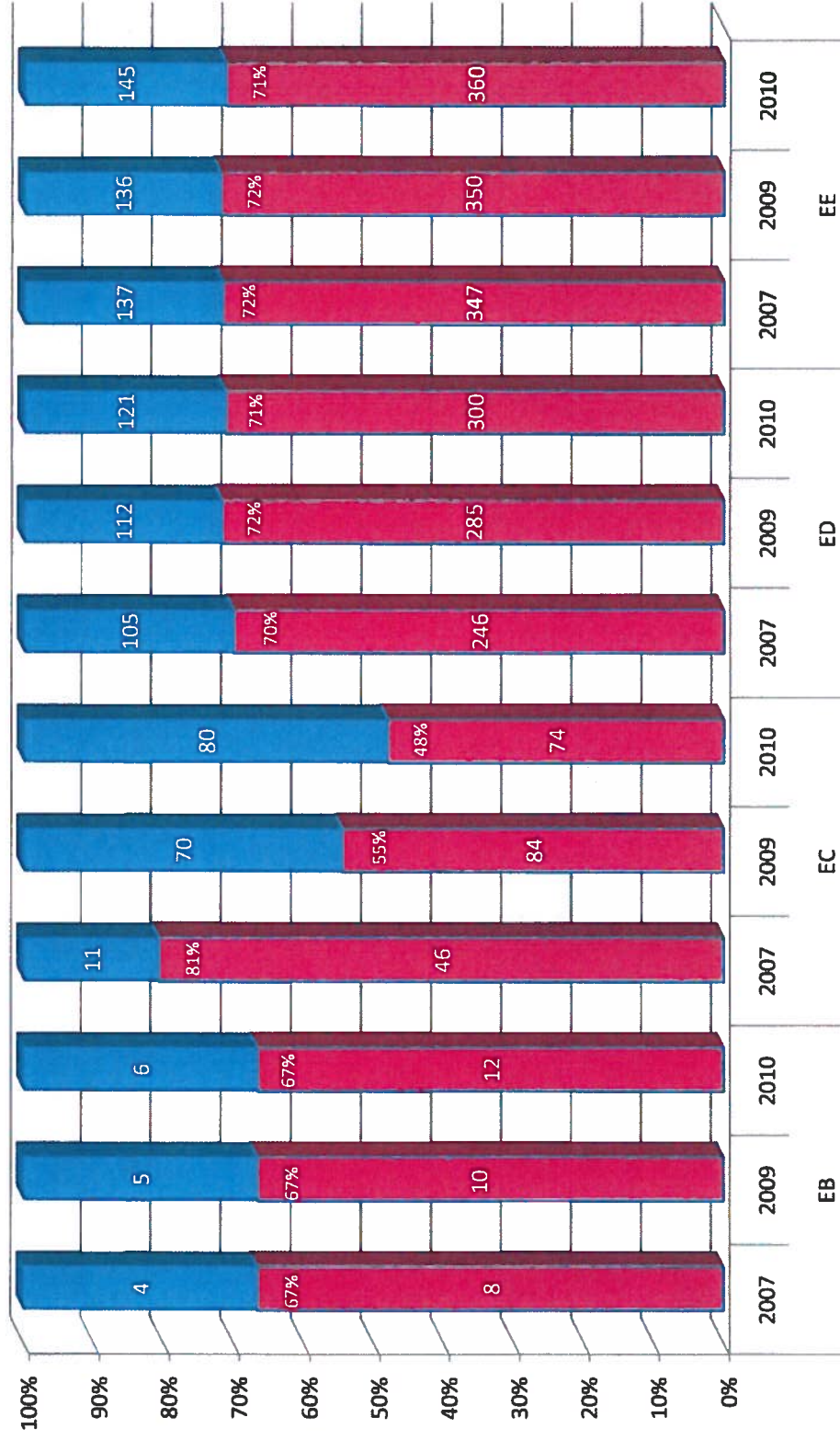
*Employees (full- and part-time) whose primary job appointment is faculty according to IPEDS.

Source: Institutional Research and Planning, Office of Academic Planning and Accountability

Library staff holding academic rank are classified as "faculty" herein; IPEDS reporting requirements, however, stipulate they be reported as "other professionals".

■ Female ■ Male

Figure 8a
Professional/Administrative Staff by Job Grade by Gender
2007, 2009, 2010



Absolute numbers are provided in each bar. Salary Structure for Exempt Professional and Administrative staff is available in Appendix B.

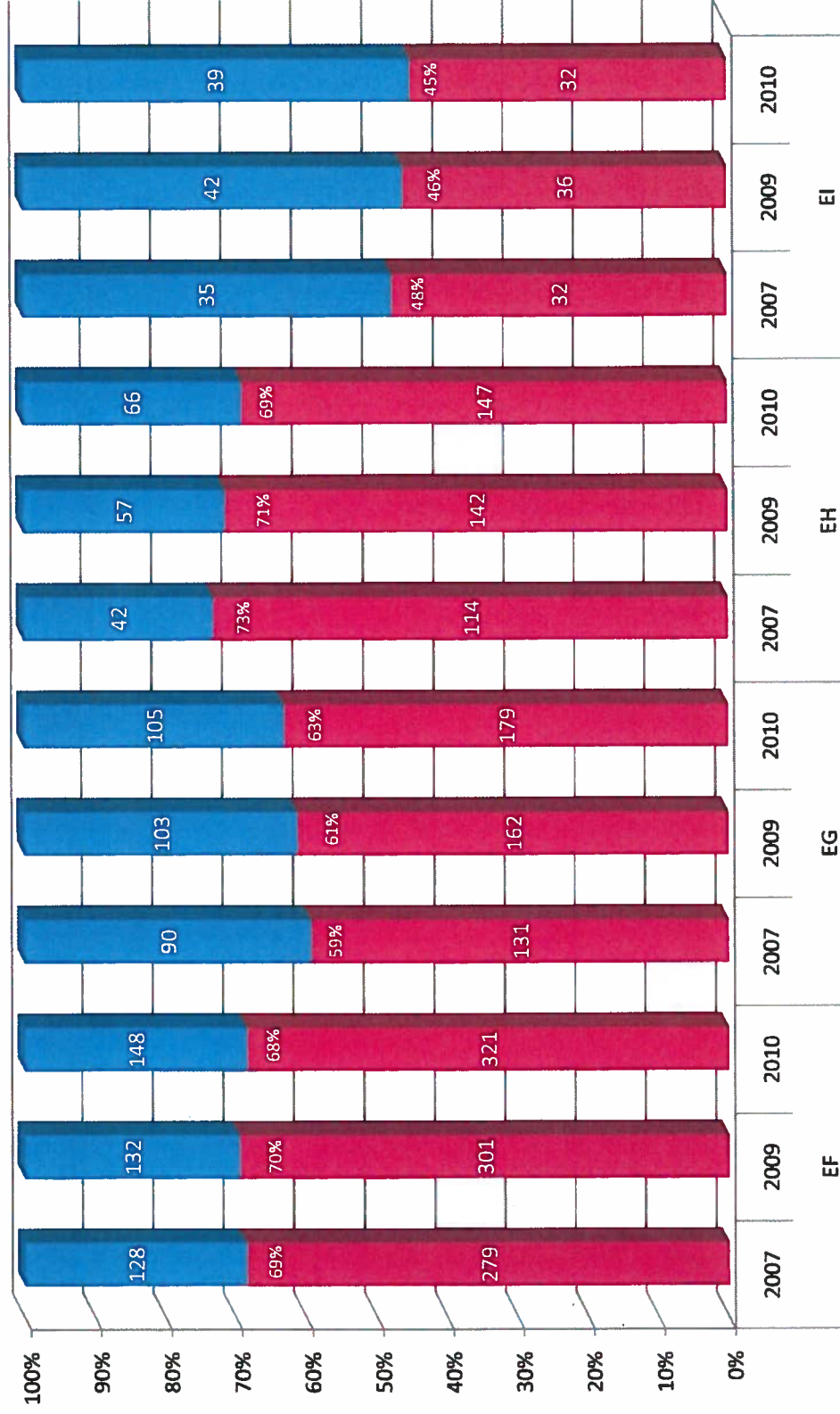
Source: Institutional Research and Planning, Office of Academic Planning and Accountability

In 2010, Human Resources reallocated job codes and job grades into different IPEDS categories. Therefore, data are not comparable to previous year.

Library staff holding academic rank are classified as "faculty" herein; IPEDS reporting requirements, however, stipulate they be reported as "other professionals".

Female Male

Figure 8b
Professional/Administrative Staff by Job Grade by Gender
2007, 2009, 2010



Absolute numbers are provided in each bar. Salary Structure for Exempt Professional and Administrative staff is available in Appendix B.
Source: Institutional Research and Planning, Office of Academic Planning and Accountability
In 2010, Human Resources reallocated job codes and job grades into different IPEDS categories. Therefore, data are not comparable to previous year.
Library staff holding academic rank are classified as "faculty" herein; IPEDS reporting requirements, however, stipulate they be reported as "other professionals".

Female Male

Figure 15
Classified Staff by Race by Gender
NA-ND (lower half of job grades)



"Other" includes African American, Asian, Hispanic, Native American, Two or More Races (effective Fall 2010), Nonresident Aliens, and unspecified race/ethnicities.

Absolute numbers by race categories above and by gender are provided in each bar.

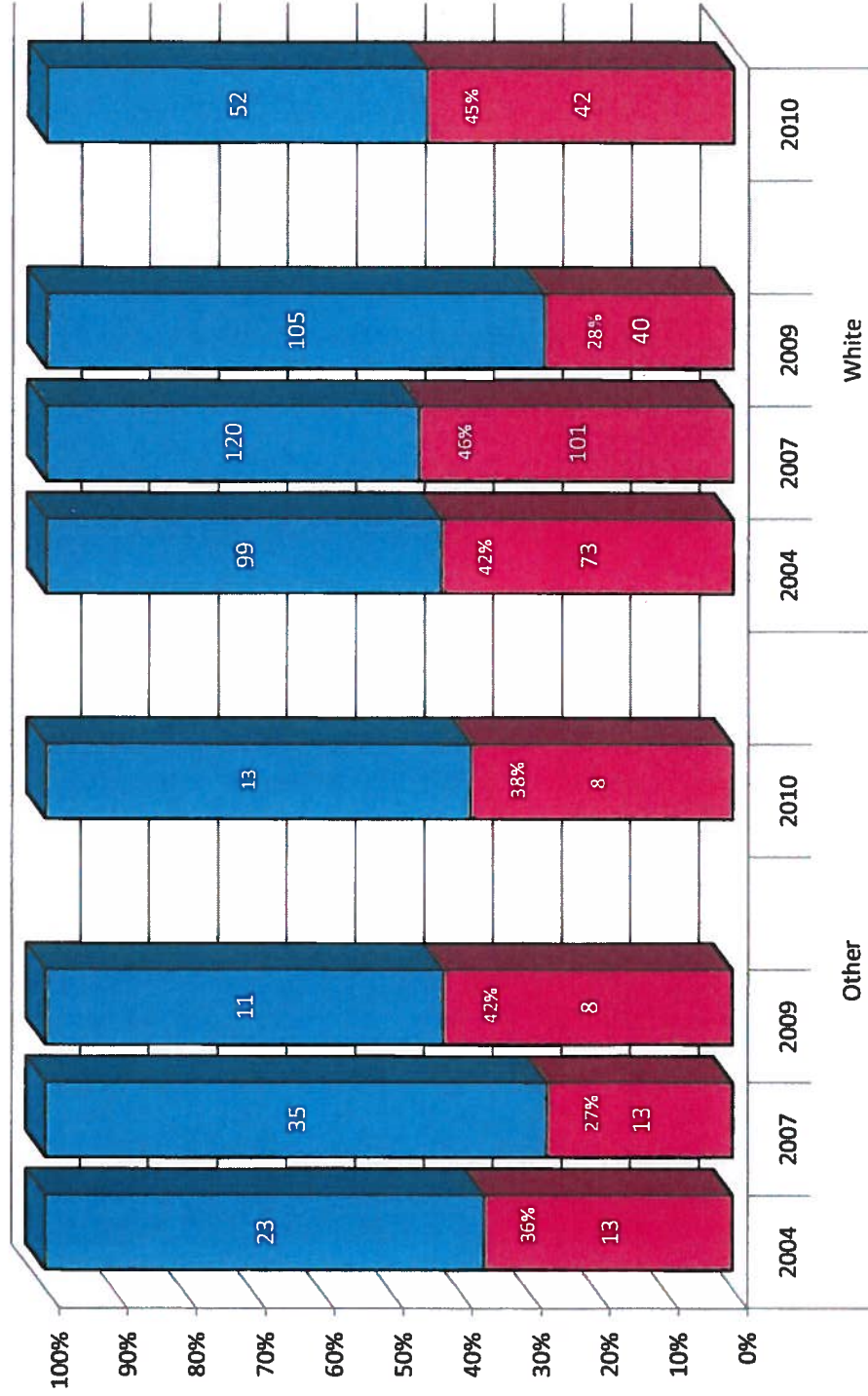
Wage Structure for Classified Staff is available in Appendix C.

Source: Institutional Research and Planning, Office of Academic Planning and Accountability

Fall 2010 race/ethnicity data were collected using the new format mandated by the US Department of Education. Therefore, 2010 data are not comparable to previous versions of the publication.

Female Male

Figure 16
Classified Staff by Race by Gender
NE-NH (upper half of job grade)



"Other" includes African American, Asian, Hispanic, Native American, Two or More Races (effective Fall 2010), Nonresident Aliens, and unspecified race/ethnicities. Absolute numbers by race categories above and by gender are provided in each bar.

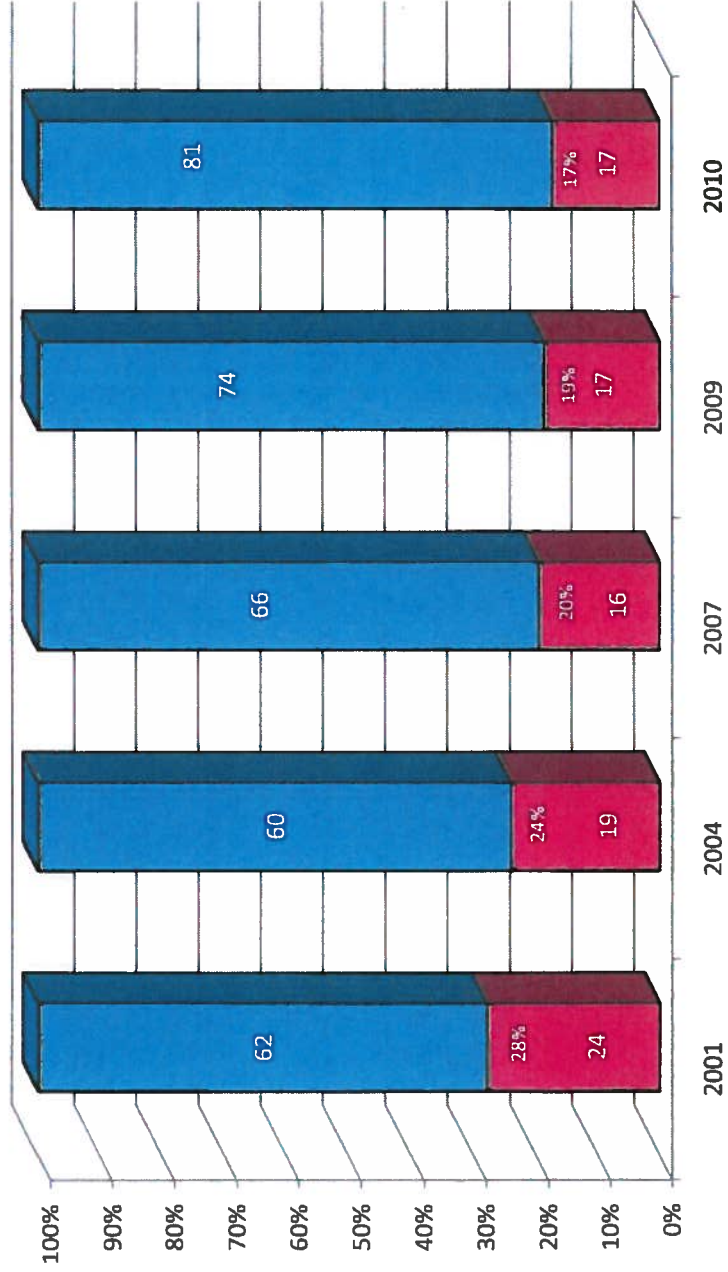
Wage Structure for Classified Staff is available in Appendix C.

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Female Male

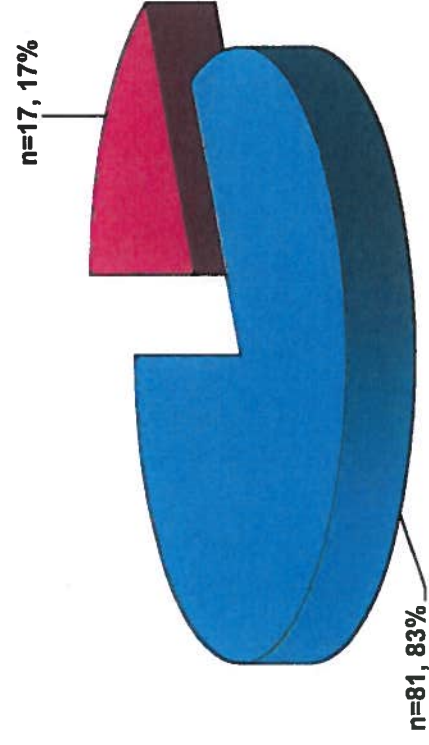
Figure 21
Department Chairs
by Gender



Absolute numbers provided in each bar.
Source: Institutional Research and Planning, Office of Academic Planning and Accountability

Female Male

Figure 22
Department Chairs
by Gender
2010



Source: Institutional Research and Planning, Office of Academic Planning and Accountability

Female Male

APPENDIX B

Access, Opportunity and Achievement: A COSW Report on Gender Representation at UofL



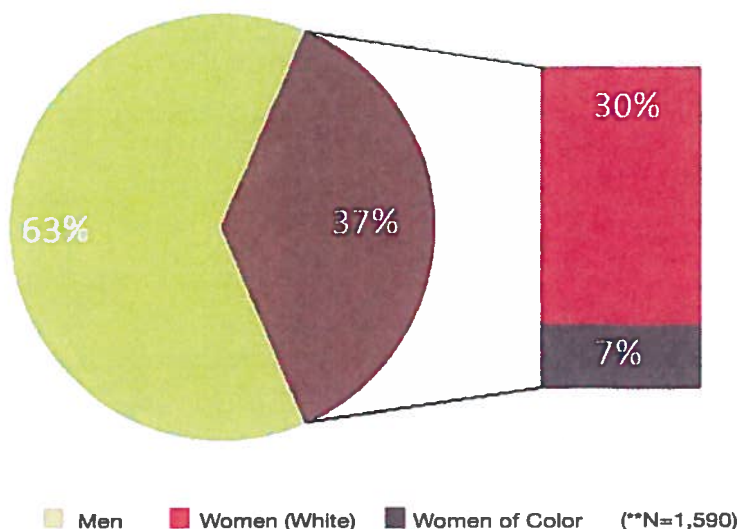
The University of Louisville's Commission on the Status of Women (COSW) is a presidential commission approved by the board of trustees in 1994, with the first members being appointed in 1995. The COSW has been charged to advise the president on issues, policies and practices that affect women at the University of Louisville and to report regularly to the president and the university community on the status of women. In 1994, the Report of the Task Force on the Status of Women presented the status of women in all employment categories, explored contributing and perpetuating factors, and recommended changes to positively influence the status of and career opportunities for women while improving the climate for all University of Louisville employees. In 2009, the COSW updated the 1994 Task Force Report to assess progress during the past 15 years (<http://louisville.edu/cosw/task-force-report/task-force-report.html>). Results showed that although the number of women employed at UofL has increased, the ratio of women to men employed has not improved.

To build on the 2009 report, the purpose of this document is to provide information on employment status, to be assessed annually, as the university works toward increasing the opportunities for women.

UNIVERSITY OF
LOUISVILLE



COMMISSION ON THE
STATUS OF WOMEN

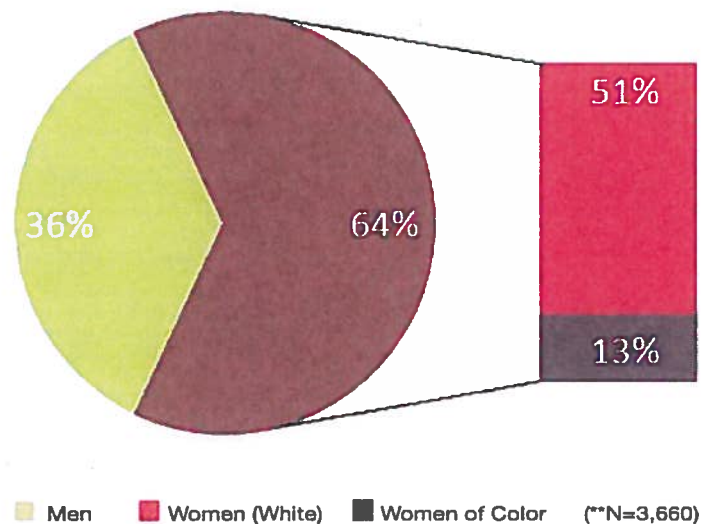


Full-time Faculty

Percentage of full-time faculty, reported by gender. Statistical information for women also reports percentage of white women and percentage of women of color*.

Full-time Staff/Administrators

Percentage of full-time staff and administrators, reported by gender. Statistical information for women also reports percentage of white women and percentage of women of color*.



Source: November 2010 census file as reported to Integrated Postsecondary Education Data System (IPEDS)

Fall 2010 race/ethnicity data were collected using the new format mandated by the US department of Education. Therefore, 2010 data are not comparable to previous versions of the publication.

*Women of color were defined as "Black, non-Hispanic; American Indian/Alaskan Native; Asian/Pacific Islander; Hispanic; and two or more races" Nonresident aliens have been excluded.

**N=number of full-time faculty or staff & administrators (includes men and women).

Graduate Teaching/Research Assistants have been excluded.

Employees with Faculty rank who are in board appointed positions are excluded from 'Provost' and 'Health Affairs' administrative units.

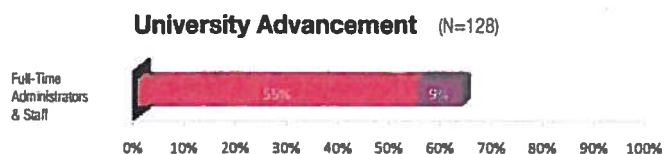
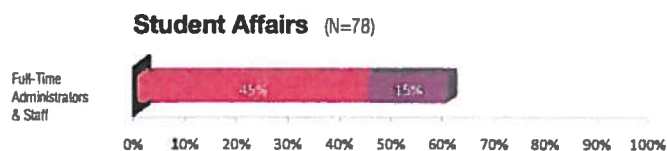
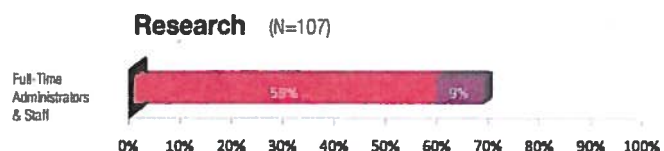
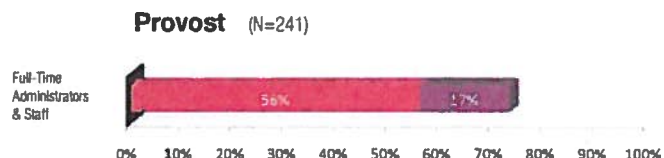
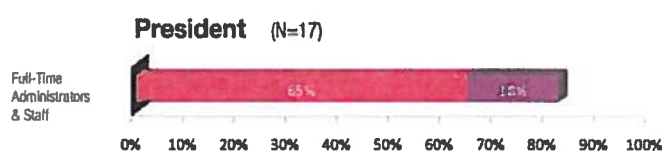
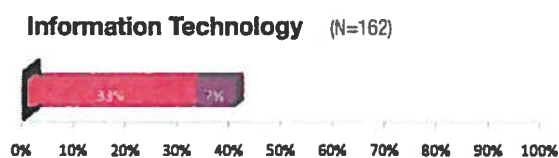
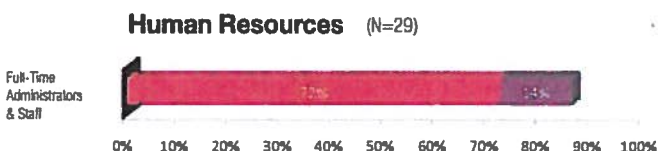
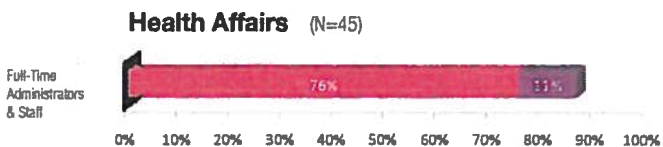
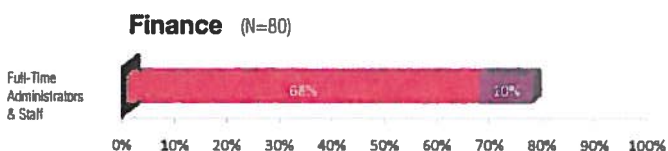
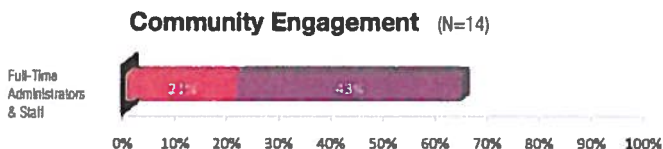
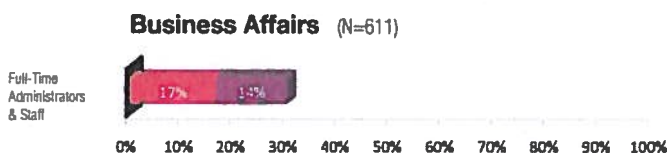
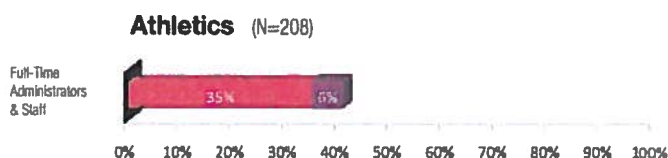
Prepared by the Office of Institutional Research and Planning on May 2, 2011

Full-time Staff/Administrators

Percentage of full-time staff and administrators, reported by gender, in each administrative unit. Statistical information for women also reports percentage of white women and percentage of women of color.

■ Women (White) ■ Women of Color

N = total number of full-time staff & administrators within unit (includes men and women)



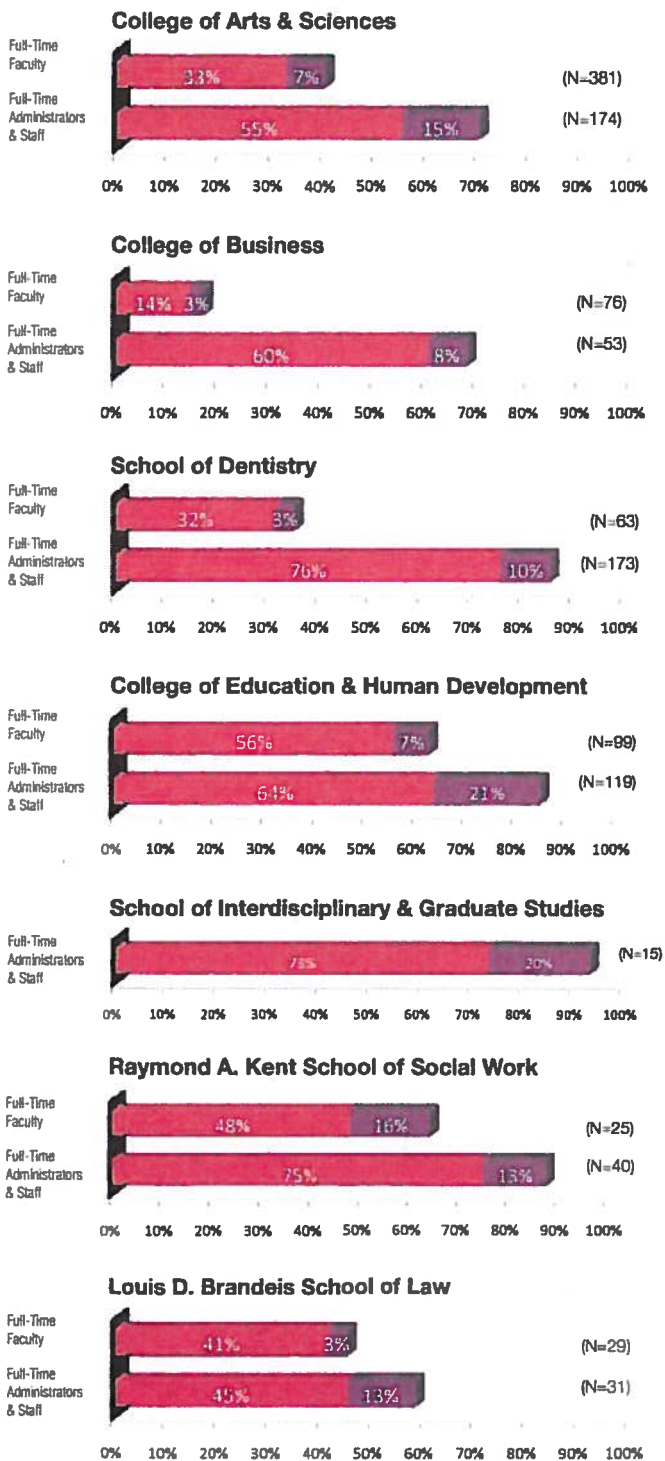
Full-time Faculty

Percentage of full-time faculty, reported by gender, in each academic unit. Statistical information for women also reports percentage of white women and percentage of women of color.

Women (White)

Women of Color

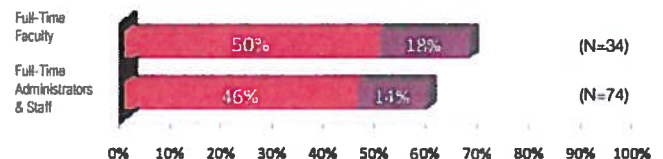
N = total number of full-time faculty and staff & administrators within unit (includes men and women)



Full-time Staff/Administrators

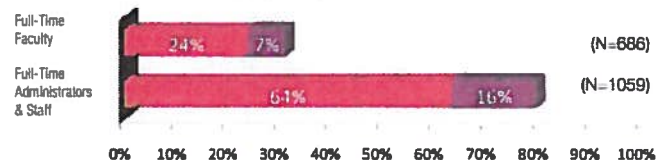
Percentage of full-time staff and administrators, reported by gender, in each administrative unit. Statistical information for women also reports percentage of white women and percentage of women of color.

Libraries



Library staff holding academic rank are classified as faculty; IPEDS classifies these individuals as "other professionals." Librarians with faculty ranks were excluded per IPEDS reporting requirements.

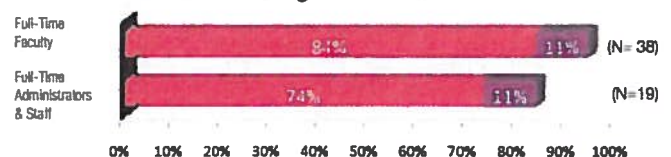
School of Medicine



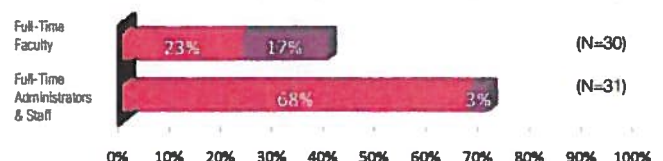
School of Music



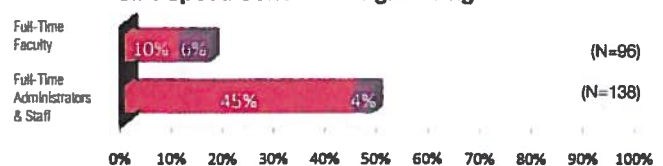
School of Nursing



School of Public Health & Information Sciences



J.B. Speed School of Engineering



APPENDIX C

Appendix C

Elder Care Series

Date	Topic	Organization/Facilitator
May 17, 2011	Broad Introduction: Social and Medical Issues	UofL Family & Geriatric Medicine (Jane Thibault, M.D.) and ElderServe, Inc. (Sarah Trester)
June 14, 2011	Community Resources for Elders Staying at Home	ElderServe, Inc. (Harriette Friedlander, MSW & Joanne Whitlock)
July 19, 2011	Medication Misuse: The #1 Aging Issue	UofL Family & Geriatric Medicine, (Demetra Antimisariis, PharmD, CGP, FASCP)
August 16, 2011	Elder Care: A Practical and Psychological Challenge	UofL Family & Geriatric Medicine (Jane Thibault, M.D.)
September 20, 2011	How to Hire Help at Home: Considerations and Costs	ElderServe, Inc. (Jennifer Welsh)
October 18, 2011	Legal Considerations in Elder Care	Brian Borellis, Attorney at Law
November 22, 2011	Options and Alternatives for Long Distance Care	Sovereign Seniors (Tracy Thomas)
December 20, 2011	Caregiver Stress & Self-Care for the Caregiver	UofL Family & Geriatric Medicine (Jane Thibault, M.D.)
January 17, 2012	Moving Matters: Moving to a Senior Community	DearWatch, Inc. (Mary Romelfanger)
February 21, 2012	Dementia: Definitions, Problem Solving, Resources	UofL Dept. of Neurology (Robert P. Friedland, M.D.)
March 20, 2012	Institutional Care Facilities: Resources and Choices/ Skilled Nursing Facilities: What Goes on Behind Closed Doors	UofL Family & Geriatric Medicine (Patrick J. Murphy, Jr. M.D.) and KIPDA District Long- Term Care Ombudsman (Mel Pfister)
April 17, 2012	Elder Abuse, The Hidden Crime (Program/Theory)	UofL Family & Geriatric Medicine (James G. O'Brien, M.D.) and ElderServe, Inc. (Shannon Gadd)
May 15, 2012	Controlling the Elder Care Crisis	ElderServe, Inc. (Harriette Friedlander, MSW)