

From the Chair: Ann Elisabeth Larson

It is with great pleasure that we once again bring you news from the Commission on the Status of Women (COSW).

The COSW has continued its dedication and diligent work over the academic year 2013-14 to complete our Commission's goals and recommendations from the Task Force Report on the Status of Women.

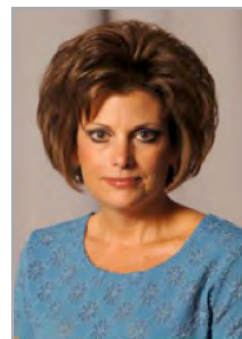
With the support of President Ramsey and Provost Willihnganz, the work of the COSW Executive Board, appointed Commissioners, and volunteers who also serve on committees of the COSW, we are pleased to advise that the University is continuing to make progress, with a lot of substantive work that is still underway.

Accomplishments that the COSW championed and endorsed at the University of Louisville are numerous, and I am pleased to list several of them and additional successes here.

- For the second year, the COSW has joined with other campus groups to support and co-sponsor the Pathways Women's Leadership Conference, an all-day conference on May 16, 2014 in the Founders Union Building on Shelby Campus. A rich program that includes distinguished presenters for professional development sessions and opportunities to network will be highlights of the day's event. COSW supported a number of scholarships for faculty and staff to attend the conference.
- The Vice Provost for Faculty Affairs offered for the second year 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.
- The COSW continues its enthusiastic support of LGBT events at the University of Louisville and in

the community, including the recent Feast on Equality benefit.

- The COSW is pleased to serve as a co-sponsor of the Women's Empowerment Luncheon and co-sponsors, with the Women's Center, the Tachau Award to recognize an individual who has worked to improve gender equity in the community and the Dr. M. Celeste Nichols Professional Development Award. The 2013 Mary K. Tachau Gender Equity Award recipient was Cathe Dykstra, Chief Possibility Officer and President and CEO of the Family Scholar House. The Dr. M. Celeste Nichols Professional Development Award was presented to graduate students Cassandra C. Rausch, Jessica P. Whitish, Amy J. Lueck, Yvette Z. Szabo, and Margaret B. Barnett.
- A faculty mentoring website is now on-line louisville.edu/mentoring and the University is stressing the importance of mentoring for



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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, Brandeis 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 Ann Larson, College of Education and Human Development and current COSW Chair. There is also an increase in women faculty on the assistant professor 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 have been reviewed and action implemented.
- The COSW continues to support leadership development for women employed at the University. Enid Trucios-Haynes, Brandeis School of Law, has been selected to attend the HERS Institute summer of 2014.
- The COSW was engaged with others on campus, including President James Ramsey, Provost Shirley Willihnganz and Sam Connally, VP of Human Resources, to adopt and enact a living wage for University of employees. COSW and CODRE have helped lead efforts toward establishing a living wage, and the Commissions are pleased that the proposal was approved and enacted.
- Amy Lueck, COSW graduate student representation and member, was named a recipient of the K. Patricia Cross Future Leaders Award in 2014. This prestigious award was given to eight Ph.D. candidates across the U.S.
- The COSW and CODRE met jointly with President Ramsey and Provost Willihnganz spring 2014 at the University Club where Commissioners had an opportunity to hear presentations and interact with the President and Provost in a valuable question and answer session.
- The COSW is working with Patricia Benson, Director of Get Healthy Now, and others at the University, including faculty from the School of Nursing, to improve the quality and availability

of lactation rooms for nursing mothers on both Belknap and Heath Sciences campuses.

- The COSW, an ongoing supporter and part of the design team of the Early Learning Campus (ELC), is pleased that the ELC has been approved, based on an application process, to be reviewed for NAEYC accreditation in 2014-15. Dianna Zink, ELC Director, serves as an appointed member on the COSW and updates the COSW on the ELC's exciting progress.
- Pamela Feldhoff, Office of Research and Innovation and Biochemistry, and a member of the COSW and executive committee, has been elected as the next chairperson of the University of Louisville Faculty Senate.
- Angela Lewis-Klein, Office of VP Research and Industry Contracts, is a member of COSW and is the chairperson of University of Louisville Staff Senate.
- The COSW has been following with interest and has offered input into the University's response to new Title IX compliance areas.
- The COSW will be producing a 2014 cohort brochure as it has done in past years to show progress in the professional status and representation of women and women of color at the University.

I appreciate hearing from members of our campus communities about issues of interest related to gender equity and that status of women at the University.

I sincerely thank members of the COSW executive committee for their dedicated and enthusiastic efforts, Commissioners, and others who serve the COSW to make it the best it can be in service to the University of Louisville. We wish you a successful and enjoyable summer and look forward to sharing the progress of the COSW with you in future newsletters and on our website.

louisville.edu/cosw

2nd Annual Pathways Women's Leadership Conference

For the 2nd year, the Commission on the Status of Women joined other campus groups in May to provide faculty and staff the opportunity to develop critical and strategic thinking and set goals at the Pathways Women's Leadership Conference. The all-day conference took place May 16 in the Founders Union Building on Shelby Campus.



Provost Shirley Willihnganz again opened the thought-provoking day of sessions led by local and national speakers. Sessions focused on developing an idea from concept to creation through examples and tools. The speakers included LaQuandra Nesbitt, SPHIS faculty member and Louisville Metro Department of Public Health and Wellness Director; Marsha Wallace, Co-Founder of the national non-profit Dining for Women; Frances Lucas, Vice President and Campus Executive Officer at Southern Mississippi Gulf Coast; and the Delphi Center.

Participants indicated that they found helpful "hearing the speakers talk about their own successes and difficulties" and "time to reflect and think about goals." One participant responded on the survey that she appreciated having time to network and take time to reflect on her path to leadership."

The program committee looks forward to planning the 3rd annual Pathways Women's Leadership Conference, May 15, 2015. Please send your ideas for the Pathways Conference to Melissa Long Shuter, m.shuter@louisville.edu.

Special thanks to the Commission on the Status of Women for their continued sponsorship.

Living Wage for University of Louisville Employees

The University of Louisville became Kentucky's first public university to implement a living wage when it increased its minimum wage for regular status staff employees from \$8.67 to \$10 per hour in November. Additionally, Provost Shirley Willihnganz has approved a proposal to increase its minimum wage by 25 cents per hour per year for the next four years, starting this July and continuing in 2015, 16, and 17 – bringing the rate to \$11 per hour by July 2017.

Defined as the minimum hourly pay necessary for employees to afford the average cost of living in their community, including housing, food and transportation, the living wage varies by location.

More than 150 employees benefited from the increase in November.

UofL is paying for the program with savings incurred through its health insurance program. The university is self-insured and offers a wellness program, Get Healthy Now, which promotes physical and mental fitness among its employees.

President Ramsey credited the university's Faculty and Staff senates, the *Commission on the Status of Women* and the Commission on Diversity and Racial Equality for proposing the living wage effort "and for continuing to work on behalf of our faculty, staff and students."

Feast on Equality Benefits LGBT Center

Feast, dance, and change the life of a young person; all in one night. That is the idea behind the annual Feast on Equality, a fundraiser benefitting the LGBT Center at the University of Louisville. The dinner and social event, organized by alumni and allies of the office, seeks to build support, increase community awareness and raise needed money that will allow the center to grow and expand its mission of assisting young LGBT students.

The second annual Feast on Equality raised a record \$104,000 for UofL's LGBT Center and brought nearly 500 community supporters together November 22 at the Kentucky Center for African American Heritage.

The event was launched by founder Tommy Arnold and a dedicated committee of community members, whose goal is to raise funds for the programs, education, support and other services provided by the LGBT Center each day to university students. Last year's event helped the Center train student leaders, hire additional staff to support students in crisis, and provide scholarship support for students who studied LGBT life in Greece.

University President Jim Ramsey was honored with the first-ever LGBT Leadership Award for his dedication to creating a welcoming campus for LGBT students. During his tenure as president, Ramsey extended benefits to the partners of LGBT employees, opened and staffed the LGBT Center, added "gender identity"



to the university's nondiscrimination policy, and spoke out about Chic-Fil-A's support of homophobic organizations. Arnold and Provost Shirley Willihnganz presented the award during the program.

Guest included Louisville Mayor Greg Fisher, who welcomed guests and expressed his commitment to LGBT citizens. Emcees Brian Goode and Dawn Gee shared their pride in the university's accomplishments and introduced a video featuring students who shared their stories of coming out and discovering the LGBT Center.

Photos reprinted from louisville.edu/lgbt/news/feast-on-equality-brings-community-together-for-lgbt-students



Women's Empowerment Luncheon

The President and CEO of KentuckyOne Health™ was the keynote speaker at the University of Louisville's Women's Center annual Empowerment Luncheon this past November. Ms. Brinkley spoke on *"Women Leaders: Leveraging the Power of Excellence and Influence"* to a crowd of over 150 staff, faculty, students and community members.

At the luncheon, the Women's Center presented its Women's Empowerment Award to University Provost Shirley Willihnganz and Eleanor Jordan, executive director of the Kentucky Commission on Women.

Also at the event, the Women's Center, in partnership with the Commission on the Status of Women, honored Cathe Dykstra, Chief Possibility Officer and President & CEO of the Family Scholar House, winner of the 2013 Mary K. Tachau Gender Equity Award. The Dr. M. Celeste Nichols Professional Development Award was presented to graduate students Cassandra C. Rausch, Jessica P. Whitish, Amy J. Lueck, Yvette Z. Szabo and Margaret B. Barnett.

UofL's Commission on the Status of Women sponsors the Tachau award to recognize a person who has worked to improve gender equity in the community.

The university's Commission on Diversity and Racial Equality and the Dennis C. Golden Torchbearer Endowment Program in the Division of Student Affairs sponsor the Nichols award to support academic or professional enrichment for graduate or professional students.



View More photos at <https://www.flickr.com/photos/uofl/10874978806/in/set-72157637705415605>

UofL student named K. Patricia Cross Award recipient

by Crysta McGee, communications and marketing

University of Louisville PhD candidate Amy Lueck has been named a recipient of the K. Patricia Cross Future Leaders Award, an award given to eight PhD candidates across the country.

The award, which is named after K. Patricia Cross, an emerita professor of higher education at the University of California, Berkeley, recognizes graduate students who show promise as future leaders in higher education. The students' work develops academic responsibility and also reflects an interest in teaching and learning.



Amy Lueck

One of only two UofL

students to have won the award, Lueck is the only student from a Kentucky university among the 2014 honorees.

"It's an amazing honor," said Lueck. "But my biggest feeling is gratitude. I am deeply grateful for the support I've received from mentors like Beth Boehm and Karen Kopelson, both of whom wrote letters in support of me for this award. I am also proud to be the second UofL English student to receive this award, following my peer mentor Shyam Sharma."

Lueck, whose focus is in rhetoric and composition, is from Chaska, Minn. She earned her undergraduate degree at Loyola University Chicago and her master's at University of Pittsburgh. She enrolled at Louisville after being impressed with the English department during a prospective student visit.

Fort Knox to Install its First Female Commanding General



In March, Fort Knox installed its first female commanding general in its 96-year history.

Brig. Gen. Peggy Combs, who is commandant of the U.S. Army's Chemical, Biological, Radiological and Nuclear School at Fort Leonard Wood, Mo., will succeed Maj. Gen. Jeff Smith as commanding

general of the Army Cadet Command and Fort Knox.

Smith is leaving for an assignment in Afghanistan

to become deputy chief of staff of operations at the International Security Assistance Force in Operation Enduring Freedom. He has served for 30 years.

Ryan Brus, Fort Knox public affairs officer, said the installation of the first female commanding general at Fort Knox is a boost to the post's diversity, "It's big for the diversity of the Army and the diversity of the installation today."

The University of Louisville (UofL) is on post at Ft. Knox offering top-rated programs.

We are a proud participant in GoArmyEd and have been a partner for over 35 years in delivering high quality educational programs to members of the U.S. Armed Forces and the Hardin County community.

Dr. Toni Ganzel Named Dean of the University of Louisville's School of Medicine

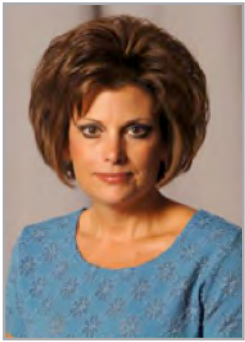
Toni M. Ganzel, M.D., M.B.A., F.A.C.S., has been named dean of the University of Louisville School of Medicine. Her appointment is effective on or before June 1 and is subject to approval by the UofL Board of Trustees.

Dr. Ganzel has served as interim dean since March 2012, replacing Edward Halperin, M.D., who stepped down as dean in early 2012.

Dr. Ganzel joined UofL in 1983 as an assistant professor in otolaryngology. She served as chief of otolaryngology at Kosair Children's Hospital from 1989 to 2002 and director of the division of otolaryngology at UofL from 1993 to 2001, when she was named associate dean of student affairs for the School of Medicine. In 2003 she was named senior associate dean for students and academic affairs in the school.

Dr. Ganzel is a fellow of the Executive Leadership in Academic Medicine (ELAM) Program for Women at Drexel University College of Medicine in Philadelphia. ELAM is the nation's only in-depth program that develops the professional and personal skills required to lead and manage in today's complex health care environment, with special attention to the unique challenges facing women in leadership positions.





New Dean of the College of Education and Human Development

Dr. Ann Larson has accepted an offer to become Dean of the College of Education and Human Development, effective July , 2014. Dr. Larson has been employed by the University since 1995 in various professional and administrative capacities. She joined the education faculty as an Assistant Professor in the Department of Teaching and Learning. She is currently a Professor in the department of Middle and Secondary Education and served as chair from 2009 to 2013. She was appointed Associate Dean for Assessment and

Accountability in the College in 2006 and is currently serving as Vice Dean and Associate Dean for Academic Affairs, Assessment, Accreditation, Accountability and Unit Effectiveness.

Reprinted from Provost Willihnganz's announcement dated April 2, 2014.

Kempf-Leonard chosen as new dean for College of Arts and Sciences

UofL has selected Southern Illinois University administrator Kimberly Kempf-Leonard as dean of the College of Arts and Sciences. Kempf-Leonard's appointment was approved April 25 by the UofL Board of Trustees Personnel Committee; she will start Aug. 1 pending approval by the full board in May.

Kempf-Leonard has been dean of SIU-Carbondale's College of Liberal Arts since 2011. She also is professor and was department chair of criminology and criminal justice, and she holds appointments in sociology and in the women, gender and sexuality studies program.

Previously, she held faculty appointments at the University of Texas at Dallas, University of Missouri-St. Louis and Kent State University.

She has a doctorate in social systems sciences: criminology and criminal law from the University of Pennsylvania Wharton School.

Kempf-Leonard has received two dozen grants and contracts and produced more than 120 publications, including books, volumes, journals and presentations. She has held membership in the American Society of Criminology and the Academy of Criminal Justice Sciences. Media frequently seek her out for expert commentary or testimony related to crime and the criminal justice system.



Interested in 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, 2014. For additional information: please contact Georgette Moore glmoor01@exchange.louisville.edu.