

# UNIVERSITY OF LOUISVILLE®

## COMMISSION ON THE STATUS OF WOMEN

Spring 2012

### *From the Chair: Valerie Casey*

**G**reetings from the Chair of the Commission on the Status of Women at U of L! If you're not familiar with the Commission I hope this Newsletter will update you on all the positive work the Commission has been doing for you at the University.

The COSW actually came into existence after a Task Force Committee was assembled in 1993 to evaluate the status of women at the University. They compiled an impressive report which included nearly fifty recommendations that if adopted would positively impact the campus community and recommended the creation of the Commission on the Status of Women. The Commission consists of dedicated staff and faculty members who are appointed by the President and constituents from the Commission on Diversity and Racial Equality, the Staff and Student Senates, and Ex-Officio members from the Vice Provost for Diversity and International Affairs Office, Human Resources, Women and Gender Studies, PEACC and the Women's Center.

In 2009, the Commission on the Status of Women, with the support of administration completed a multi-year project to update the 1994 Task Force Report. Recommendations from the report were placed under the purview of committees and administrators on campus. Areas of interest to the Commission are the campus climate; recruitment, retention and recognition for employees; and the integration of work and family life. Committees on the Commission monitor policies and procedures related to these areas and work with departments on campus to achieve our short and long term goals. The Commission communicates routinely with the President and Provost with updates and policy recommendations.

View our video for recent successes and check out the rest of the Newsletter for issues we are addressing this year!

[http://louisville.edu/cosw/COSW%20Video.pdf/at\\_download/file](http://louisville.edu/cosw/COSW%20Video.pdf/at_download/file)



In this issue, our committee chairs will highlight some of our current accomplishments and goals. We are proud of the work of the Commission and the new policies and initiatives we've endorsed. Thank you to our dedicated Commissioners and to the Administration for your continued support.

Best Regards,

*Valerie*

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# Recruitment, Retention and Representation

The Recruitment, Retention and Representation Committee of the COSW is working toward our goals for 2011-2012. We will continue to analyze annual data supplied by Institutional Research & Planning for a selected number of tables and figures from the 2009 COSW update of the 1994 Task Force Report to assess institutional progress for select metrics and will also update the cohort brochure detailing annual statistics by unit by percentage of women and by percentage of women of color:

[http://louisville.edu/cosw/COSW%20Cohort%20Brochure%208.5%20x%2011%20version\\_single%20pgs.finalpdf.pdf](http://louisville.edu/cosw/COSW%20Cohort%20Brochure%208.5%20x%2011%20version_single%20pgs.finalpdf.pdf).

The University is committed to ensuring that faculty salaries are both competitive and equitable. Toward this effort, the Executive Vice President & University Provost, Shirley Willihnganz, charged the Vice President for Human Resources and University EEO Officer, Sam Connally with the responsibility for development of the methodology for, and the implementation of, a Campus Wide Faculty Salary Equity Study. The COSW, along with CODRE and Faculty Senate, is an active participant in this process. Our representative on the workgroup is Dr. Cynthia Logsdon with

additional representation from other COSW commissioners serving in different capacities, Dr. Pamela Feldhoff and Bob Goldstein. The group plans to complete the study this academic year.

In our efforts toward promotion of faculty, the COSW RRR encourages research/scholarly activity, excellence in teaching and University service through inclusion of women faculty on key committees such as search committees, PAT committees and Chair Review Committees. Concerning the latter category, the COSW RRR views service on key committees, though time consuming, an excellent opportunity for networking and self promotion. The RRR also encourages Unit workshops on Promotion and Tenure. There are currently active workshop programs in the School of Medicine and the College of Arts and Sciences. It is the intent of the RRR to encourage expansion of faculty promotion workshops to additional Units. The COSW RRR holds that these workshop endeavors and other types of professional mentoring are critical to the academic advancement of all faculties at the University of Louisville.

## *new members:*

- ❖ Laurie K. Ballew, Dept. of Psychiatry
- ❖ Sherry Duffy, College of Education
- ❖ Melissa S. Moutardier, Equine Industry Program/College of Business
- ❖ Melissa Long Shuter, Office of the Vice President for Administration

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



# Preparing Young Women for Leadership and the Future

Have you seen the banner on campus announcing the upcoming College Women's Leadership Conference! The University of Louisville Women 4 Women (W4W) Student Group, U of L's Women's Center and the Office of Civic Engagement and Leadership are collaborating to create a statewide College Women's Leadership Conference: Creating Synergy in Kentucky!

This conference is designed to enhance the student's college experience and prepare women to be leaders in their careers. The residential conference is scheduled for May 31-June 2, 2012 and is open to the first two hundred higher education students from across the state who registers. Cost of the three day residential program is \$55 and will include a room on campus.

Attendees will engage in leadership training and networking with speakers, sponsors and other attendees. The program will include keynote speakers, Marta Miranda, Center for Women and Families; Phoebe Wood, Brown Foreman Distillery (Retired); and Charla Young, WAVE 3 News. Breakout and networking sessions will be held every day with twenty six women entrepreneurs and leaders from across the state: <http://louisville.edu/womenscenter/cwlc.html>

We envision a conference that will allow the women of tomorrow to begin taking charge of their life, growing passionate about their goals, and begin leading other men and women to success. For information on the registration or sponsorships for the conference please call the U of L Women's Center at 502-852-8976.

**WHAT TO DO IF YOU ARE INTERESTED IN BECOMING A MEMBER:** The COSW is currently soliciting nominations of both staff and faculty; and from Belknap, HSC and Shelby campuses for consideration for appointment by the President to the Commission. The list of nominees will be presented to the President by May 2012 and newly appointed members will start their terms by July 1, 2012.

The nominations committee requests that you submit nominations (name and contact information) to Andrea Gobin ([andrea.gobin@louisville.edu](mailto:andrea.gobin@louisville.edu)), Sharon Kerrick ([saspic01@louisville.edu](mailto:saspic01@louisville.edu)) or Margaret Pentecost ([mwpent01@louisville.edu](mailto:mwpent01@louisville.edu)) by April 27, 2012. Feel free to self-nominate.

# President and Provost Discuss University Goals with COSW



The Commission on the Status of Women annually requests a meeting with President Ramsey and Provost Willihnganz to get an update on the status of the University and feedback on questions and concerns. We met in February, but with the budgetary meetings going on in Frankfort and in Louisville President Ramsey asked if we could meet at Amelia Place to accommodate his schedule. The environment proved to be conducive to a very good discussion as questions from Commissioners were addressed.



With looming budget cuts on the horizon, Commissioners recommended the President and Provost implement a portal or website for the University community to offer suggestions which might help the Administration deal with shortfalls. This portal was launched on February 15 by Provost Willihnganz. The Commission was also asked to work closely and in parallel with the Great Places to Work Committee. The Chair of the COSW will serve on the Great Places to Work Steering Committee and share goals of the Commission. Several COSW members serve on the GPTW sub-committees.

# Campus Climate

The Campus Climate has been diligently working to meet their yearly goals. Over the last year, the committee has met with Human Resources to examine sexual harassment prevention training practices at benchmark institutions. Recently the committee sent a support statement to the EVPHR Sam Connally regarding sexual harassment prevention training for faculty, staff and students. Later this month, the committee will be meeting with the Office of the Ombuds to examine trends in complaints for issues related to gender. Additionally, the committee is in the process of reviewing the 2009 Great Places to Work – Campus Climate Survey for the identification of future goals of issues related to gender. The committee would like to thank everyone for their effort and support in working toward their goals.

## EdlerCare Series Meets Growing Campus Need

The Elder Care Workshops hosted by Get Healthy Now and sponsored by the Commission on the Status of Women continue to be well received. These workshops are for any employees who are seeking information, advice, and support in the care of elderly parents, friends, or relatives. Examples of topics that have been presented include Community Resources, PolyPharmacy: The Silent Epidemic, How to Hire Help at Home, Legal Considerations in Elder Care, Caregiver Stress, and Self-Care. Workshops are offered every third Tuesday of the month from 12:00-1:00 pm in Chao Auditorium of Ekstrom Library. Upcoming topics include:

- February 21 - Moving Matters: Moving to a Senior Community
- March 20 - Institutional Care Facilities and Skilled Nursing Facilities
- April 17 - Elder Abuse, The Hidden Crime
- May 15 - Controlling the Elder Care Crisis
- TBD - Dementia

All workshops are video recorded with online videos available on the Get Health Now website: <http://louisville.edu/hr/gethealthynow/community/eldercare-workshops/eldercare>.

We are also pleased that in January of 2011 the Board of Trustees approved a change from three to six weeks of parental leave for eligible employees. Further, tenure review for tenure track faculty may be delayed for up to a year for extenuating circumstances, upon request. Two such extensions may be applied for. The Committee continues to monitor childcare needs and is exploring whether additional, more flexible options for childcare might be made available.