

From the Chair: Jeanne Guerrero



Welcome to the Commission for the Status of Women (COSW) Spring 2018 newsletter. The University of Louisville is confronting a time of many challenges and changes. As chief advisors to the University President,

COSW has been at the forefront of work with UofL leadership and the campus community to continue monitoring equity and parity as related to women.

In this issue, you will see our goals for the year along with reference to work we have accomplished. In addition to serving on several campus search committees, we led the charge to place 24-hour seven-day a week lactation rooms on both the Belknap and Health Science Campuses. We also continue to work on guidelines for lactation policy.

In August, we welcomed four new faculty and staff commissioners from both the Belknap and Health Science campuses. We also sponsored the Women's Empowerment Luncheon and presented Dr. Gail DePuy, J.B. Speed School Interim Dean and Professor of Industrial Engineering, with the 2017 Mary K. Bonsteel Tachau Gender Equity award this past November.

We have accomplished a lot this fall, yet we have more work to do. We are always looking for more ways to improve the campus for women faculty and staff as they relate to campus climate, representation, recruitment, and retention, and the integration of work and family. I appreciate hearing any thoughts, ideas, or suggestions on ways we can better serve the UofL campus community.

Sincerely,
Jeanne Guerrero
Chair, 2015-2018

2017 Newly Appointed COSW Commissioners

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

Megan Campbell

Director
Facilities Planning
HSC, Office of Executive Vice President of Health Affairs

Kristie Helm

HR Partner
Shared Services in Business Operations
Health Sciences Campus

Katy Hopkins

Director, Cardinal Success Program/Clinical Assistant Professor
Department of Counseling and Human Development
College of Education and Human Development

Christina Howard

Administrative Services Manager
Office of the Vice President for Strategy and General Counsel



UofL Women's Center Empowerment Luncheon Provides Networking, Award Presentations and Empowerment

In continuation of its 25th Anniversary Celebration, the UofL Women's Center sponsored its annual Empowerment Luncheon on Thursday, November 9, 2017 at the University Club. Over 130 staff, faculty, students and community members attended the luncheon.



Guest speaker was Ms. Nikki R. Jackson, Senior Vice President and the Regional Executive of the Louisville Branch of the Federal Reserve Bank of St. Louis. She spoke on "Women and Work:

What Are We Doing to Ourselves and Each Other?"

The following awards were presented at the event: The Tachau Gender Equity Award, which recognizes a member of the UofL community who has done significant work toward gender equity; the Nichols Award, which is presented to a graduate or professional school student to support academic and professional enrichment; the Women's Center Empowerment Award, which is given to a person, organization, or corporation who exemplifies and supports the attributes necessary to empower women. For the first time this year, the Women's Center presented the Tachau Essay Contest Award, which is given to a UofL undergraduate and graduate student to raise awareness of the historical sociological attitudes toward women of the 20th Century and their impact on individuals and society as a whole.

Award Recipients were: Tachau Gender Equity Award: Dr. M. Gail Depuy, Speed Scientific School; Nichols Professional Development Award: Ashanka Kumari, Alyssa A. Middleton; and Whitney Stewart; Women's Empowerment Award: Dr. Mary Craik fiber artist; Tachau Essay Contest: Hadley Hendricks-Undergraduate student; Mallory Cox, Graduate student.

Visit the UofL Women's Center website for more information, <http://www.louisville.edu/womenscenter> or email womenctr@louisville.edu



UNIVERSITY OF
LOUISVILLE
May 18
2018
PATHWAYS
WOMEN'S LEADERSHIP
CONFERENCE

6th Annual Pathways Women's Leadership Conference

For the 6th 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 18, 2018! 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."

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

Women of UofL History: Carol Dowell

The Commission on the Status of Women celebrates and supports the women of the UofL community and our allies. In this issue of the COSW newsletter we're pleased to highlight an amazing woman from the history of the university drawn from the University of Louisville Archives & Special Collections.

Carol Dowell, a native of Louisville, was the first woman to become a member of the Political Science department at the University of Louisville (UofL). Appointed as an instructor in 1945 she taught at the university for 45 years, retiring in 1991. Dowell had graduated from UofL with highest honors in 1943. She earned an MPA in

Public Administration from Wayne State University and did graduate work at Northwestern before returning to Louisville to devote her life to teaching. Because of her interest in civic affairs, she served in 1956 as Executive Director of The Committee of 100, a civic group that studied the capital and financial needs of metropolitan Louisville as projected over a twenty-five year period. The following year, 1957-1958, she was Assistant to the Mayor of Louisville.

Her honors include Woodcock Society, Phi Kappa Phi, Who's Who in American Colleges and Universities, and Who's Who in American Women. Professor



Dowell served on various University committees and was active in the Kentucky state conference of American Association of University Professors. Professor Dowell chaired the committee that oversaw the formation of the Southern Police Institute at UofL and the proceedings of that committee are included in her papers which are preserved in the University of Louisville Archives & Special Collections.

2016 – 2017 COSW COMMITTEE HIGHLIGHTS

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.

- Assisted 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.
- Invited 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).
- Provided sponsorship to support the on-site Green Dot Training for UofL Faculty and Staff.
- Sent 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.
- Worked to develop language around how COSW can support the Dean of Students office.
- "Offered 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."

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.

INTEGRATION OF WORK & FAMILY

Chair: Jennifer Hall

Assistant Chair: Katy Hopkins

MEMBERS: Seana Golder, Tawana McWhorter

- **Reviewed UofL'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.
- **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.
- **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.

REPRESENTATION, RECRUITMENT & 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

- **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.
- **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.



Commission on the Status of Women

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