

UNIVERSITY OF LOUISVILLE®

COMMISSION ON THE STATUS OF WOMEN

Spring 2013

From the Chair: Valerie Casey

It is with great pleasure that we once again bring you news from the Commission on the Status of Women (COSW). We have been working diligently over the last year to complete our goals and recommendations from the Task Force Report on the Status of Women.

With the support of President Ramsey and Provost Willihnganz, COSW is pleased to advise that the University is continuing to make progress, with a lot of substantive work is still underway. Accomplishments that the COSW championed and endorsed at the University of Louisville are numerous, and I am happy to list several of them here.

- The Vice Provost for Faculty Affairs established an Academic Leadership Program for senior level administrators that features an excellent array of speakers and includes topics on leadership and work life balance which is receiving very favorable reviews.
- A faculty mentoring website is now on-line <http://louisville.edu/mentoring> and the University is stressing the importance of mentoring for employees. Human Resources implemented a comprehensive EEO/AA process to more accurately determine the availability of women and minorities in employment pools for hiring.
- The University has recruited women for interim and permanent leadership positions including former COSW Chair Susan Duncan, Brandies School of Law; Toni Ganzel, School of Medicine; Beth Boehm, School of Interdisciplinary and Graduate Studies (SIGS); Jill Suttles, School of Medical, Office of Faculty Affairs and Carolyn Callahan, College of Business. There is also an increase in women faculty on the assistant professors level.
- Additionally, new performance management tools were implemented this year which utilize best practices and include an appeals process. With financial support from the COSW, a Faculty Salary Equity Study was administered and results are currently being reviewed.



The COSW is also proud of the professional development work we are doing for staff and faculty and have provided sponsorships to Leadership Louisville Ignite Program and the HERS Conference for women in higher education administration.

We are also proud of our upcoming Pathways Women's Leadership Development Conference for staff and faculty which is covered in this newsletter and I hope you will sponsor someone if possible and plan to attend.

Best regards,

Valerie

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COSW Member Beth Boehm New SIGS Dean



Longtime University of Louisville faculty member Beth Boehm is the new dean of the School of Interdisciplinary and Graduate Studies (SIGS). The board of trustees approved her appointment Nov. 8.

Boehm became dean since September 2009. She is the first permanent dean SIGS has had since it replaced the Graduate School in 2008.

"Beth will bring a great vision for graduate education that she has developed both from her three years as interim dean at SIGS and from many years working as graduate adviser in the English department," said Provost Shirley Willihnganz. "I cannot imagine that we could have found anyone as well-suited to the job as Beth is, and I am delighted that she has agreed to serve."

SIGS' focus is advocacy for graduate students and interdisciplinary programs. The school is the home unit for students enrolled in the interdisciplinary studies doctoral program but also serves graduate students in other units.

Under Boehm's interim direction, SIGS has implemented the PLAN program to help graduate students have the professional development, life skills, academic development and networking skills they need to overcome the challenges of graduate school, and she has grown the Graduate Teaching Assistant Academy in conjunction with the Delphi Center for Teaching and Learning.

Her vision going forward includes working with UofL centers and institutes to develop more tracks for SIGS' doctoral program in interdisciplinary studies.

"We are already working with faculty who are part of the James Graham Brown Cancer Center to develop an interdisciplinary track in translational cancer biology," she said, noting that many of

today's health and social problems will require solutions that cross traditional disciplinary boundaries.

Boehm said she also wants to improve doctoral student retention and the time it takes for degree completion to help graduate education resources go farther.

Besides serving as dean, Boehm will continue to hold the post of vice provost for graduate affairs.

Article reprinted from UofL Today.



GTA Academy Graduation 2011

Kentucky
Women's
Book
Festival

*Scheduled for the Ekstrom library
on the Belknap campus on
Saturday, May 18, 2013
For information contact the
Women's Center at 502-852-8976*

First UofL Pathways Women's Leadership Conference



The COSW is joining other campus groups to provide faculty and staff the opportunity to develop critical and strategic thinking as well as set goals during the inaugural Pathways Women's Leadership Conference. This all-day conference will take place May 17, 2013 in the Founders Union Building on Shelby Campus.

Provost Shirley Willihnganz will be the opening speaker for a thought-provoking day of sessions that local and national speakers will lead. Sessions will focus on ethics, work-life balance, financial health, life, and career choices.

The conference is open to all UofL employees and is a professional development event with authorized supervisory approved leave. Registration is \$99. Scholarships are available for half of the registration fee. Session details, scholarship information, and registration are available at the Pathways Women's Leadership Conference website: <http://louisville.edu/delphi/pathways/index>.

The Pathways conference is based on the Women's Leadership Institute "with an overall focus on building the next generation of leaders in higher education administration and student affairs." After Melissa Long Shuter, the Office of the Vice President for Business Affairs, attended the program in December 2011, she came back to UofL energized and excited to maximize leadership opportunities for women. Recognizing the energy Melissa returned to campus with, Larry Owsley, Vice President for Business Affairs offered that Business Affairs would provide funding if Valerie Casey, COSW Chair, would match the funding. These funds seeded the Pathways initiative.

In addition to the COSW, other sponsors include the Office of Business Affairs, Commission on Diversity and Racial Equality, Office of the Provost, Human Resources, the Women's Center and the Delphi Center for Teaching and Learning.

Interested on Joining the Commission on the Status of Women (COSW)?



Both faculty and staff from all UofL campuses may be considered for appointment consideration to the Commission on the Status of Women. The Task Force on the Status of Women was formed to assess the status of women faculty and staff at the university and recommend changes to improve that status. Commissioners report directly to President Ramsey. Newly appointed members will start their terms by July 1, 2013. For additional information: please contact Georgette Moore glmoor01@exchange.louisville.edu.

Commission 2012-2013 Sponsorships



HERS ~ Professor Enid Trucios-Haynes, Brandeis School of Law

Professor Enid Trucios-Haynes joined the faculty at the Brandeis School of Law in 1993. She is a nationally recognized scholar in immigration law and has been in the field for more than twenty-five years. Professor Trucios-Haynes' teaching focus is in constitutional law, immigration law, international law, and race with an emphasis on issues affecting Latinos. Professor Trucios-Haynes was the founder and director of the Brandeis School of Law Immigration Mini-Clinic (1998-2000), a pilot project and the only live-client clinical experience available to

students at that time. Professor Trucios-Haynes served as Associate Dean of Academic Affairs for the Brandeis School of Law from 2004-2007.

HERS Institutes provide an intensive 12-day curriculum that prepares women faculty and administrators for institutional leadership roles. The Institutes focus on knowledge, skills and perspectives for achieving institutional priorities and maximizing institutional resources. HERS Institute participants work with HERS Faculty and HERS Alumnae to develop the professional development plans and networks needed for advancing as leaders in higher education administration.

Focus Louisville ~ B. Joanne Webb, College of Education and Human Development

Joanne Webb, Accountability Coordinator, Office of Academic Affairs and Unit Effectiveness, Dean's Office, College of Education and Human Development (CEHD). Webb taught business writing for more than 12 years in the Department of English and has over 17 years professional editing experience. She has been the managing editor of the Henry James Review since 1997. She was also part of UofL's 2007 Southern Association of Colleges and Schools (SACS) continuing accreditation team, serving as the editor and organizing the documentation for the UofL SACS report and Quality Enhancement Plan (QEP).

FOCUS Louisville is an activity-filled program that offers everyone from newcomers to those native to Louisville, an insider's look at the community. The program is designed to give attendees a more complete view and understanding of Louisville, along with a better sense of how to put leadership into action.

IGNITE Louisville ~ Sarah Johnson, M.D., Department of Psychiatry and Behavioral Sciences

Dr. Johnson is the Director of the University of Louisville Hospital inpatient psychiatric services and Co-Director of Medical Student Education. She received her undergraduate degree in psychology from the University of Louisville. Dr. Johnson obtained her medical degree and completed her psychiatric residency and addiction fellowship also at the University of Louisville. She has received a number of awards and honors during her academic career including the American College of Psychiatrists Laughlin Fellow, Chief Resident and Association for Academic Psychiatry Resident Fellowship Award. As a junior faculty member, Dr. Johnson has an impressive number of scientific publications, scholarly activities and research interests.



Ignite Louisville is a seven-month program that grows young professionals by developing the key components of leadership. In addition to the core curriculum, the class participates in the Yum! IGNITES Louisville Challenge and takes on a project proposed by a local nonprofit to gain hands-on experience performing on a team and serving the community.

International Women's Day Celebration



Pictured to left.

Metro Louisville Mayor Greg Fischer presents Greater Louisville Outstanding Women (GLOW) president Holly Houston with a Proclamation recognizing March 8, 2013 and International Women's Day. GLOW shared the proclamation and presented it to the UofL Women's Center.



GLOW representatives presenting the Proclamation to the Women's Center

Pictured on the far left is current COSW Chairperson and Women's Center Interim Director Valerie Casey. Center is Nirupama Kulkarni, Esq. Indus Law Firm Immigration & International Business and Greater Louisville Outstanding Women (GLOW) representative who presented the award to the Women's Center. Far right is Surekha Kulkarni with the Beaded Treasures Project.



Pictured to left.

Members of Indian Student Association (ISA) take a moment to before their performance at the International Women's Day celebration on the Belknap Campus.

Campus Climate Examines University Policy

Over the last year, the Campus Climate committee has met with UofL Human Resources to examine sexual harassment prevention training practices at benchmark institutions. Recently the committee sent a support statement to Sam Connally, Vice President of Human Resources regarding sexual harassment prevention training for faculty, staff, and students. The committee met with the Office of the Ombudsman to examine trends in complaints for issues related to gender. Additionally, the committee reviewed 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.

Highly Regarded Eldercare Series Videos Still Online

The Elder Care Workshops hosted by Get Healthy Now and sponsored by the COSW were well received. These workshops provided information for any employee 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.

All workshops were recorded and are available online on the Get Healthy Now website:

<http://louisville.edu/hr/gethealthynow/community/eldercare-workshops/eldercare>.

The Integration of Women and Family committee are also pleased that last year the Board of Trustees approved a change from three to six weeks of parental leave for eligible employees and that now tenure review for tenure track faculty may be delayed for up to a year for extenuating circumstances, upon request. The COSW continues to monitor childcare needs and is exploring whether additional, more flexible options for childcare might be made available.