

### *From the Chair: Ann Elisabeth Larson*

On behalf of the Executive Committee, it is with pleasure that we bring you news from the Commission on the Status of Women (COSW) at the University of Louisville.

As this is the final newsletter during my appointment as chair of COSW (2013-15), I wish to sincerely thank the COSW executive committee, commissioners and volunteers to the COSW and to acknowledge the widespread support of the campus community for the COSW's advisory capacity and our progress to improve the status of women at the University of Louisville.

The COSW thanks President Ramsey and former Provost Willihnganz for their ongoing support. Dr. Taylor-Archer, VP for Diversity and International Affairs, serves as ex-officio on the COSW, and is a continuous source of wisdom and strength as she supports the COSW's mission and goals. Vice Provost Goldstein has continued to offer his services and expertise to the COSW, and he and staff provide data in response to queries and for the cohort brochure, the *COSW Report on Gender Representation at the University of Louisville*.

Jeanne Guerrero has served ably as the Vice Chair of the COSW. I thank her for being a strong partner in the leadership of the Commission and for always being available at a moment's notice for planning and consultation. Georgette Moore has served enthusiastically and with invaluable expertise as the COSW's staff member to support our important work and us.

The 2014-15 Executive Committee members are: Jill Adelson (CEHD); Mimi Bell (HR); Beth Boehm (SIGS); Sherry Duffy (CEHD, now SPHIS); Jeanne Guerrero (UG Affairs); Ann Larson (CEHD); Bob Goldstein (ex-officio, Planning and Accountability); Michele Kosiewicz (HSC); David Owen (A&S); Melissa Shuter (Finance); and Zhihui Sun (HSC). This committee meets often and has been dedicated as a leadership team and in working with Commissioners and volunteers to achieve annual

goals set forth by the COSW's executive committee and standing committees.

The COSW's 2014-15 standing committees include the Campus Climate Committee (David Owen, A&S, chair); Communications Committee (Mimi Bell, HR, chair); Integration of Work and Family Committee (Jill Adelson, CEHD, chair); and Representation, Recruitment and Retention Committee (Michele Kosiewicz, HSC, chair). There were also three additional Ad Hoc Committees who functioned in 2014-15 to serve the COSW: Budget (Melissa Shuter, Finance), Tachau Gender Equity Award (Michele Kosiewicz, HSC), and Nominations (Sherry Duffy, CEHD, now PHIS). Thank you to the above leaders and those who participated in this year's work of the committees.

Early spring semester 2015, Jeanne Guerrero, COSW vice chair, and I met with President Ramsey, former Provost Willihnganz, and VP Taylor-Archer to review the work and contributions of the COSW and our successes and ongoing challenges. We provided and reviewed a bound copy of the COSW's accomplishments, data summaries

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and trend analyses from the cohort brochure, and standing committee goals and outcomes.

Some of COSW's projects, ongoing initiatives and recent accomplishments include:

- The COSW supported and sponsored events and initiatives including the University's Pride Week; Take Back the Night; PINK – LGBT hosted event; Focus Louisville (Katherine Emma Linzy); 2015 Pathways – Women's Leadership Conference; HERS Institute (Enid Trucios-Haynes, attended in 2015; sponsored in 2014); Leadership Louisville (Margath Walker); Women's Empowerment Luncheon; and the Modern Think survey for the COSW's cohort brochure production
- Support and promote quality professional learning and development for faculty and staff
- Continue benchmarking in peer and ACC institutions, regarding policies that impact women
- Continue to monitor progress on new policies and procedures related to Title IX and Clery Act legislation and the university's mandated requirements and training
- Continue to review and monitor the *Chronicle of Higher Education's* GPTW and UofL's campus climate surveys for recommendations to enhance the quality of work life for female faculty and staff
- Review and sponsor events, initiatives, awards, and leadership development that focus on increasing opportunities for women administrators, faculty, and staff at the University with a focus on equity, diversity and inclusion
- Using the *COSW Report on Gender Representation at the University of Louisville*, in charts provided by the Office of Planning and Accountability/ Institutional Research, data provide information on the employment status of women by work role categories, and show increasing or decreasing opportunities for women at the University. The COSW is committed to producing, monitoring, analyzing and making recommendations from the cohort brochure report to university leadership
- Continue to monitor the academic rank of women at the University, particularly the number of women matriculating from associate to full professor and at the assistant professor level
- Worked with the Great Places to Work Steering Committee and other committees to identify and support staff development, a second year of a staff leadership academy, career enhancement opportunities, and other areas to support women staff personnel at the University
- Continue to identify through COSW committee structures, collaborating partnerships, and University administration, goals and strategies to support the quality, productivity, and success for women faculty and staff at the University, with a goal toward success, retention, and advancement
- Members of the COSW sit on governance, invited, ad hoc and other University committees. Commissioners serve as active participants to advise on matters of importance to the COSW and contribute to outcomes to advance gender equity and the success of the University
- Executive committee members sat on the 2015 Pathways—Women's Leadership Conference planning committee and co-sponsored the conference for women staff and faculty based on principles of the Women Leadership Institute. COSW co-sponsored this conference with Business Affairs, the Women's Center, Delphi Center for Teaching and Learning, Commission on Diversity and Racial Equality (CODRE), Faculty Senate, and others
- Reviewed and provided feedback on a university-wide draft anti-bullying policy
- Continue to support identification of lactation room locations for high quality accessibility at Belknap and Health Sciences campuses
- Some recent, featured presenters at COSW meetings include Dean Toni Ganzel, School of Medicine; VP Harlan Sands (CFO/COO, Office of the President); Brian Buford (LGBT); Enid Trucios-Haynes (Brandeis School of Law; Muhammad Ali Center); Janelle Hughes (Interim Director, Human Resources); and Patricia Benson, Get Healthy Now
- Monitor and support the University's Early Learning Campus (ELC). Several Commissioners sit on a search committee seeking a new ELC Director. The COSW wishes Dianna Zink, current ELC Director, success and fulfillment in her next professional endeavor. We thank Dianna for her dedicated and impressive leadership, including "growing" the ELC in quality and enrollments and guiding the center to achieve the rigorous National Association for the Education of Young Children (NAEYC) accreditation
- Continue to advocate for requirements for sexual

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harassment prevention training for university faculty, staff and graduate students who have teaching assignments

- Worked with Human Resources to monitor VSIP trends to determine that women at the University are not being negatively impacted
- Monitor new hires into administrator, tenured, tenure track, term, part-time and staff positions, by gender
- Monitor and encourage inclusion of women on search committees, promotion and tenure committees, and other personnel committees

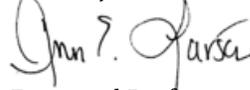
The 2014 Tachau Gender Equity Award, sponsored and presented by the Commission on the Status of Women (COSW), was presented to Judge Jerry J. Bowles, whose work has focused on systemic change through strategic development of tools, collaborations and education to engage others in advancing gender equity by preventing violence against women and holding perpetrators accountable. He developed the first domestic violence unit in the Jefferson County Attorney's Office, which has helped shaped the policies and procedures still in use today. He is a strong advocate and supporter in expanding VINE (Victim Information Notification Everyday). Recognizing that VINE was helping victims in Jefferson County stay safe by notifying them when their perpetrator

was released from jail, and knowing domestic violence victims are often killed or seriously injured immediately after petitioning the court for protection, he convinced the creators of the VINE service to develop the VINE Protective Order Program to notify victims when their protective order is served. The Tachau Award is named in honor of Mary K. Bonsteel Tachau (1926-1990) who was a nationally recognized constitutional scholar, the first woman to serve as chair of Uofl's History Department, and the first woman chair of the Faculty Senate.

I wish you a successful and enjoyable summer and look forward to sharing COSW news and happenings with you in future newsletters and on the COSW's website [www.louisville.edu/cosw](http://www.louisville.edu/cosw)

We appreciate hearing from members of the campus communities about issues of interest related to gender equity and the status of women at the University of Louisville—at Belknap campus and Health Sciences campus. It has been a privilege and honor to serve as Uofl's COSW chair for the past two years.

Sincerely,



Dean and Professor,  
College of Education and Human Development

## 3<sup>rd</sup> Annual Pathways Women's Leadership Conference

For the 3rd 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. Each year's conference takes a specific focus on leadership and the 2015 all-day conference focused on vision, resiliency and individual strengths.

The event, which took place May 15th in the Founders Union Building on Shelby Campus, included Tori Murden-McClure, Spalding University president and first woman to cross the Atlantic in solo voyage; Lindsay Gargotto, Founder of Athena's Sisters and Kentucky Veteran of the Year; Ann Coffey, who has climbed to the highest point in all 50 states; Pam Curtis, certified StrengthFinders facilitator; and

the StoryCatcher Project.

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 4th annual Pathways Women's Leadership Conference, May 20, 2016. Please send your ideas for the Pathways Conference to Melissa Long Shuter, [m.shuter@louisville.edu](mailto:m.shuter@louisville.edu).

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

## Program Among the Top in the Nation by Earning Accreditation

UofL's Early Learning Campus (ELC), part of its College of Education and Human Development, has earned accreditation from the National Association for the Education of Young Children (NAEYC)—the nation's leading organization of early childhood professionals.



"We're proud to have earned the mark of quality from NAEYC, and to be recognized for our commitment to reaching the highest professional standards," said **Dianna Zink, ELC Director.** "NAEYC Accreditation lets families in our community know that children in our high-

quality program have teachers who create engaging classrooms, enhance relationships with their parents and families, and develop rich experiences for their students." ELC, also licensed by the Kentucky Cabinet for Health and Family Services, opened in 2008. Most of its 150 children are from families affiliated with UofL or Family Scholar House. UofL education majors conduct research and enhance their training at the center.

To earn NAEYC Accreditation, ELC went through an extensive self-study process, measuring the program and its services against the ten NAEYC Early Childhood Program Standards and more than 400 related Accreditation Criteria. The program received NAEYC Accreditation after an on-site visit by NAEYC Assessors to ensure that the program meets each of the ten program standards. NAEYC-accredited programs are also

subject to unannounced visits during their accreditation, which lasts for five years.

In the 25 years since NAEYC Accreditation was established, it has become a widely recognized sign of high-quality early childhood education. Nearly 7,000 programs are currently accredited by NAEYC—approximately **8 percent** of all preschools and other early childhood programs.

"It's a lengthy and rigorous process to achieve NAEYC Accreditation, and ELC should be commended for seeking high standards," said Rhian Evans Allvin, executive director of NAEYC. "Caring for children is not 'rocket science'—it's brain science. Studies prove that the brain connections made in the first few years of life set a child's path for success in school and in life. That's why quality educators are so crucial. For parents and caregivers of young children who are searching for a high-quality early learning experience, ELC's NAEYC Accreditation is a sign that it offers a high-quality education in a nurturing and stimulating environment."

The NAEYC Accreditation system has set voluntary professional standards for programs for young children since 1985. In September 2006, the Association revised program standards and criteria to introduce a new level of quality, accountability, and service for parents and children in child care programs. The new standards today reflect the latest research and best practices in early childhood education and development. NAEYC is committed to using the newest studies and analysis on positive child outcomes to ensure young children continue receiving the highest-quality care and education possible.

For more information about NAEYC Accreditation, visit [www.naeyc.org/academy](http://www.naeyc.org/academy).

## Alice K. Houston Delivers Keynote Address Women's Empowerment Luncheon

by Phyllis M. Webb, M.Ed.

The University of Louisville Women's Center sponsored its annual Empowerment Luncheon this past November at the University Club. The Women's Center and presenting sponsor, Class Act Federal Credit Union, welcomed over 100 women and men to the event. Alice Houston, President & CEO of Houston-Johnson, Inc., gave the keynote address where she talked about "Do you Have what it Takes?" in terms of being a leader.

A former employee of UofL, Houston said she felt an "unexplainable obligation to do so and a genuine gratitude" when asked to speak. She thanked the Office



2014 Keynote Speaker  
Alice K. Houston

of Black Affairs which gave her the first opportunity as a 24-year old wife and mother to become Director of the Educational Services. The position was in the newly-formed Office of Black Affairs where the employees and others guided her in her career. In the Office of Student Affairs, then-Dean David Lawrence taught her the importance of

community service by having her represent UofL at the Louisville Urban League; and then she worked for 14 years as Associate Director of Financial Aid under the leadership of Blake Tanner and the "greatest staff in the world".

After she left UofL and went into the family business, Houston said she had no idea what the future held for her. She had no exposure to entrepreneurship in her family, was not a risk taker by nature and not a visionary, but what she did have was the education and (experience) that empowered her: discipline, resilience, hard work, team work, dedication, flexibility, the exuberance of victory and the agony of defeat, that you sometimes win, sometimes you lose and that there is always another game. Plus, UofL provided undeniable influence on her personal, professional, civic leadership perspective, role models, and leadership capabilities. She shared, too, that she's always had an abiding faith in God.

She posed the question as to how do we pass the torch locally and how can we empower others through leadership? She said leadership to her is "developing and investing in people." She continued, "For me to feel empowered to do something, I don't have to make you feel less empowered or have power over you." In other words, "For me to be successful in empowerment you don't have to lose your empowerment."

Houston talked about five levels of leadership. First, do you have the desire to lead? There should be an honest assessment and external evaluation of why you want to lead. How will you use your power? Secondly, do you have a vision or something that you care about? Leaders should care about something and lend their time and talent. She fondly mentioned Cissy Musselman who had that vision—she cared about the development and plight of women--and started what is now the Women 4 Women organization. Third, do you have the courage and conviction to remain true to your values regardless of the cost (and have the conviction to take a stand)? She said "leadership is not a spectator sport or, as is said, a 'safe haven'... leaders must be true to their values. Fourth, is your character one that displays integrity, honesty, trust worthiness, wisdom, compassion and fairness? And fifth, are you capable of embracing change?

With more women taking on positions of leadership, Houston says that women are in a unique position to spearhead, change advancement, and pose the question that do we have a special (obligation) to help other women or will we be the "oppressor" like those who became before us? She says that people are basically seeking to be empowered.

Houston graduated from Baldwin Wallace College in Ohio; attended Vanderbilt University and later graduated from the University of Louisville.

The Women's Center recognized winners of its two annual awards — The Mary K. Tachau Gender Equity Award and The M. Celeste Nichols Professional Development Award. The office also presented its Women's Empowerment Award during the event.

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The Tachau Gender Equity Award, sponsored and presented by the UofL's Commission on the Status of Women (COSW), was presented to Judge Jerry J. Bowles, whose work has focused on systemic change through strategic development of tools, collaborations and education to engage others in advancing gender equity by preventing violence against women and holding perpetrators accountable. He developed the first domestic violence unit in the Jefferson County Attorney's Office, which has helped shaped the policies and procedures still in use today. He is a strong advocate and supporter in expanding VINE (Victim Information Notification Everyday). Recognizing that VINE was helping victims in Jefferson County stay safe by notifying them when their perpetrator was released from jail, and knowing domestic violence victims are often killed or seriously injured immediately after petitioning the court for protection, he convinced the creators of the VINE service to develop the VINE Protective Order Program to notify victims when their protective order is served.

The Tachau Award is named in honor of Mary K. Bonsteel Tachau (1926-1990) who was a nationally recognized constitutional scholar, the first woman to serve as chair of the UofL History Department, and the first woman chair of the Faculty Senate. The Nichols Award is named in honor of Margaret Celeste Johnson Nichols (1951-1996), who was the first African American to receive a Ph.D. from UofL's English



*The Women 4 Women Organization received the 2014 Women Center Empowerment Award at the luncheon. Pictured is Misty Cruse, Managing Director of the W4W Board holding the red "Dancing Lady". Others in the photo (pictured left- to-right, members of the UofL Women4Women student board, Jamieca Jones, Whitney L. Wilson, Tailore McLennan and Tiarra Clark; W4W members, Laura Douglas, immediate past chair; Carolle Jones-Clay, Valerie M. Casey, Director-UofL Women's Center; Misty Cruse; Tawana Edwards, Chair, W4W Board; Amy Berge, Victoria Buster, Ashley Wimsett, and Joyce Seymour.*



*Attorney Jerry Bowles (center) is the recipient of the 2014 Tachau Gender Equity Award. He is flanked by members of the UofL Commission on the Status of Women, Heather Fox, Mimi Bell and Jeanne Guerreo; Chris Owens, Director-Louisville Metro Office for Women; Valerie Casey, Director-UofL Women's Center; Attorney David Tachau and Dr. Ann Larson, President of COSW.*

Department. Dr. Nichols taught African American literature and writing at UofL, Kentucky State University, and Bellarmine University before her death in 1996 at age 45.

The Nichols Award Committee recognized two UofL graduate students: Kelly Njine Mouapi and Rachel Gramer in support of their academic and professional development.

The Nichols Award was sponsored by the UofL Women's Center, the UofL Student Affairs Division Dennis C. Golden Torchbearer Endowment and Program, and the UofL Commission on Diversity and Racial Equality (CODRE).

Both Attorney David Tachau, the son of Mary Bonsteel Tachau, and Yvette Nichols, daughter of Dr. M. Celeste Nichols, were present at the event. Nichols gave a few encouraging words to the audience and spoke of her mother's love for the campus and people. She said her mother taught her to "never look down on anyone unless you are picking them up." The recipient of the Women Center Empowerment Award was presented to the Women 4 Women organization whose mission is to "improve the lives of women and girls in Metro Louisville through education, advocacy and fundraising for focused grant making in four key areas that enable self sufficiency."

## A Spotlight on Deborah Dietzler

by Desrie M. Nisbett

Deborah Dietzler is always on the go. In between trips to the NCAA tournaments for both men and women, I had the opportunity to sit down with her to chat about her busy schedule and what it means to head such an important organization for the University of Louisville. As the Associate Vice President for Alumni Relations and Annual Giving at the University of Louisville, Dietzler is the only female AVP among the 11 public institutions in the ACC. In this role, Dietzler strives to bring awareness to the importance of alumni relations. "The heart of alumni relations is the 'relations'...the building of relationships, nurturing of relationships, being a steward of relationships", she states. She and her staff wanted to develop alumni programs and alumni engagement that didn't always deal with fundraising. One of the newest programs launched in Fall 2014 was "Cards Writing Cards." Alumni were asked to write handwritten notes to incoming freshmen who were attending UofL in the fall. Dietzler saw this venture as a way for alumni to become ambassadors for the University. She sees the need to expand the breadth and depth of the program offerings. Although they are very invested in social type programs (tailgating parties, happy hour socials), she wants to provide more opportunities for alumni. She is hoping to expand the "Cards Writing Cards" program and have alumni write handwritten notes to new graduates. She sees this project as a broad scale engagement that gets alumni involved without asking them for money. Dietzler also wants to strengthen the chapters, especially the Louisville chapter. Another program that she is planning to develop is an alumni employee chapter to connect with the 2,300 alumni who work on campus, in an effort to utilize the alums to help expand their reach.

Although Dietzler has been with the University for only 8 ½ months, she feels like she has been here longer because of how warm and welcomed she felt when she arrived. From the time she arrived she has been going non-stop. She talked about how labor-intensive alumni relations can be and how there is always something more that can be done. From



organizing happy hour socials, to traveling to different alumni chapters, or assisting in the creation or the revitalization of a chapter, the work is never done. She feels there is never enough time in the day to do everything that she wants to do because there is always one more email to respond to; or one more Facebook notice to post; or one more phone call to make. It's continual relationship building and she loves the entrepreneurial and creative aspect of it all. In the next few months, she plans to travel to at least four alumni chapters across Kentucky, Georgia, and Tennessee to meet with chapter leaders and help reenergize their chapters.

Dietzler is very excited about the work she is doing at the University of Louisville and is looking forward to the programs that are being developed. In the 23 years that she has been doing this work, she feels blessed to have developed relationships with so many students and alumni.

## Derby City Swish: A time to swap and socialize

By Desrie M. Nisbett

For her New Year's resolution, Danielle Manley decided not to shop for a year, so she contacted her friend Aisha Hellmich, who is a UofL graduate of the Kent School of Social Work, to have a clothing exchange. As they discussed the idea further, they thought about making it a bigger event and turning it into a fundraiser. Hellmich recruited Gemma Fetalver, who is also a UofL graduate of the Kent School of Social Work, to join the brainstorming team. From that moment of idea development, The Derby City Swish was born. Now in its third year, The Derby City Swish has become a favorite activity for those preparing for the "Derby Season."

For those of you who are new to the Swish, it is a large-scale clothing exchange. This is an opportunity for you to get rid of the stuff you're tired of looking at and swap with a new friend. They saw this concept as an opportunity to meet new people and network. Manley along with UofL alumni, Hellmich and Fetalver also saw this as an opportunity to benefit a charity, so they transformed this event into a fundraiser.

Each year the ladies select a local non-profit organization to donate all the proceeds. In its first year, The Derby City Swish sponsored The Family Scholar House. The

second year it sponsored The Center for Women & Families. This year's organization was Choices, Inc. (<http://choicesincorporated.org/>), which is a community development corporation whose mission is to develop programs and services through which people in low-income communities may have improved choices for enhancing their quality of life.

Ladies who participate in the Swish bring at least three items that are slightly worn, but in excellent condition. Volunteers take the items and will display them. While the volunteers are preparing the items, participants will have the opportunity to mix and mingle. They are then notified that the Swish is officially open, at which time everyone has an opportunity to find an article of clothing in her size, or a pair of shoes, or even jewelry. There is no limit to what anyone can take as long as everyone is respectful of each other.

I asked Fetalver where she sees Derby City Swish in 5 years. She replied, "For me, I would like to see the Swish in other cities." For the near future they would like to solicit sponsorships to promote the Derby City Swish, as they currently pay out of pocket for everything.

Derby City Swish DIVAS (L to R: Aisha Hellmich, Danielle Manley, Gemma Fetalver)

