

From the Chair: Jeanne Guerrero



I am pleased to share with you the Commission on the Status of Women (COSW) 2017 spring newsletter. Here you will find articles on some of the ways we are advancing women faculty and staff in their roles at the University of Louisville (UofL).

This fall, we have had several notable accomplishments. In August, we welcomed six new commissioners who represent diverse faculty and staff from both the Belknap and Health Science campuses. As a full commission, we completed a 10-year update of the original 1993 Task Force Report, which will define our work for the next few years.

In November, we sponsored the Women's Empowerment Luncheon and presented our own Dr. Mordean Taylor-Archer, Vice Provost of Diversity and International Affairs, with the 2016 Mary K. Bonsteel Tachau Gender Equity Award. This past December, we

brought together three UofL woman deans and former COSW commissioners for a panel discussion to talk about the lessons they have learned as female leaders.

We have achieved a lot this past semester, and yet there is still more work to do. In the coming months, we will continue to monitor salaries of women faculty and staff for parity with their male peers as well as provide more leadership and training opportunities for women across the campus. We will also research best practices to advance women faculty from assistant to associate and full professor.

I am excited about our upcoming journey and truly believe that the best is yet to come!

Sincerely,

Jeanne Guerrero

COSW Chair, 2015-2017

Program Director, High School Dual Credit/College Visitor Programs

Director, AP Summer Institute

Office of Admissions

2016 Newly Appointed COSW Commissioners

Congratulations to the following individuals selected by Acting President Pinto to be newly appointed commissioners to the Commission on the Status of Women:

J'Aime Jennings

Assistant Professor
Health Management & Systems Sciences
School of Public Health &
Information Sciences

Kristen Lucas

Associate Professor
Management
College of Business

Desrie Nisbett

Unit Business Manager
Teaching & Learning
College of Education and
Human Development

Keith Lyle

Associate Professor
Department of Psychology
School of Arts & Sciences

Heidi Neal

Director of Student Success
Office of Academic Affairs
J.B. Speed School of Engineering

Michelle Rodems

Associate Director
Graduate Student Professional Development
School of Interdisciplinary and
Graduate Studies

Women's Empowerment Luncheon

Inspired by a moving talk by special guest Carla Wallace, attendees of the UofL Annual Women's Center Women's Empowerment Luncheon were encouraged to come together for mutual interest and be an "A" word – Activist. Wallace is the founder of Louisville's Fairness Campaign, co-founder of



Louisville's Showing Up for Racial Justice (SURJ), and a social justice warrior for over 30 years.

Additionally, several women were recognized at the event. Dr. Ann T. Allen was the

2016 recipient of the Women's Center Empowerment Award. The Women's Center Empowerment Award was established in 2012 in honor of the Women's Center 20th Anniversary, and given to a person, organization, or corporation that exemplifies and supports the attributes necessary to empower women.

Dr. Mordean Taylor-Archer received the 2016 Dr. Mary K. Bonsteel Tachau Gender Equity Award, given to a member of the University of Louisville community whose work has directly furthered gender equity. It is named in honor of Mary K. Bonsteel Tachau, constitutional scholar, the first woman to serve as chair of the UofL History department, and the first woman chair of the faculty senate.

Finally, the Dr. M. Celeste Nichols Professional Development Award was given to UofL graduate students for travel or other professional development needs apart from tuition or books. It is named in honor of M. Celeste Nichols, student, scholar, mentor, and professor. She was the first African-American to receive a Ph.D. from UofL's English department. Honorees included Khirsten L. Echols, Megan Hartline, Treva E. Hodges, and Ciyadh Irene Wells.



UNIVERSITY OF LOUISVILLE

May 19
2017

PATHWAYS
WOMEN'S LEADERSHIP
CONFERENCE

5th Annual Pathways Women's Leadership Conference

For the 5th year, the Commission on the Status of Women will join other campus groups to sponsor the **Pathways Women's Leadership Conference**. Mark your calendar for May 19, 2017! The conference was specifically created to provide staff and faculty the opportunity to develop critical and strategic thinking. Each year's conference is distinct and focuses on a different leadership aspect, so past participants are encouraged to attend. One participant commented, "I always love this conference. I leave invigorated and inspired." Planning for the 2017 conference, focused on the theme **"Imagine"** is currently underway. Registration is planned to open in February for the May conference.

Please send your ideas and questions for the Pathways Conference to Melissa Long Shuter, m.shuter@louisville.edu.

Faculty Highlight: Dr. Sheron Mark, Assistant Professor, College of Education and Human Development

As a child on the island of Trinidad and Tobago, Sheron Mark always dreamed of being a scientist. Her love of science led her to pursue a medical degree however she quickly realized she didn't see herself as a medical doctor. She knew she still had a love of science, so she continued her pursuit in the science field, which led her to enrolling in a Ph.D. program in chemical engineering. Upon enrolling she was acutely aware of being the only female Ph.D. candidate and the only black female graduate student in the engineering department at that time. This would shape her future academic decisions.

While pursuing her Ph.D. in Engineering, Dr. Mark spent several years reflecting on what she loved about engineering and science and what drove her passion. She realized that her passion was not to work in a research lab, but rather to teach and work with young people. She completed her Master's of Science in Engineering and enrolled in a Ph.D. program in Education while working with students in afterschool programs and classrooms to get the educational experience that she needed.



While working in the schools, she learned more about diversity challenges in STEM (Science, Technology, Engineering, & Mathematics) education, especially with females and students of color. She wanted to learn from the gender and race research in STEM education: Were females and students of color succeeding in advancing in the field? If not, what were the roadblocks or obstacles they experienced? She began to delve deeper to study feminist perspectives in education with a focus on science education and women of color. As Dr. Mark continued further through her Ph.D. program, her focus expanded to include nontraditional students, as

well as underrepresented or marginalized students. The more research she pursued, the more she began to develop a feminist critique around her research. Dr. Mark describes that feminist critique as a "dissatisfaction with the underrepresentation and lower status of girls and women, especially those from communities of color, in science classrooms, programs of study, or professional careers."

Dr. Mark was named the 2016 Nystrand-Offutt Scholar in the College of Education and Human Development. She developed and delivered a Fall 2016 graduate course that focused on culture and power in STEM education. She was able to incorporate some of her feminist critique into this course to get her students thinking about this perspective in STEM education. Dr. Mark describes feminism as the equal status and treatment of all genders and sexes; however, she feels the need to continue exploring the concept of feminism as it relates to STEM education, and hopes to collaborate with faculty in Women and Gender Studies and Biology to develop future courses and expand her research.

Were females and students of color succeeding in advancing in the field? If not, what were the roadblocks or obstacles they experienced?

Deans Hern, Duncan, and Larson

It has been said, "It is lonely at the top," but for three female deans at the University of Louisville, it's a bit less lonely with exceptional female colleagues. On December 2, 2016, Deans Marcia Hern (School of Nursing), Susan Duncan (Law School), and Ann Larson (College of Education and Human Development) participated in a leadership panel discussion for the Commission on the Status of Women (COSW). Each dean discussed their school, their position, and past roles on the Commission. All three deans served for multiple years on the Commission and attribute COSW with helping develop their leadership skills, building a network of colleagues across campus, and lifelong friendships.



L to R: Dean Ann Larson, Dean Susan Duncan, Jeanne Guerrero, Sherry Duffy, Dean Marcia Hern

When asked what they believed to be the most pressing women's issues at UofL today, they spoke about addressing the gender gap between assistant/associate professors and full professors, the staff gender equity chasms, and the lack of women in upper administration. Each dean discussed how invaluable their time on the Commission was for their career. **Dean Duncan** noted, if asked about her most significant role at UofL, she would state her time as COSW chair. Under her tenure as chair, UofL opened the Early Learning Campus, opened lactation rooms on HSC and Belknap, and changes were made to the Redbook allowing tenure clocks to stop. She made sure to mention that all of these initiatives had been ongoing and goals of the Commission for a long time and she was fortunate enough to be able to bring them to fruition with a lot of COSW support.

When asked what they would ask of the Commission if they were president of UofL, **Dean Hern** stated she would request COSW help develop succession planning in leadership roles, create and support women's leadership institute and conferences, and build learning environments around specific leadership development topics. **Dean Larson** discussed the importance of updating the task force report, and relaying to Commissioners the importance of each individual to engage in the structure of UofL, and to convey to Commissioners the importance of their role within the University.

Each dean agreed that COSW helped prepare them to lead their units and found the networking invaluable, as well as refining their budget skills and their ability to execute a strategic plan.

Their advice to women faculty and staff seeking leadership opportunities at UofL is to build a coalition of people for support and guidance. As women, they conveyed, we bring the unique strength of resiliency to the university, and we need to be brave and ask for the unexpected. As Dean Hern stated, "The worst that could happen is we could succeed!"



Dean Ann Larson (L) and Dean Susan Duncan (R) speak with members of the Commission on the Status of Women



Sherry Duffy, COSW Communication Chair, moderates the Dean's panel discussion

"The worst that could happen is we could succeed!"

—Dean Marcia Hern

Revisiting the University of Louisville Women's Basketball Team in the University Library Archives

Below we share an article from the UofL archives, written by Deborah Skaggs, with an introduction by Heather Fox, Assistant Professor in Archives & Special Collections.

There are records in the archive from 1975-1989 on women's basketball, one of the oldest intercollegiate sports at the University of Louisville. In the 1910-1911 season, the UofL women played their first intercollegiate game against Transylvania University. This collection documents the women's basketball team in the years 1975 through 1989. The collection includes yearbooks, media guides, scorebook, and videotapes of UofL women's basketball program and games. Of further interest is the fact that Angel McCoughtry is the highest scoring basketball player (including the men's team) in UofL's history.

UofL Women Courted Basketball in 1908

By Deborah Skaggs, University Archives and Records Center

Women's basketball is one of the oldest intercollegiate sports at the University of Louisville. According to the 1908-1909 yearbook, today's Cardinals trace their history to the spring semester of that year, when several women expressed interest in forming a team. John Letcher Patterson, dean of the then recently revived College of Arts and Sciences supported their efforts and hired Olive Henderson to coach the young women.

Patterson arranges for the players to practice at the Young Men's Hebrew Association gymnasium on First Street between Walnut and Chestnut. The yearbook reported that 15 students attended the first practice, but only two understood the game. Before the end of the semester, the YMHA women's team had defeated the UofL squad twice.

The next season, the UofL women met their YMHA rivals on Feb. 22, 1910, and UofL lost again, 11-9. Forward Minnie Frost starred on the 1910 team. Captain Ethel Ruth Smith described Frost in a poem published in the 1910 yearbook:

"There's Minnie, with ailments galore,
Who, the minute she's out of the floor,
With a whirl and a dash,
As quick as a flash,
Begins to double the score."

In 1910-1911, the UofL women played their first intercollegiate game. On Dec. 17, 1910, under Coach George McIlhenny, the UofL squad lost to Transylvania University in Lexington, 46-2. January saw a rematch in Louisville, with UofL falling again, 30-4. Louisville finished the season with victories over



the Second Presbyterian Church and the YMHA teams.

The women continued to practice at the YMHA in 1911-1912 under a new coach, William Gardner. They played their first game against the "Second Church Specials" on the home court of Second Presbyterian Church. UofL won 25-0. Later, the Cardinals defeated the local YMHA team 16-9.

But, victory in intercollegiate matches continued to elude the UofL squad.

On January 13, 1912, the Louisville team again lost to Transylvania in Lexington, by nine points. Four weeks later, they returned to Lexington to face State College (now the University of Kentucky), who defeated the visitors 19-12.

During the 1912-1913 school year, freshman Florence Daisy McCallum joined the team as a substitute guard; after her freshman year, she played guard until graduation. McCallum kept basketball journals and scrapbooks, which documented the team's activities through newspaper clippings, cartoons, and her

Continued on pg. 6

University Archives: Women's Basketball Team continued

descriptions of teammates, coaches, chaperones and games. Her diary and scrapbooks provide an informative and entertaining history of the progress and development of women's basketball at UofL. During her collegiate years, the team matured, although the UofL Cardinals apparently were never ranked as state champions during her career.

That all changed in the years to come.

From January to March 1914, UofL played at least 10 games against opponents such as Transylvania, State University and Vanderbilt. Coach Max Issac, physical activities director at the YMHA between 1912 and 1925, and later a member of the athletic department of Manual High School, led the UofL squad. And that team, characterized as "frail in appearance, but marked by considerable speed," defeated States, "Kittens" in two 15-minute halves. In February, the bloomer contingent traveled to Lexington and defeated Transylvania 32-15, with Louisville's Elviere Grough scoring 24 points. At the end of the season, both UofL and State University claimed the top state rating.

In their sixth season, the women practiced at the Male High School gymnasium from 4:30-5:30 on weekday afternoons. Florence Daisy McCallum served as business manager, a responsibility which probably included scheduling games. On Jan. 5, 1915, McCallum and a representative from Transylvania University agreed to a Lexington game to be held Feb. 15 between the two rivals, with a \$34 guarantee for UofL. The Cardinals' rivalry with the other Lexington team also intensified, especially after State University apparently emerged with a number-one rating at the end of Daisy's junior year.

In 1915-1916, the Cardinals returned to the YMHA gym for practice under coach Fred Hess. Led by Captain

Daisy McCallum, the UofL women displayed the school colors of cardinal and black on their black bloomers, middie blouses, crimson ties, headbands and stockings when they confronted Transylvania University, State University, Kentucky College for Women (later merged with Centre College), Kentucky Wesleyan College (then in Winchester), and University Training School (Trenton, Tenn). Daisy's journal entry for Jan. 12, 1916, described a road trip to Lexington: The team was accompanied by "two prissy old-maid chaperones who tried to cut us out of the boys." One of the escorts, Mary Ellis Jones, was a classmate of Daisy's and of the other seniors on the squad. After graduate Jones became the women's adviser at her alma mater. Recently, she donated the McCallum Collection to the University of Louisville Archives. In 1916, Kentucky College for Women was recognized as number one in the state ranking.

After Florence Daisy McCallum graduated on June 8, 1916, and was offered a job teaching mathematics and physics at a Fredericksburg, VA., high school, women's basketball continued at UofL, minus one spirited player.

But optimism and a belief in their ability have always marked the women's team. Even in 1909, one player predicted a glowing future for the sport. The 1909 yearbook featured an article on women's basketball, in which a member of the University's first women's team predicted "there'll come a time, some day, when UofL will have a team to be very proud of, and the Red and Black banner will wave triumphant."

Her dream has been realized in the accomplishments of Daisy, her teammates and their successors of today.

Link to the article: <https://uofllibraries.wordpress.com/2013/07/03/student-life-and-basketball-1913-1916/>

The University of Louisville is an equal opportunity institution and does not discriminate against persons on the basis of race, age, religion, sex, disability, color, sexual orientation, national origin or veteran status. 529892-2/2017



Commission on the Status of Women

Administrative Annex, Suite 201
University of Louisville
Louisville, Kentucky 40292

Phone: (502) 852-2029
Fax: (502) 852-2154
louisville.edu/cosw