



From the Chair: Sherry Duffy



Greetings UofL
Community,

It is a pleasure
to bring you
news from the
Commission on
the Status of
Women (COSW).
This newsletter
will highlight
many of our

initiatives and outline several upcoming
events. During the fall 2018 semester,
COSW members served on several UofL
search committees, presented the Staff
Salary Analysis to multiple campus groups,
and continued moving the university
lactation policy forward. In November, we

sponsored the Women's Empowerment
Luncheon and awarded Dr. Nancy Theriot,
a former COSW Commissioner, the 2018
Tachau Gender commissioner Equity
Award!

Spring 2019 started with an abundance
of energy for the University of Louisville!
One initiative that COSW was deeply
committed to helping move forward
was the UofL Strategic Plan. President
Bendapudi, Dr. Gail Depuy, and Dr. Jeff
Bumpous, co-chairs kicked off the UofL
strategic planning process, January 2019.
COSW is proud to have representation
on all three-work committees, helping
to fulfill our vision: ***the University of
Louisville offers institutional support
so that each woman can achieve her***

***goals. Diverse women are at every
table, at every level, influencing every
endeavor undertaken at the University
of Louisville.***

Please enjoy the COSW newsletter, learn
about our work and consider joining our
ranks. We are in the process of collecting
nominations for future commissioners!
COSW commissioners are nominated on
an annual basis and the nominations are
forwarded to the President for selection.
More information on COSW can be found
on our website: louisville.edu/cosw.

Sincerely,
Sherry Duffy
Chair, Commission on the
Status of Women

COSW Open House



The Commission on the Status of Women held
its third annual Open House at the Clinical
Research Translational Building on Friday,
March 29, from 2-3:30pm. Commissioners
attended and talked with guests, attending
to learn more about COSW and its work at
UofL. With a chocolate fondue fountain and
desserts, and a UofL jazz band providing a
relaxed, casual atmosphere, women from both
the Health Sciences Campus and Belknap
campus had great conversations and were
able to identify ways to volunteer or apply to
be a commissioner. We are looking forward to
continuing this annual event, and hope to reach
even more UofL women and women's allies
next year!

More photos on page 2.

COSW OPEN HOUSE 2019



Pathways Women's Leadership Conference

By: Alicia Kelso

The seventh annual Pathways Women's Leadership Conference — held Friday, May 17 at the SAC — generated a record crowd of 277 women and their allies from across campus.

The keynote speaker for the event was Valerie Young, who wrote “The Secret Thoughts of Successful Women” and who is a nationally renowned expert on imposter syndrome. She said imposter syndrome affects about 70% of all people and is especially high in academia.

“Fundamentally, what we're talking about is confidence,” she said. “We have these feelings despite our accomplishments. We explain away our success, whether it's through luck, timing, connections, personality, diversity hire, or something else. Being found out is our biggest fear.”

There are a number of factors behind why so many people feel like frauds — situational, organizational, culture, etc. Her mission is to normalize imposter

syndrome and provide people with the right tools to overcome it.

Men and women tend to approach imposter syndrome differently, Young said. More women tend to lack confidence and have a harder time resonating with the word “successful.” They're also more likely to underestimate themselves and internalize their failures.

“It is so important to have leadership that reflects who we serve.”

President, Neeli Bendapudi

Conversely, men may feel pressured to be internally confident, even when they don't feel it. They're also more likely to externalize failure, deflecting blame.

To illustrate the difference between men and women, a study by Hewlett-Packard found that for job postings that included 10 criteria — men, on average, would apply if they had six out

of 10. Women would not apply unless they had all 10.

“Success is complicated. We're all successful, everyone in this room,” she said. “We just have to define what that means.”

Young said there are five types of imposters:

1. The perfectionist, where 99 times out of 100 they will feel like a failure
2. The expert, who feels that they never really know the answer
3. The genius, who feels an erosion of confidence if they don't grasp something quickly and easily
4. The soloist, who feels that needing help evokes shame
5. The super woman, who expects to excel at everything

To unlearn these behaviors, Young said it's important to talk about imposterism, and to normalize it.

“The only way to stop feeling like an imposter is to stop thinking like an imposter,” she said. “Reframe it, the way a non-imposter does. That means

reframing failures and mistakes. You can be disappointed if you fail, but you shouldn't be ashamed if you did your best. Non-imposters seek out criticism. They don't personalize it."

It's also important to reframe what it means to be competent, she adds.

"Non-imposters know they can't be perfect at everything," Young said. "What's important is to know the more you do anything, the better you'll get at it over time. And, regardless of how confident you feel, you have to keep going. Everyone loses when bright people play small."

President Neeli Bendapudi also addressed the crowd, acknowledging the importance of diversity, especially in academia.

"It is so important to have leadership that reflects who we serve," she said.

Bendapudi also touched on the glass cliff theory, in which women tend to be appointed to leadership roles when "things are going really, really bad."

This means the likelihood of failure is also greater.

Bendapudi closed with two pieces of advice:

- ▶ "As a manager, you need to be super explicit about what you want. Don't assume people know."
- ▶ "When you have a really busy day, wear comfortable shoes!"

Allison Ball, Kentucky State Treasurer, provided a discussion about financial empowerment, noting that this is an area where women's leadership can make a major difference.

The program was sponsored by Commonwealth Credit Union, and **Karen Harbin, CCU's president and CEO**, opened things up with a brief overview of her 33-year career. She was followed by **Provost Beth Boehm**, who offered advice to the crowd.

"Sometimes people ask how I got here. It took me 32 years. It was not a meteoric rise," Boehm said. "I was always the one who rolled up my

sleeves and did the work. There is no magic wand that makes your vision a reality. It takes hard work."

Boehm added that it's ok to say "no" every now and then, however.

"There are three reasons I give my time to serve – if I felt like I could contribute; if I felt like I could learn something; and if I had the time," she said. "There are talkers and there are doers. Be a doer."

Karan Chavis, chief of staff at the School of Medicine, threw out some statistics for the group to underscore the importance of having events such as the Pathways Leadership Conference. Those stats include:

- ▶ 5% of the Top 500 S&P CEOs are women
- ▶ 8% of congressional seats are held by women
- ▶ In 2018, women's average salaries were 85 cents to men's dollar
- ▶ In Kentucky, women will achieve pay equity in 2069



COSW Committee Spotlight:

Representation, Recruitment & Retention Committee

A large part of the work of the COSW is conducted through committees. COSW currently has four committees: Communications; Representation, Recruitment, and Retention; Integration of Work and Family, and Campus Climate. As a continuing series in the newsletter, we'd like to highlight some of the work being conducted within the committees. First up: The Committee on Representation, Recruitment, and Retention.

The Committee on Representation, Recruitment and Retention (RRR) promotes gender balance in all employee categories and support programs in career development and mentoring for women. The committee assists in the implementation of the recommendations of the 1994 Task Force regarding the hiring of women, the promotion of women to administrative/managerial positions and the mentoring of women in preparation for more senior positions. This year, the RRR Committee has been working on several key projects related to these aims.

The Committee awarded one-time Akers Research Awards to two graduate students research women's issues in the global south. Additionally, the committee awarded the Tachau Award to recognize an individual whose work has promoted women's equality and gender equity to Dr. Nancy Theriot, a faculty member in Women's, Gender, and Sexuality Studies.

The RRR Committee also facilitated a negotiation workshop for the COSW general membership, represented COSW on the Strategic Planning Great Place to Work committee, and has been working on the Cohort Report, a COSW report on gender representation at UofL, produced every two years.

Finally, one of the projects that has had a significant impact, a campus-wide Staff Salary Analysis was conducted by the committee, who then made formal recommendations to the President's Office to redress gender and intersectional inequities, as well as presenting the information to many other key groups on campus, including university strategic planning groups.

Current COSW Committee Members include:

Kristen Lucas (Chair),
College of Business

Delaina Amos
Chemical Engineering Department

Carcyle Barrett
Office of VP for Strategy/General Counsel

Barbara Bishop
College of Education & Human Development

Megan Campbell
Office of Facilities Planning and Management, HSC

Dawn Heineken (non-voting)
Women & Gender Studies Department

Zhihui Sun
Civil & Environmental Engineering Department

Valerie Casey, (ex-officio),
Women's Center

Bob Goldstein (ex-officio),
Vice Provost for Institutional Research, Effectiveness & Analytics

Mordean Taylor-Archer (ex-officio),
Vice Provost for Diversity & International Affairs

Save the Date

May 15, 2020

PATHWAYS 8TH ANNUAL WOMEN'S LEADERSHIP CONFERENCE

Lilialyce Akers Research Award for the Study of Women & Global Issues: 2018-2019 Winners

In November 2018, The Women's Center hosted its annual Women's Empowerment Luncheon. One of the awards presented at the luncheon was the Lilialyce Akers Research Award. This one time award was given to two research graduate students who are focusing on women's issues in the global south.

Jerika Jones, MA Student
Women & Gender Studies Department

Gaining A Global Perspective on Black Feminist Aesthetics: Aestheticizing Ideas of Black Femmedom in Afro-Argentine and African American Underground Rock Music

Abstract

Music is one of the most powerful tools of resistance that Black femmes have used to fight systemic oppression throughout the African Diaspora. Music reveals many shared oppressions, ideas of community, intersecting identities, and ancestral closeness between Diasporic peoples. I explore the ideologies of Afro-Argentine and African American Femme musicians by performing ethnomusicological analysis on oral histories narrated by these communities to demonstrate their aesthetic and experiential similarities. I reveal that Afro-Argentine and African American musicians use underground rock music as a shared platform to express ideas of their respective antagonistic existences as Black Femmes and use rock music as a form of resistance to dominate political powers. Ultimately, the shared experiences of African American and Afro-Argentines Femmes participating in underground rock music renders a concept of Black Femme existence that is phenomenologically and aesthetically comparable.

Laura Egan Krasuer, MS Student
Geography & Geosciences Department

Agricultural Transformation in Vietnam: Livelihoods, Demography, and Dragon Fruit Cultivation

Abstract

Shifts toward agricultural modernization have impacted modes of income, land ownership, and livelihood in Southeast Asia drastically in recent years. Transforming both the social and physical landscapes, these changes alter traditional food production, family structures, and the socioeconomic environments in Vietnam, in which women represent over half the agricultural labor. I will combine remote sensing expertise and demographic investigations to examine and characterize changing landscapes associated with dragon fruit cultivation by collecting data on agricultural labor divisions and plantation structure in the Bình Thuận Province of Vietnam. Through elevating the demographic story of female agriculturalists, and recognizing labor and knowledge production of women in Vietnam, I will document their experiences and contributions in the context of agricultural transition. Integrating the human and environmental components of local and regional-scale agricultural shifts that have global impacts can inform greater policy transference for Southeast Asia and beyond.



COSW SPONSORSHIPS AND AWARDS

During the academic year 2018-2019, the Commission on the Status of Women spent \$8,800.00 in awards and sponsorships across the University and community. At the time of this newsletter, COSW has received 9 leadership sponsorship applications. Below are some of the awards and sponsorships that were offered. For more information on how to receive a COSW sponsorship, please visit: <http://louisville.edu/cosw/resources-information/cosw-sponsorship-application-form/>

Person/ Entity	Program	Amount Awarded
10 Attendees	Integrating Women Leaders: Power Up www.iwlfoundation.org/powerup	\$500.00
Women's Center	Tachau Award louisville.edu/womenscenter/resources/uofl-women-center-awards-and-scholarships/past-tachau-award-recipients	\$500.00
10 Attendees	Women's Empowerment Luncheon louisville.edu/womenscenter/our-programs/womens-empowerment-luncheon	\$600.00
Women's Center	Women's Book Festival louisville.edu/womenscenter/our-programs/kwbf	\$500.00
Women's Center	UofL Women's Network louisville.edu/womenscenter/get-involved/join-the-uofl-womens-network	\$200.00
10 Attendees	Integrating Women Leaders: 2019 Conference www.iwlfoundation.org/2019-louisville	\$3,500.00
Pathways Conference Planning Committee	Pathways Women's Leadership Conference events.louisville.edu/event/pathways_womens_leadership_conference_319#.XKyxjphKiM9	\$3,000.00
	Total	\$8,800.00



Commission on the Status of Women

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