

From the Chair: Jeanne Guerrero



As current chair of the Commission on the Status of Women (COSW), I am honored to work with an amazing group of women and men who take an active role in assessing gender equity issues at the University of Louisville. This newsletter showcases some of the remarkable work and

achievements of the organization and our commissioners.

Showcased in this issue are women in leadership roles, scholarships for professional development, and special events that educate others about women’s issues. Women are clearly visible and active in key leadership and decision-making positions at all levels of the University of Louisville. We are proud of their accomplishments.

As a chief advisory group appointed by the President, COSW strives to support and improve the lives of women and families in their university faculty and staff roles. COSW is one of the many campus organizations which provides opportunities for individuals to reach their potential regardless of race, religion, or gender.

COSW commissioners are nominated on an annual basis. The nominations are forwarded to the President for selection. More information on COSW can be found on our website: <http://louisville.edu/cosw>.

We look forward to making more advancements to improve the lives of women across the University.

Sincerely,
Jeanne Guerrero
COSW Chair, 2015-2017

2015 Newly Appointed COSW Commissioners

Congratulations to the following individuals selected by Dr. Ramsey to be newly appointed commissioners to the Commission on the Status of Women:

- | | |
|--|---|
| Ginevra Courtade
Special Education
College of Education and Human
Development | Carla Vidoni
Health & Sports Sciences
College of Education and Human
Development |
| Heather Fox
Archives & Special Collections
University Libraries | Margath Walker
Geography and Geosciences
College of Arts and Sciences |
| Natalie Pasquenza
Research Nursing-Pediatrics
School of Medicine | |

In This Issue

Women’s Empowerment Award	2
HSC Highlight: Karan Chavis, Chief of Staff to the Dean, School of Medicine	3
Women of UofL History	4
Women’s Leadership Series	4
4th Annual Pathways Women’s Leadership Conference	5
Major General Peggy Combs Addresses COSW and CODRE	6

Women's Empowerment Award

by Cindy Hess, Communications and Marketing

Kathleen McDaniel Smith, chief of staff for President James Ramsey, has been awarded the 2015 Women's Empowerment Award. The honor recognizes women



Kathleen McDaniel Smith

who empower other women and was bestowed on Smith at a Nov. 10 Women's Center luncheon.

"Kathleen has been an ardent supporter of the Women's Center's mission and programs, especially the Kentucky Women's Book Festival and the Kentucky College Women's

Leadership Conference. She's a role model and relates well to everyone," said Valerie Casey, the center's director.

During Smith's distinguished career at the University of Louisville she has served as a UofL board member, senior administrator and top presidential aide. She has worked with three presidents and been a key figure in the success of important and diverse university initiatives such as campus beautification, fundraising, strategic planning and development of research parks.

"Her achievements have been remarkable and she has done an incredible job of boosting the status of women in our community," said Casey.

In 1981 Smith became an assistant to former President Donald Swain and, later, President John Shumaker. In her current role as chief of staff, her responsibilities include serving as executive director of boards and commissions and as an officer of several of the UofL Foundation's corporations. In these capacities, she has secured more than \$73.5 million in federal and state agency funding for campus transformation initiatives and research parks. Further, she has been instrumental in raising more than \$51 million in private donations for UofL academic programs including a single donation of \$10 million for the College of Business. In 2012 Smith received the College of Business Alumni Fellow Award.

She is a member of the UofL Alumni Association Board; an elected officer of the university's boards;

member of the Louisville Metro Parks Foundation Board; and a past gubernatorial appointed member of the Kentucky Arts Council and the Kentucky Heritage Council.

The Women's Center Empowerment Award was established in 2012 to mark the 20th anniversary of the center. Past honorees include Vice Provost of Diversity Mordean Taylor-Archer and faculty member and former Provost Shirley Willihnganz.

English professor Mary Sheridan was also recognized during the luncheon for her work in promoting gender equity. She received the Dr. Mary K. Bonsteel Tachau Award for her commitment as a mentor and for creation of the UofL Digital Media Academy, a community engagement project that helps girls from underprivileged backgrounds build self-confidence and other skills through the use of technology. The prize is jointly awarded by the Women's Center and the Commission on the Status of Women (COSW).



Professor Mary P. Sheridan



HSC Highlight: Karan Chavis, Chief of Staff to the Dean, School of Medicine



Karen Chavis believes strongly in advocating for staff. "They are the unsung heroes, who don't necessarily have a voice," she declared. Her commitment to advocacy is demonstrated by the almost 30 years she spent at Texas A&M University putting that belief into practice by creating programs that supported staff development.

Ms. Chavis started out her career working in the Human Resources department at Texas A&M in Benefits, where she focused on recruitment and employee relations. She found herself performing employee relations for about 7000 staff. She learned quite a bit about human relations in this position, but soon transitioned from Human Resources into Operations and Administration where she assisted in developing policy and risk management strategies. Quickly, she found herself involved in matters that didn't really fit into a specific department. However, she felt she had a talent for taking a nebulous task and transforming it into something real and tangible, something she loves to do. Although Ms. Chavis believed that she would spend her career in administration, an opportunity led her to transition to education when she was offered a job working for the Dean of the College of Medicine, as Assistant Dean for Planning & Evaluation/Chief of Staff. Up until that time, she never saw herself working in education, but she realized she could utilize the skills she developed during her time in administration.

During her time as Assistant Dean/Chief of Staff, Ms. Chavis found herself in power struggles between several of the administrators. Although these were stressful situations, she saw her opening and used this chaos to develop programs for staff and get financial support for those programs. She was instrumental in setting up systems among the staff that allowed them to have open dialog. These systems allowed the staff opportunities to deal with their frustrations, which in turn helped them build a context of team. This was the development of something Ms. Chavis believed would allow staff to have their voice and develop themselves professionally.

Ms. Chavis was hired as the Chief of Staff to the Dean of the School of Medicine in September 2014. Her transition to Louisville came about when her husband, Dr. Craig Blakely was hired as the Dean of the School for Public Health and Information Sciences. Although she believed that she would spend her career at Texas A&M, she has managed to settle in to Louisville. People she has met have embraced her, which has helped her slowly become a part of a community. In her role as Chief of Staff to the Dean, Ms. Chavis supports strategic planning efforts for the medical school. She also supports accreditation efforts, which includes a continuous quality improvement component that she is working on with the undergraduate office of medical education. One of the major programs she has managed to implement is the **SMART (School of Medicine Advancement, Retention, and Training) Staff Development Initiative**. The purpose of the SMART program is to help create a platform for staff. It's an opportunity for staff who are interested in learning something different other than their day-to-day job, thereby, allowing them to develop themselves professionally and personally. Chavis sees SMART's benefit as creating better morale and better communication among staff. "If people feel part of a community, they will be more engaged. They will care about how well the community does!" she exclaims.

Because of the long hours Ms. Chavis works, she has not had much opportunity to explore everything that Louisville has to offer; however, one of the things she would like to do is to continue her career as a singer, which she did during her 30 years at Texas A&M. When performing, she would work a full day, drive 2 hours from College Station to Austin, perform onstage for 3 hours and then travel back to College Station. Performing onstage allowed her the opportunity to get out of her stressful world of administration for a little while and kept her grounded. Ms. Chavis hopes to explore the music scene of Louisville and establish a band because music is part of her life and gives her the balance to help her perform her job effectively.

For more information on the SMART program, please visit the website:

<http://louisville.edu/medicine/dean/smart>.

Women of UofL History

The COSW celebrates and supports the women of the UofL community and our allies. In this issue of the newsletter we're launching a new column that highlights women from the history of the university



drawn from the University of Louisville Archives & Special Collections.

In our inaugural column we highlight Dr. Mary K. Bonsteel Tachau, for whom the **Tachau Gender Equity Award** is named.

Mary Katherine Bonsteel was born June 8, 1926, in Cleveland, Ohio.

She attended Oberlin College, in Oberlin, Ohio, graduating in 1948 with an A.B. in history. While at Oberlin, she met Louisvillian Eric S. Tachau, and they were married in 1947. After graduation they moved to Louisville and she spent four years as a homemaker and mother. Bored and restless, she returned to school at the University of Louisville to earn a M.A. in history. She became a part-time lecturer in the university's social science department in 1958. In 1961, Tachau was appointed instructor in history and social science. She earned a Ph.D. in history from the University of Kentucky in 1972. She was promoted to assistant professor of history in 1965, to associate professor in

1973, and to professor in 1977. The Tachaus had three children: Katherine, David, and Susan.

Tachau served as university ombudsman from 1972 to 1974, the first female in the position. She also became the first female chair of the Department of History (1974-1977). She was a member of the university's Faculty Senate from 1971 to 1984, and was elected chair for a one year term in 1976, also being the first woman to hold that position. She was elected chair a second time in 1979. Her position as chair of the Faculty Senate gave her a seat on the university's Board of Trustees. While on the board she served on the Finance Committee, the Budget Advisory Committee, several personnel committees, and the Presidential Search Committee. Tachau's other university service included membership on the Scholarship Committee, the Committee on Non-academic Disciplinary Procedures, the Women's Committee to Advise the OB-GYN Department, the Steering Committee on Women's Studies, the Affirmative Action Committee, and the Committee on Organization, Administration, and Governance for the accreditation review. Tachau received the Distinguished Teaching Professor Award in 1988.

A nationally recognized authority on the United States Constitution, Tachau served as historical advisor to the United States Senate Select Committee on Presidential Campaign Activities (the Watergate Committee). She also worked on Project '87, a joint venture of the

Continued on pg. 5



The UofL Alumni Association continued their newly created Women's Leadership Series, highlighting UofL alumnae who are making their mark in their respective careers. The second session of the series took place December 9, 2015 at Whiskey Row Lofts

with a networking reception and presentation and tasting. The featured speaker was Elizabeth O'Neill, a Certified Specialist of Spirits, Brown-Forman Master Taster and Associate Sensory Scientist. Elizabeth shared insights on working in the bourbon industry and highlights of her career path. The Women's Leadership Series features successful UofL alumnae and provides participants with networking opportunities in and beyond the community.

For more information contact:

Elise Buck, Director of Special Events and Programs
Alumni Relations and Annual Giving

E: elise.buck@louisville.edu P: 502-852-0750

Continued from pg. 4

American Historical Association and the American Political Science Association, to plan the celebration of the Bicentennial of the U.S. Constitution as a member of the Joint Committee, the Executive Committee, and the Constitutional Exhibit Task Force. She conducted seminars around the United States and in Germany on the Constitution and constitutional issues.

Tachau was very active in professional organizations, holding offices and/or committee appointments in the American Historical Association, the Organization of American Historians, the Society for Historians of the Early American Republic, the American Society for Legal History, the Southern Historical Association, the American Association of University Professors, the Supreme Court Historical Society, the Filson Club, and the Kentucky Historical Society.

Her publications include innumerable articles and book reviews, including one on the Whiskey Rebellion in Kentucky, which won the outstanding article award for the Society for Historians of the Early American Republic. Her book, *Federal Courts in the Early Republic: Kentucky 1789-1816*, won the Governor's Award of the Kentucky Historical Society in 1979. Over the course of her career, Tachau received grants for research and study from the National Endowment for the Humanities, the Philadelphia Center for Early American Studies, the Fellowship for Independent Study and Research, the American Bar Foundation, as well as from the University of Louisville and the University of Kentucky. She also served as editor of *The Public Papers of Governor John Y. Brown, Jr.* Brown served as governor of Kentucky from 1979 to 1983.

Tachau's civic activities include membership on the board and the executive committee of the Kentucky Chapter, American Civil Liberties Union; the Kentucky Legislative Action for Women; the Federal Judicial Selection Commission of Kentucky, which nominates candidates for federal district judgeships; the Kentucky Commission on Human Rights; and the Kentucky Allied Organizations for Civil Rights. She was also an active member of First Unitarian Church of Louisville.

Mary Katherine Bonsteel Tachau retired from the University of Louisville in July 1990, and died of an aortic aneurysm on October 1, 1990. Surviving her were her husband, Eric, her three children, four

grandchildren, her mother, a brother, William Bonsteel, and a sister, Carol Ratliff.

Mary Tachau's personal papers are available for research at University of Louisville Archives and Special Collections. More information about the collection can be found by searching the online catalog at [UofL Archives Catalog](#). The research room is open Monday-Friday from 8 - 5. No appointment is necessary.

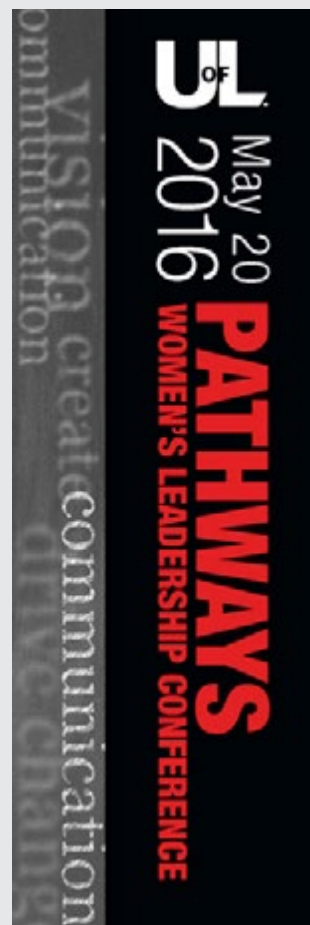
4th Annual Pathways Women's Leadership Conference

For the 4th year, the Commission on the Status of Women will join other campus groups to sponsor the **Pathways Women's Leadership Conference**. Mark your calendar for May 20, 2016! The conference was specifically created to provide staff and faculty the opportunity to develop critical and strategic thinking. Each year's conference is

distinct and focuses on a different leadership aspect, so past participants are encouraged to attend. One participant from 2015 commented that "I always love this conference. I leave invigorated and inspired."

Planning for the 2016 conference, focused on **Leadership Wayfinding**, is currently underway. Registration is planned to open in February for the May conference.

Please send your ideas and questions for the Pathways Conference to Melissa Long Shuter, m.shuter@louisville.edu.



Major General Peggy Combs Addresses COSW and CODRE



Major General Peggy Combs addresses both the Commission on Diversity and Racial Equality and the Commission on the Status of Women on Oct. 23, 2015 at noon in the University Club.

The university's Commission on the Status of Women and the Commission on Diversity and Racial Equality were honored to have Major General Peggy Combs speak at their October 23rd luncheon. As the first female commander of Kentucky's Fort Knox army post, Major General Combs spoke to a group of 40 UofL faculty members, staff, and students at the University Club about her path to becoming a two star general in the United States Army. She shared how a margarita,

an educator and a brochure led to her being a first generation college student and started her army career. She stressed the importance of being true to one's self as one pursues service. She closed her talk with one of her favorite quotes by Katherine Graham, "To love what you do and feel that it matters—how could anything be more fun?" To hear her inspirational and humble talk visit: [Major General Peggy Combs UofL visit](#). Photos may be found at: [Combs visit Photos](#)

