



COMMISSION ON THE STATUS OF WOMEN

Spring 2011 Issue

From the Chair: Susan Duncan

With much excitement, we bring you the first newsletter of the Commission on the Status of Women (COSW). The COSW is busy implementing many initiatives and making great progress on its goals. This newsletter, to be published once a semester, will keep you up-to-date on how your COSW is helping improve the status of women at the University of Louisville. A special thanks goes to Nancy Knadler for producing this inaugural newsletter.

As you read the COSW's past successes and our current goals, I hope you are as proud as I am to work at a university that believes in women. These achievements would not be possible without the leadership of President Jim Ramsey and Provost Shirley Willihnganz who are both committed to the success of women at U of L. With their help and the help of our partners in HR, Faculty and Staff Senates, and CODRE, the COSW has remained an active and important voice for all women on campus. I am honored to be a part of such an amazing group and look forward to more progress this year! Enjoy the newsletter!

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New Members

Dr. Gale Rhodes

Dr. Marcia Hern

Dr. Andi Gobin

Dr. David Owen

Nancy Barr

Martyna Warren

Nancy Knadler

For full membership list see:
<https://louisville.edu/cosw/COSW%20Committees%202009-10/commissioners-2008-09.html>

Your Commission on the Status of Women at Work

By Susan Hanley Duncan, Chair

In August of 1993, UofL's President, Dr. Donald Swain, appointed the Task Force on the Status of Women to assess the status of women faculty and staff at the university and recommend changes to improve that status. From this ethnically diverse group of fourteen women and five men came *Meeting the 21st Century: Access, Opportunity and Achievement—The Report of the Task Force on the Status of Women 1994*, an in-depth study of issues affecting the work experience of women employees at UofL. One of the most important recommendations coming from this report was to appoint a permanent Commission on the Status of Women.

Since its founding in 1994 the Commission on the Status of Women (COSW) has actively fulfilled its role of advising the President on issues related to women. Recently the COSW updated the 1994 Task Force Report which showed the following successes: salary of women staff have moved towards parity with their male peers; nearly 50% of U of L student athletes are women, and U of L's Prevention, Education and Advocacy on Campus and Community is now institutionalized (PEACC). The report also contained a number of recommendations. The full report can be accessed at: https://louisville.edu/cosw/task-force-report/files/pdf-documents/FINAL_COSW_Report.pdf.

The COSW collaborates closely with the Faculty and Staff Senates, CODRE, and Great Places to Work subcommittees to suggest new initiatives for the university. The COSW is very proud of its role in helping the following recommendations become realities:

- * Since 1994, COSW has actively pursued obtaining a childcare center at the University of Louisville. In September 2008, the University opened the Scholar House and Early Learning Campus. In addition, 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. Please call (502) 583-8914 for more information.

Child Development Center
Sharon Mohn, Director
pcdc@bellsouth.net

Early Learning Campus
Dr. Jill L. Jacobi-Vessels, Director
jill.jacobi-vessels@louisville.edu
<http://louisville.edu/education/elc>

- * To improve safety in our campus community, the Commission has advocated since 2003 for an increased number of Department of Public Safety officers. DPS has added 6 police officers, and 18 additional security officers. COSW has also advocated for salary increase for DPS officers. In July 2008, DPS received confirmation of the market share adjustment which raised salaries to a competitive level. DPS was also able to offer incentives for competitive starting pay and career path which offered permanent ranking for officers.
- * Since 1994 COSW has been working to establish mandatory sexual harassment prevention training for all students and employees. Starting in July 2008, sexual harassment training is now

mandatory in all new employee orientations through Human Resources Department.

- * The COSW has been a longtime advocate for extending parental leave from three weeks to six weeks for all regular FT & PT employees which is now effective beginning January 1, 2011.
- * The COSW recommended expanding language in a Redbook policy that grants faculty a six-month to one-year extension of the probationary period prior to tenure review. The policy allows the extension if a faculty member faces extenuating circumstances that do not require a leave of absence but result in a significant reduction in ability to perform normal duties. The new language lists examples of those circumstances: personal illness, the birth or adoption

of a child or care of an ill family member. It also allows for a second extension of the probationary period for a second extenuating circumstance.

- * The COSW's update recommended establishing a permanent group to look at work life issues which grew into the Great Places to Work Committee. The COSW also drafted a score-card revision that reflects a concern for campus climate issues which was adopted in the 2020 plan.

The COSW continues to set high goals for itself and the university. The COSW provides annual reports on these goals to the President. The reports and meeting minutes can be accessed at www.louisville.edu/cosw.

HERS Summer Institutes

President Ramsey and the Commission on the Status of Women will sponsor an outstanding woman to attend a Higher Education Resource Services (HERS) Institute in 2011. Women faculty members or administrators, with a proven record of professional growth and responsibility, and who have a keen interest in campus administration and achieving institutional priorities and maximizing institutional resources are encouraged to review the institutes and apply for the one that best suits individual circumstances. One award will be given.

The Bryn Mawr Summer Institute offers a two-week residential program. The HERS Institute at Wellesley College offers four three-day sessions across the 2011-2012 academic

year. The HERS Institute at the University of Denver offers a two-week residential program. Visit the HERS website for more information: <http://www.hersnet.org/Institutes.asp>

HERS Summer Institutes have earned sterling reputations for expanding horizons, providing exposure to new and exciting ideas, fostering enduring mentoring relationships and preparing women for institutional leadership roles. Recent UofL participants include Marcia Hern, Ph.D., Dean of the School of Nursing, Deborah Davis Ph.D. Pediatrics Child Development Unit, and Cynthia Logsdon, Ph.D. School of Nursing.

The campus selection process will require that each applicant submit three items: a current CV, a letter describing the applicant's reasons for

application and how she will contribute to achieving institutional priorities and maximizing institutional resources and a letter of support from her dean, director, department head or supervisor. Send these items to Georgette Moore glmoor01@louisville.edu

Based on the HERS Institutes application deadlines, the UofL application deadline is **Monday January 31, 2011**. Applications will be reviewed and the outstanding applicant will be selected to apply to her chosen institute and provide required documents by the institute's deadline.

For more info contact Pamela Feldhoff, PhD pwfeld01@louisville.edu

The Commission on the Status of Women 2010 Sponsorships

The Commission on the Status of Women is pleased to sponsor these significant University of Louisville programs.

August 26, 2010 Kentucky - "Women's Equality Day Celebration" in Frankfort, Kentucky commemorated 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}>

September 20-27, 2010 - Pride Week - an annual student-driven celebration to honor the contributions of lesbian, gay, bisexual, and transgender (LGBT) members of the campus community. This week featured a Monday kickoff cookout, workshops and fun gatherings all week, and a keynote address by comedian Kate Clinton. <http://louisville.edu/lgbt/news-and-events/pride-week-2009.ics>

September 29, 2010 - Take Back the Night – A UofL 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>

November 10, 2010 - The Mary K. Bonsteel Tachau Gender Equity Award - 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

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

May 21, 2010 - Kentucky Women's Book Festival - This Book Festival brings together Kentucky women writers and their readers to meet, discuss, and share their love and appreciation of the written word. The purpose of this event was to highlight and honor the outstanding accomplishments of women writers in and from the Kentucky area, expand the readership of women's works, encourage those engaged in creative writing and inspire a rising generation of readers and writers as an extension of our community-wide focus on literacy. <http://www.law.louisville.edu/node/4956> For information contact the Women's Center at 502-852-8976.

Committee Goals 2011



Integration of Work and Family— Chair: Ann Larson

1. Work with library to create a bibliography to be posted on COSW website identifying Work-Life lending library resources.
2. Explore policies universities and the private sector have regarding aging parents and make specific recommendations.
3. Develop a brochure highlighting COSW's Work-Life initiatives and showcasing policies and resources at the University on this issue.



Communications Committee Chair: Jeanne Guererro

1. Improve website - more depth, consistency, completeness
2. Improve internal communication processes - for example, how to use the sharepoint site to share documents rather than email
3. Document Susan's constituency list to maintain the information sharing momentum
4. Continue with congratulation letters including documenting process for consistency
5. Update and conduct new member orientation
6. Enhance COSW visibility
7. Prepare promotional video



Recruitment, Retention and Representation Chair: Pamela Feldhoff

1. Analyze annual data supplied by Institutional Research and provide report on findings.
2. Facilitate the planning of campus-wide workshops for associate professors.
3. Meet with Part-Time Faculty to understand issues and concerns and make recommendations.
4. Assist with developing the methodology for a campus wide gender equity salary survey.



Campus Climate Chair: Tammi Thomas

1. Continue to encourage the University of Louisville to partner with other state universities to address the issue of concealed deadly weapons on college campuses.
2. 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.
3. Continue to review the practice pertaining to sexual harassment incidents and how information is gathered, tracked, monitored and reported.
4. Work to establish mandatory sexual harassment prevention training for all new U of L students.
5. Review results of "Campus Survey Report: Safety Perception and Experiences of Violence."
6. Review campus climate survey results of students, faculty and staff.

Campus Climate Survey ~

In the spring 2010 academic semester, a survey was designed to measure UofL's faculty and staff perceptions of diversity, inclusion, and work environment was created and administered. The Work/Campus Climate Survey, was designed with representation from the COSW, CODRE - Campus Environment Team, the Part-time Faculty Committee of the Faculty Senate, the Great Places to For Work Initiative, and Office of Academic Planning & Accountability. The Work/Campus Climate Survey was designed to complement the concurrent The Chronicle's Great Colleges to Work for Survey which was administered by a third party. Faculty and staff who were not randomly selected to participate in the Chronicle's sur-

vey were invited to complete the internal Work/Campus Climate Survey. There were 2,152 individuals who responded for a total response of 39.7%. Of which, 59% were women. The climate for women at UofL consistently ranked among the highest of all constituent groups. Specifically, 76% of the total respondents agreed with the statement that ***'I believe that the University promotes and encourages inclusion of women.'*** It is also noteworthy that women were among the constituent groups about which insensitive and/or disparaging remarks or behavior were observed

In December, Provost Willihnganz convened the Diversity and Work Climate Data Workgroup whose primary responsibility is to thoroughly review the data from both surveys. COSW is represented on the workgroup which will determine what additional analyses or targeted data collection are needed

and to report these data to the UofL community. These survey instruments were intended to measure the extent to which faculty and staff are involved and engaged in the organization and ultimately, the quality of the workplace experience. The workgroup will examine the original analyses along with any proposed supplemental analyses in order to recommend specific and targeted interventions that will be undertaken by Human Resources, the Office of Diversity and International Affairs and the Great Places to Work initiative.

With the Commission's help, U of L has identified lactation rooms faculty, staff and students can reserve. For a listing of these locations please visit <http://louisville.edu/cosw/news-and-events/nursing-room-locations-on-campus.html>.

