



# The **COSW** Annual Report

2016-2017

## *From the Chair*

On behalf of the Commission on the Status of Women (COSW), I am pleased to welcome all readers to our 2016-2017 annual report. Here you will find articles on the progress COSW has made to support and improve the lives of women faculty and staff at the University of Louisville.

As special advisors to the President, we have the opportunity to positively impact the University working environment on issues as they relate to women on campus climate, representation, recruitment and retention, as well as integration of work and family. It is our hope that this annual report will serve as one of the ways for you to keep connected with COSW and to how we have worked to serve both the campus and the entire community.

This past year, a few of our achievements include:

- Worked with PEACC Center and UofL Police Department to evaluate and inform campus community members on campus climate issues. Will continue to work with Title IX coordinator in the upcoming year.
- Sponsored an open house on the Health Sciences Campus to inform others about COSW as well as recruit new members.
- Presented the Mary K. Bonstal Tacheu Gender Equality Award to Vice Provost for Diversity, Mordean Taylor-Archer, Ph.D for her work on improving diversity on the UofL campus.
- Continued to monitor gender issues across the campus.

We are thankful to the President and the University of Louisville campus community for their continued support of COSW and our programs. We look forward to the future as we continue our work to achieve equity on the status of women.



*Sincerely,*

Jeanne Guerrero

COSW Chair, 2015-2018

# WHO WE ARE

The Commission on the Status of Women (COSW) serves as the President's chief policy advisor on the status of women at the University of Louisville. In its role, COSW monitors and assesses responses to the 1994 Task Force Report on the Status of Women and recommends initiatives that should be undertaken to make the University more welcoming and supportive of women.

## *Goals of the Commission*

1. Maintain a safe campus environment.
2. Establish methods to improve the recruitment and retention of women at all position levels.
3. Support integration of work and family.

## *Highlights of the Commission's Accomplishments:*

Since COSW was formed in 1993 as a result of the Task Force Report on the Status of Women, the commission has spearheaded many positive changes on campus including:

- Championing an increase in parental leave from three to six weeks.
- Spearheading a change in *The Redbook* specifically listing childbirth as grounds for stopping the tenure clock if requested.
- Establishing an on-campus children's learning and child development center.
- Monitoring salaries of women faculty and staff for parity with their male peers.
- Supporting institutionalization of the PEACC program.

# COSW COMMITTEES

## *Campus Climate Committee*

The Committee on Campus Climate monitors the University's provisions of a safe and secure environment for all members of the campus community and plays an active role in maintaining this environment through direct participation in programs and services.

## *Communications Committee*

The Communications Committee is responsible for the dissemination and publication of COSW information to commissioners and the university community.

## *Integration of Work and Family Committee*

The Committee on Integration of Work and Family monitors various policies with concern for the quality of benefits such as health insurance, leave policies, child care programs, and tuition subsidies for children.

## *Representation, Recruitment and Retention Committee*

The Committee on Representation, Recruitment and Retention promotes gender balance in all employee categories and supports programs in career development and mentoring for women.



*Executive Committee (From left to right) : Beth Boehm, Melissa Shuter, Mechelle Stoner, Jennifer Hall, Jill Adelson, Debra Dougherty, Jeanne Guerrero, Sherry Duffy, Michele Kosiewicz, Zhihui Sun, Robert Goldstein.*

# COMMITTEE GOALS AND ACCOMPLISHMENTS

## CAMPUS CLIMATE

**Chair:** Heather Fox

**Assistant Chair:** Keri Mathis

### MEMBERS:

Kenny Elba, Sally Evans, Wayne Hall, Keith Lyle, Mechelle Stoner, Angela Taylor, Nancy Theriot, Deborah Wade.

### Assist PEACC Center with Green Dot Campaign

Worked with Prevention, Education and Advocacy on Campus and in the Community (PEACC) Director to identify concrete ways COSW can assist in reaching their goals.

- Invite departments represented in COSW to have PEACC give an overview talk to their faculty/staff (part of implementation process to gain buy-in from all areas of campus).
- Provide sponsorship to support the on-site Green Dot Training for UofL Faculty and Staff.
- Send two delegates from the Commission to attend the on-site training.

### Reviewed RAD Self-Defense Program

Organized a three-day Rape Aggression Defense (RAD) training with Officer Oscar Chavez to evaluate current self-defense training offered by the University of Louisville Police Department.

Reviewed self-defense trainings offered at benchmark institutions.



*Jeanne Guerrero, Dr. Gregory Postel, Interim President, Jill Adelson*

### Worked to develop language around how COSW can support the Dean of Students office.

“Offer input and consultation as appropriate to the Title IX Coordinator (or at the Coordinator’s request) regarding the needs of faculty and staff in responding to students presenting with a crisis related to sexual harassment or assault, as enhancements to or revisions of HR-provided employee training are made by the Coordinator, HR, and/or other appropriate UofL administrators. Particular areas of interest included ensuring better employee understanding—and practical implementation—of their mandatory reporting obligations arising from their responsible employee status, for purposes of UofL’s Title IX implementation policies, and UofL’s associated obligations under the Clery Act to compile and report certain crimes reported on or around its campuses.”

# COMMITTEE GOALS AND ACCOMPLISHMENTS

## COMMUNICATIONS

**Chair:** Sherry Duffy

**Assistant Chair:** Ginevra Courtade

### MEMBERS:

J'Aime Jennings, Desrie Nisbett, Michelle Rodems, Melissa Long Shuter, Carla Vidoni, Maggie Walker

### COSW Newsletter

Created a Spring Newsletter which is published on the COSW website.

### Calendar of Events

Developed a calendar of COSW events which will be available on the website Fall 2017.

### Website Updated

Made significant website updates that include adding recent photos.

Continued to create a system to consistently add content and keep the website active.

### HSC Open House

Sponsored an open house on the Health Sciences Campus (HSC) February 24th. Approximately 60 people attended this event from all four schools on HSC campus. Jeanne Guerrero (COSW Chair) and Karen Chavis (SOM) spoke to the group about COSW work while other COSW commissioners circulated in the crowd to explain the purpose of COSW. Before the open house, we held our monthly meeting at HSC.



*HSC Open House*



*HSC Open House*

# COMMITTEE GOALS AND ACCOMPLISHMENTS

## INTEGRATION OF WORK & FAMILY

**Chair:** Jennifer Hall

**Assistant Chair:** Katy Hopkins

### MEMBERS:

Seana Golder, Tawana McWhorter

#### Reviewed U of L's Current FMLA Policy

Compared FMLA policy to similar policies at benchmark institutions and identified elements of the policy that could be improved to support faculty, staff, and their families.

Currently evaluating how current FMLA might impact tenure-track, clinical, graduate assistants, and staff members' paths to promotion.

#### Worked on Qualifying Adult Course Audit

Worked to establish program for a qualifying adults to audit courses as a pathway to enrollment, in order to provide more support and opportunities for faculty/staff partners and spouses. This process is ongoing.

#### Lactation Policy

Drafted guidelines on lactation policy. Working to disseminate information to all departments on how to stay in compliance with the Affordable Care Act.

#### Planned 24-Hour Lactation Room

Took ongoing steps to ensure that the new Academic Building on Belknap's campus has a 24 hour lactation room.

#### HSC Campus Speaker Event

Planning event to focus on challenges that women faculty face in the classroom, as well as tips for managing work/life balance for 2017-18 academic year.



*Dr. Denise Cumberland facilitates COSW vision exercise.*

# COMMITTEE GOALS AND ACCOMPLISHMENTS

## REPRESENTATION, RECRUITMENT AND RETENTION

**Chair:** Michele Kosiewicz

**Assistant Chair:** Natalie Pasquenza

### MEMBERS:

Delaina Amos, Beth Boehm, Vickie Bridgeman, Valerie Casey, Robert Goldstein, Kristen Lucas, Zhihui Sun, Mordean Taylor-Archer.

### Mary K. Bonsteel Tachau Gender Equity Award selection.

Mordean Taylor-Archer, Ph.D. (Vice Provost for Diversity) was selected as the 2016 recipient of the Tachau Award. Dr. Taylor-Archer received the Tachau award at the Women's Empowerment Luncheon in November, 2015.

### Leadership Program Sponsorships

Although Report on Gender Representation will no longer directly advertise and evaluate applications for specific leadership programs (except for HERS), it has identified possible leadership programs that will be posted on the COSW website, under the heading "Leadership Development", and has been working with COSW communications committee to update the COSW website with this information. Representation, Recruitment and Retention (RRR) will continue to monitor the website and request updates as needed.

COSW will continue to provide sponsorships and will send out quarterly announcements in UofL Today reminding faculty and staff that COSW sponsors women for leadership programs, and provide the link to suggested programs on the COSW website (see above). Women may also request sponsorship for any type of leadership program, and these will be evaluated by the executive committee (EC) on a case-by-case basis.

### Report on Gender Representation at UofL

RRR is in the process of generating the 2016 Report on Gender Representation that will include the following new data:

Tenured/tenure-track versus term faculty

Graphs comparing percentages of female (including women of color in a stacked bar graph) versus male assistant, associate and full professor at UofL.

Women of color will be included as compared with UofL bench mark institutions.

Analysis of female versus male university staff based on number of grades.



*Dr. Mordean Taylor-Archer (Center) received the Mary Tachau Gender Equity Award*



# GUIDELINES FOR COSW AND CODRE

## REPRESENTATION ON SEARCH COMMITTEES FOR EXECUTIVE-LEVEL LEADERSHIP POSITIONS<sup>1</sup>

*"It took me quite a long time to develop a voice,  
and now that I have it, I am not going to be silent."*

- MADELEINE ALBRIGHT

### SUMMARY

As of 2016-17, COSW commissioners were approved to participate in UofL executive-level leadership searches. Commissioners from the Commission on Diversity and Racial Equality (CODRE) had been approved for participation a few years earlier. In order to define procedures for COSW and CODRE participation on these searches, the following guidelines were drafted and accepted as policy.

### ROLE

- a) Represent COSW's and CODRE's interests on University-wide administrative searches.<sup>1</sup>
- b) Be a voting member of the search committee.
- c) Be in a position to speak openly and honestly without fear of retribution.
- d) As each department has a unit diversity committee, a designated COSW and CODRE commissioner (usually the COSW and CODRE search committee member) will attend each candidate's meeting with the unit diversity committee.
- e) The Vice Provost for Faculty Affairs will ensure that the search committees undergo training prior to each search. The COSW and CODRE guidelines will be used as part of the training for the whole committee.

### RESPONSIBILITIES

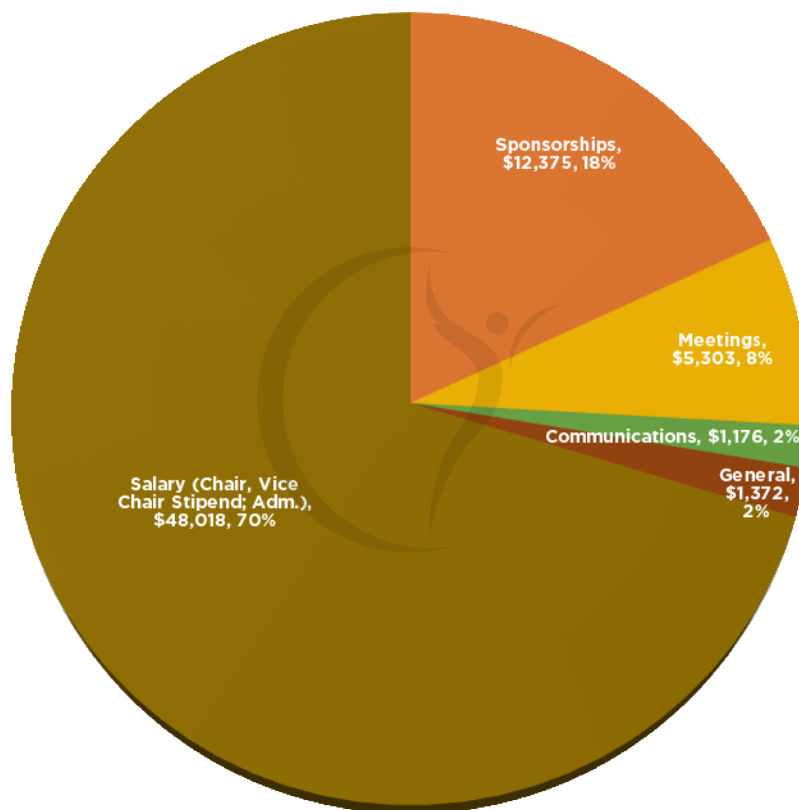
- a) Monitor the search procedure for gender bias. (Also monitor for bias in other dimensions of diversity.)
- b) Monitor search committee discussions for gender bias. (Also monitor for bias in other dimensions of diversity.)
- c) Guide the search committee around common gender-bias pitfalls and errors.
- d) Attend training (along with the search committee Chair) on research regarding how bias can shape searches.
- e) Challenge observed bias in a constructive manner.
- f) Communicate regularly with the Chair of COSW and CODRE on the status of the search without violating the confidentiality statement that the committee member signs.
- g) Assist the search committee to ensure that the pool is representative, diverse, and robust.
- h) Attend all search committee meetings (as feasible).
- i) Attend the unit diversity meeting (as feasible).

### ELIGIBILITY

- a) Be from a different unit than which the position is in.
- b) Be a full-time employee.
- c) Be in at least her or his second year on COSW/CODRE, and be an active participant in COSW/CODRE's work.
- d) Be approved by the Executive Committee of COSW and CODRE.

<sup>1</sup>Including but not limited to Deans, Provost, Vice-Presidents (Assistant and Associate), and the President.

# FY 2016-17 EXPENDITURES



CATEGORY	AMOUNT
Salary (Chair & Vice Chair Stipend; Adm.)	\$48,018
Sponsorships	\$12,375
Meetings	\$5,303
Communications	\$1,176
General	\$1,372
<b>Total</b>	<b>\$68,244</b>

## 2016-17 SPONSORSHIP EXPENDITURES

Fall	Pride Week	\$500
Fall	Tachau Award	\$500
Fall	Women's Empowerment Luncheon	\$400
Spring	Focus Louisville	\$600
Spring	International Women in Leadership Conference	\$1,500
Spring	Transformation Tea - Co-sponsorship	\$500
Spring	Pathways Conference	\$6,000
Spring	HLFSA - Latin American Speaker Series	\$375
Spring	Leadership Louisville - Leading for the Future	\$2,000
<b>Sponsorship totals</b>		<b>\$12,375</b>

# COSW COMMISSIONER LIST

## EXECUTIVE COMMITTEE (EC) MEMBERS

**Jeanne Guerrero**, Office of Undergraduate Admissions, **Chair**

**Jill Adelson**, College of Education and Human Development, **Vice Chair**

- **Beth Boehm**, School of Interdisciplinary and Graduate Studies (SIGS), EC at-large
- **Sherry Duffy**, School of Public Health and Information Sciences, Chair, Communications
- **Heather Fox**, Archives and Special Collections, Chair, Campus Climate
- **Bob Goldstein**, Institutional Research, EC Ex-Officio
- **Jennifer Hall**, Graduate Medical Education, Chair, Integration of Work and Family
- **Michele Kosiewicz**, Microbiology and Immunology, Chair, Representation, Recruitment and Retention (RRR)
- **Melissa Long Shuter**, Finance & Administration, EC at-large
- **Zhihui Sun**, Speed School of Engineering, EC at-large

## FULL COMMISSION

- Jill Adelson, *Faculty*, Belknap Campus
- Delaina Amos, *Faculty*, Belknap Campus
- Beth Boehm, *Faculty*, Belknap Campus
- Ginevra Courtade, *Faculty*, Belknap Campus
- Sherry Duffy, *Staff*, Belknap Campus
- Heather Fox, *Faculty*, Belknap Campus
- Seana Golder, *Faculty*, Belknap Campus
- Jeanne Guerrero, *Staff*, Belknap Campus
- Jennifer Hall, *Staff*, Health Sciences Campus
- J'Aime Jennings, *Faculty*, Health Sciences Campus
- Michele Kosiewicz, *Faculty*, Health Sciences Campus
- Kristen Lucas, *Faculty*, Belknap Campus
- Keith Lyle, *Faculty*, Belknap Campus
- Tawana McWhorter, *Staff*, Belknap/JCC Campus
- Heidi Neal, *Staff*, Belknap Campus
- Desrie Nisbett, *Staff*, Belknap Campus
- Kim Noltemeyer, *Staff*, Belknap Campus
- Natalie Pasquenza, *Staff*, Health Sciences Campus
- Michelle Rodems, *Staff*, Belknap Campus
- Melissa Long Shuter, *Staff*, Belknap Campus
- Mechelle Stoner, *Staff*, Health Sciences Campus
- Zhihui Sun, *Faculty*, Belknap Campus
- Carla Vidoni, *Faculty*, Belknap Campus
- Deborah Wade, *Staff*, Health Sciences Campus
- Margath Walker, *Faculty*, Belknap Campus

## EX-OFFICIO COMMISSIONERS

- Vickie Bridgeman, Staff, Belknap Campus, **CODRE**
- Kenny Brown, Staff, Belknap Campus, **Department of Public Safety**
- Brian Buford, Staff, Belknap Campus, **LGBT Center**
- Valerie Casey, Staff, Belknap Campus, **Women's Center**
- Sally Evans, Staff, Belknap Campus, **PEACC**
- Bob Goldstein, Staff, Belknap Campus, **Institutional Research**
- Wayne Hall, Staff, Belknap Campus, **Department of Public Safety**
- Jeanell Hughes, Staff, Belknap Campus, **Human Resources**
- Kim Maffet, Staff, Belknap Campus, **Athletics**
- Keri Mathis, Staff, Belknap Campus, **Graduate Student Representative**
- Mordean Taylor-Archer, Staff, Belknap, **International Affairs and Diversity**
- Angela Taylor, Faculty, Belknap Campus, **Student Services**
- Nancy Theriot, Faculty, Belknap Campus, **Women's and Gender Studies**

## VOLUNTEERS

- Katy Hopkins, Faculty, Belknap Campus,  
**College of Education and Human Development**

champion Leader inspiring  
equality brave Self-Knowledge  
support diverse  
Networking  
inspiring  
Sharing  
Ambition  
Creative  
inspiring  
Impact  
community  
meaningful collaboration  
support  
brave Impact  
Networking  
Sharing  
Leader  
community  
equality  
champion  
Networking  
brave  
Sharing  
meaningful collaboration