



# The **COSW** Annual Report

2017-2018

## *From the Chair*

As I approach the end of my term as chair for the Commission on the Status of Women, I reflect back on the great accomplishments from these past three years. This annual report highlights some of the work commissioners have completed on behalf of women and their families at the University of Louisville.

A few of our notable accomplishments include: establishing 24/7 lactation rooms on both the Health Science and Belknap campuses; assisting the Prevention, Education and Advocacy on Campus (PEACC) and the community director in their outreach; hosting an annual COSW Open House for interested commissioners; working on a gender representation report about women staff salaries for professional and classified employees; and sponsoring several professional development and leadership activities for women. This success would not be possible without many committed, passionate women and men who support the goals of COSW. Our commissioners inspire and motivate UofL faculty and staff to continual improvement in their professional and personal lives.

I am proud of our work these past few years and have been honored to serve as chair. However, I also know that there is still more work to be done. Therefore, I invite you to take a more detailed look at our other accomplishments listed in this report.

As the new COSW leadership team begins, they will need the help of all of us to continue raising the standards for women at the University of Louisville. It definitely takes a village!

*Sincerely,*

Jeanne Guerrero

COSW Chair, 2015-2018



# ABOUT THE COMMISSION ON THE STATUS OF WOMEN (COSW)

As one of two special advisory groups to the University of Louisville President, the Commission on the Status of Women has 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 the integration of work and family.

## *COSW Vision Statement*

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.

## COSW COMMITTEES

### *Campus Climate Committee*

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

### *Representation, Recruitment and Retention Committee*

The Representation, Recruitment and Retention Committee promotes gender balance and equity as well as supports programs in career development and mentoring for women.



COSW Commissioners pictured (from left to right) – Maggie Walker, Michele Kosiewicz, Delaina Amos, Michelle Rodems, Natalie Pasquenza, Desrie Nisbitt, Sherry Duffy, Beth Boehm, Jamieca Jones, Keri Mathis, Ginevra Courtade, Deborah Wade, Debbie Dougherty, Seana Golder, J'Aime Jennings, Melissa Shuter, Carla Vidoni, Jill Adelson, Jennifer Hall, Bob Goldtein, and Jeanne Guerrero

# COMMITTEE GOALS AND ACCOMPLISHMENTS

## COMMUNICATIONS

Chair: Michelle Rodems

Assistant Chair: Ginevra Courtade

### MEMBERS:

J'Aime Jennings, Desrie Nisbitt, Natalie Pasquenza, Carla Vidoni, Maggie Walker

### COMMUNICATIONS COMMITTEE HIGHLIGHTS

- Designed, produced, and distributed a seasonal newsletter to highlight COSW accomplishments and on-going work, successes, and research by UofL women, and other news related to women at UofL.
- Designed, produced, and positioned yard signs and posters during the year to raise awareness of and share information about COSW and women at UofL.
- Supported establishment of a COSW Listserv and shared I:Drive space.
- Designed and produced end-of-commission-tenure awards and established new COSW Champion Award recognizing a current or former commissioner who has made significant contributions to COSW.
- Planned and coordinated a Belknap COSW Open House for people from across campus to raise awareness of and share information about COSW and women at UofL.
- Revised and updated the website to make it more user-friendly and informative.

## CAMPUS CLIMATE

Chair: Heather Fox

Assistant Chair: Keri Mathis

### MEMBERS:

Kenny Brown, Brian Buford, Tisha Pletcher, Keith Lyle, J.P. Mohsen, Heidi Neal, Angela Taylor, Diane Pecknold, Deborah Wade

### CAMPUS CLIMATE COMMITTEE HIGHLIGHTS

- Worked with Prevention, Education and Advocacy on Campus and in the Community (PEACC) to identify concrete ways COSW could assist in reaching their goals.
- Reviewed RAD Self-Defense Program by organizing 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.
- Offered input and consultation as appropriate to the Title IX regarding the needs of faculty and staff in responding to students presented with a crisis related to sexual harassment or assault.



# COMMITTEE GOALS AND ACCOMPLISHMENTS

## INTEGRATION OF WORK & FAMILY

Chair: Katy Hopkins

Assistant Chair: Angela Horn

### MEMBERS:

Megan Campbell, Seana Golder, Kristie Helm, Angela Horn, Christina Howard, Tawana McWhoter, Kim Noltemeyer

### INTEGRATION OF WORK & FAMILY COMMITTEE HIGHLIGHTS

- Moved the lactation policy guidelines toward official approval, and ensured that the new Academic Building on Belknap's campus has a 24-hour lactation room.
- Compared the UofL Family & Medical Leave Act (FMLA) policy to similar policies at benchmark institutions and identified elements of the policy to support UofL faculty, staff, and their families.
- 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.
- Reviewed current telecommuting/ flexible work schedule policies across Belknap and HSC campuses for both exempt and nonexempt employees and possible move towards creating university-wide policies (currently determined at the unit level). UofL Human Resources is currently working on a telecommuting policy for staff.
- Planned events focusing on challenges that women faculty face in the classroom, as well as tips for managing work/life balance for 2017-18 academic year.

## REPRESENTATION, RECRUITMENT & RETENTION

Chair: Michele Kosiewicz

Co-chair: Kristen Lucas

### MEMBERS:

Delaina Amos, Beth Boehm, Megan Campbell, Valerie Casey, Robert Goldstein, Zihui Sun, Mordean Taylor-Archer

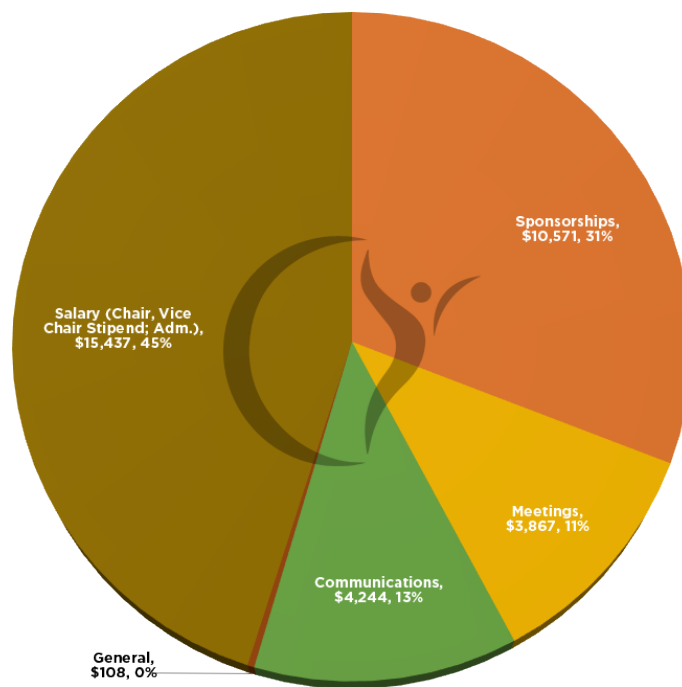
### REPRESENTATION, RECRUITMENT & RETENTION COMMITTEE HIGHLIGHTS

- Sponsored the Tachau Award at the Women's Empowerment Luncheon in November 2017; received by Dr. Gail DePuy, J.B School of Engineering.
- Identified possible leadership programs and opportunities for women. Posted information on the COSW website, under the heading "Leadership Development."
- Announced and awarded nearly \$10,500 in sponsorships to support programs and events for issues related to women, as well as opportunities for individual leadership and professional development.
- Analyzed staff salary data for professional and classified positions, including percentages of female and women of color.
- Awarded the Women and Global Issues scholarship.





# FY 2017-18 EXPENDITURES



CATEGORY	AMOUNT
Salary (Chair & Vice Chair Stipend; Adm.)	\$15,437
Sponsorships	\$10,571
Meetings	\$3,867
Communications	\$4,244
General	\$108
<b>Total</b>	<b>\$34,227</b>

# FY 2017-18 SPONSORSHIPS

	Sponsored Group:	Amount
March 2018	2018 Kentucky Women's Book Festival	\$500.00
April 2018	UofL Women's Network Program	\$500.00
May 2018	Pathways Women's Leadership Conference	\$3,200.00
October 2018	Women's Empowerment Luncheon - Table Purchase	\$500.00
May 2018	100 Wise Women Series: Amy Hess	\$210.00
June 2018	100 Wise Women Series: Damaris Phillips	\$175.00
April 2018	Integrating Women Leaders (IWL)	\$2,700.00
November 2017	Tachau Award, Dr. Gail DePuy	\$500.00
	COSW Special Event Presenter: Hope Reece	\$100.00
	COSW Book Discussion	\$646.20
November 2017	Leadership Louisville Series	\$140.00
	Women's Empowerment Luncheon Program Sponsorship	\$400.00
	Personal Hygiene Products (Tampon Taskforce)	\$1,000.00
	<b>Total</b>	<b>\$10,571.20</b>

# 2017-2018 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, EC at-large (volunteer)
- **Heather Fox**, Archives and Special Collections, Chair, Campus Climate
- **Bob Goldstein**, Institutional Research, EC Ex-Officio
- **Katy Hopkins**, College of Education and Human Development, Integration of Work and Family
- **Michele Kosiewicz**- Microbiology and Immunology, Co- Chair, Representation, Recruitment and Retention (RRR)
- **Kristen Lucas** – College of Business, Co-Chair, Representation, Recruitment and Retention (RRR)
- **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
- **Heather Fox**, Faculty, Belknap Campus
- **Seana Golder**, Faculty, Belknap Campus
- **Jeanne Guerrero**, Staff, Belknap 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
- **Natalie Pasquenza**, Staff, Health Sciences Campus
- **Michelle Rodems**, Staff, Belknap Campus
- **Zhihui Sun**, Faculty, Belknap Campus
- **Carla Vidoni**, Faculty, Belknap Campus
- **Deborah Wade**, Staff, Health Science Campus
- **Margath Walker**, Faculty, Belknap Campus

## EX-OFFICIO COMMISSIONERS

- **J.P. Mohsen**, Faculty Belknap Campus, CODRE
- **Aaron Graham/Kenny Brown**, Staff, Belknap Campus, Department of Public Safety
- **Brian Buford**, Staff, Belknap Campus, LGBT Center
- **Valerie Casey**, Staff, Belknap Campus, Women's Center
- **Tisha Pletcher**, Staff, Belknap Campus, PEACC
- **Bob Goldstein**, Staff, Belknap Campus, Institutional Research
- **John Elliott**, Staff, Belknap Campus, Human Resources
- **Keri Mathis**, Staff, Belknap Campus, Graduate Student Representative
- **Mordean Taylor-Archer**, Staff, Belknap, International Affairs and Diversity
- **Angela Taylor**, Faculty, Belknap Campus, Student Services
- **Diane Pecknold**, Faculty, Belknap Campus, Women's and Gender Studies

## VOLUNTEERS

- **Angela Horn**, Staff, Health Science Campus, Medical Student Affairs
- **Sherry Duffy**, Staff, Health Science Campus, School of Public Health and Information Sciences

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