

**The 2011-2012 COSW**

**Annual Report to President Ramsey**

**Executive Committee**

Chair: Valerie M. Casey

Interim Director

Women’s Center

Ann Elisabeth Larson, Ph.D.

Vice Dean

College of Education and Human Development

Professor, Department of Middle

and Secondary Education

Susan Hanley Duncan

Associate Professor of Law

Louis D. Brandeis School of Law

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

High School Dual Credit Programs

Advanced Placement Summer

Institute Office of Admissions

Program Director

Robert (Bob) S. Goldstein, MPH

Associate University Provost

Office of Academic Planning &  
Accountability

David Owen

Associate Professor  
 A&S Philosophy

Cindi Logsdon  
Nursing Education  
Professor

Andi Gobin   
Speed Biological Engineering   
Associate Professor

**Campus Climate Committee**

**Chair: Tammi Alvey Thomas**

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| Evaluate current sexual harassment training product used in Human Resources for faculty and staff. | A recommendations regarding mandatory sexual harassment training for faculty and staff were sent to Sam Connally and were then forwarded to the appropriate GPTW committee for further discussion. Voluntary training is currently available for staff and supervisors on the HR website <http://louisville.edu/hr/training> |
| Work to establish mandatory sexual harassment prevention training for all new  U of L students. | COSW is working on a title IX Advisory Committee chaired by Dale Billingsley and with Heather Parrino with BRICC to include sexual harassment prevention training into the alcohol.Edu/Haven module. The COSW supports exploring funding opportunities to provide this training. |
| Review results of “Campus Survey Report: Safety Perception and Experiences of Violence”. | The Campus Climate Committee Chair was appointed to a COSW ad-hoc committee which reviewed the disaggregated data and quantitative date. Result of the 2012 survey will be reviewed for comparisons and themes and the committee will determine any future goals or issues related to women. |
| Examine trends in complaints received by the Ombudsman. | Two members of the committee met with the Ombuds on June 6, 2012 and it was reported that there are no trends in complaints specifically related to gender. |
| Examine trends in complaints received by the BIRT Team. | The committee met with representatives of the BIRT Team. BIRT’s complete report will be given directly to the CODRE Campus Climate Committee but they reported trends are related to issues of race and sexual orientation. |

**Communications Committee  
Chair: Jeanne Guerrero**

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| Create COSW marketing campaign. | Created campus wide yard signs emphasizing importance of completing the Campus Climate survey and raising visibility of COSW contributing to increase in the participation rate of the survey.  Redesigned newsletter masthead in simple, unified design. |
| Develop newsletter for spring and provide information on recent initiatives for 2011/2012. | Produces a COSW Newsletter and published to coincide with the release of the GPTW Campus Climate Survey. The Newsletter was distributed in print form, placed on COSW website and publicize in UofL Today. |
| Update website committee goals, new members, photographs, and spring 2012 newsletter. | On-going. |
| Represent COSW on media advisory board for UofL Today. Review and suggest articles that feature women or relate to women issues in the University community. | Participated on the University of Louisville Magazine Advisory Committee with Julianne Waldron and reviewed publication for representation of women and women of color. |
| Continue congratulatory letters including documenting process for consistency | On-going. This year three hundred and thirty women and men from the University were recognized and received letters from the COSW. |
| Update and conduct new member orientation. | On-going. Orientations include updating New Member Handbook and scheduling Orientations. |

**Integration of Work and Family**

**Chair: David Owen**

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| Explore possible benchmark colleges for family friendly policies related to the integration of work and family and make specific recommendations. | COSW completed a successful Elder Care series in partnership with GHN. There was interest in continuing this initiative with a focus on kinship care, namely the needs of grandparents caring for grandchildren. Through our representation on the GPTW Family Friendly Committee we secured the commitment and funding for a Kinship Care series to be conducted by GHN in 2012-13. This will be funded by GPTW although some funding is available through COSW.  Continuing to research Faculty/Staff Housing, Dual Career Program, Adoption, Personal Assistance Service, Eldercare, Recognition Pay (Included in new Performance Management tool). Exploring services for acute crisis management for employees. |
| Provide highlights of the COSW’s family friendly initiatives, policy recommendations and resources at the University to the Communications Committee for inclusion in an ad campaign. | We collaborated with the Communications Committee to publicize new and on-going accomplishments and policies related to the integration of work and family Information shared with the GPTW committee. |
| Continue to monitor childcare necessity at the University and make recommendations accordingly. | We are working with GPTW Family Friendly Committee in the pursuit of one of our goals, namely securing childcare services for employees when JCPS is unexpectedly closed. |
| Review U of L Website for access to information on family friendly policies for use by new and current employees. | After reviewing UofL’s website for ease of access to information regarding the integration of work and family, and comparing this to our benchmark institutions, we recommended a new website resource to serve as a single portal to this information. We have secured $5000 in funding from COSW to begin the development of a Work-Life Balance website that will be a centralized resource for information, policies, and resources related to the integration of work and family. We are working closely with the GPTW Family Friendly Committee to develop this website.  Postings of flexible work schedule recommendations are now posted by HR  We are also working with the GPTW Family Friendly Committee on an initiative to provide childcare at select University events. The preliminary indication is that the ELC may be a partner in this. |
| Review results of 2009 Campus Climate Faculty/Staff Survey for possible recommendations from the Commission related to integration of work and family. | We reviewed the 2009 Campus Climate Faculty/Staff Survey and made recommendations regarding the integration of work and family.  Chair of the Committee is on the COSW ad-hoc committee reviewing the Campus Climate Survey and will review the data from the 2012 Survey and review for themes. |

**Recruitment Retention Representation  
Chair: Pamela Feldhoff**

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| Analyze annual data supplied by Institutional Research and provide report on findings. | As an interim update of the Task Force Report, analyzed annual data supplied by Institutional Research for specified categories and provided report on findings. See attached. |
| Plan a campus wide workshop for associate women professors. | Continued to work with School of Medicine and Arts & Sciences Faculty Affairs Offices to promote workshops promotion of associate women professors to full professor. Moving forward will work with Dr. Tracey Eells, newly appointed Vice Provost for Faculty Affairs to expand to additional Units. |
| Meet with Part-Time Faculty to understand issues and concerns and make recommendations. | Encourage inclusion of women faculty on search committees, PAT committees and Chair Review Committees. |
| Assist with developing the methodology for a campus wide gender equity salary survey. | Assisted with developing the methodology for a campus wide gender equity salary study: Three members of the COSW are on the Faculty Equity Salary Study Group (Feldhoff, Goldstein and Logsdon). Summary and next steps can be extracted from Sam Connally's presentation to COSW on June 22, 2012. A to-date summary and next steps has been provided to the Provost. |
| Update the Cohort Brochure to include information on Benchmarks | Worked with Institutional Research updated the Cohort Brochure and for the first time included information on benchmark comparisons. |
| Identify and support professional development opportunities for women at the University of Louisville. | The Commission on the Status of Women sponsored Bridgette Pregliasco (CEHD) to attend the 2011 Higher Education Resource Services (HERS) < <http://www.hersnet.org/>> Bryn Mawr Summer Institute, June 19-July 3. HERS institutes provide an intensive curriculum focused on knowledge, skills and perspectives for achieving institutional priorities and maximizing institutional resources, preparing women faculty and administrators for institutional leadership roles.  The COSW will sponsor a UofL Full-time faculty or staff member for Ignite Louisville < <http://www.leadershiplouisville.org/ignite-louisville/>>. This extraordinary 7-month program provides emerging leaders with the skills, confidence, problem-solving abilities and connections essential for success  Represent the COSW on the Planning Committee for *Pathways*, a Women’s Leadership Workshop to be held May 17, 2013. The one-day *Pathways Workshop* is patterned after the Women’s Leadership Institute < <http://www.acui.org/wli/>> and will be sponsored by the UofL Offices of the VPBA, COSW and Women’s Center with program support from the Delphi Center |