

UNIVERSITY OF
LOUISVILLE



**COMMISSION ON THE
STATUS OF WOMEN**

Annual Report

2015 – 2016

April 20, 2016

Dr. James R. Ramsey
President

Dear Dr. Ramsey,

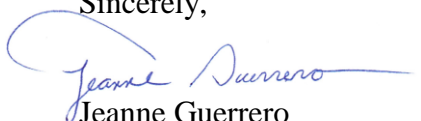
On behalf of the Commission on the Status of Women (COSW), we thank you for your continued support of our efforts to improve the lives of women faculty and staff at the University of Louisville. As part of your special advisory team, we have the opportunity to positively impact the University working environment for us as well as other women who might not otherwise have voices. It is our hope that this report will serve as one of the ways for you to keep connected with COSW and to see the many ways in which we have worked to serve both the campus and the entire community.


This year, our members have worked on multiple goals and accomplished much. A few of the achievements are as follows:

- Gained clarification regarding the training policies and procedures for Title IX and Sexual Harassment Prevention.
- Pursued career counseling services for qualifying adults of staff and faculty.
- Worked with Get Healthy Now to develop more incentive programs for employee wellness.
- Sponsored conferences and professional development opportunities for University women faculty and staff.

Once again, we thank you, the Provost, and the University of Louisville campus community for their continued support of COSW and our programs. We look forward to future months as we continue our work to achieve equity on the status of women.

Sincerely,


Jeanne Guerrero
COSW Chair, 2015 - 2017


Jill Adelson, Ph.D.
COSW Vice Chair, 2015 – 2017

cc: Interim Provost Neville Pinto
Vice Provost Mordean Taylor-Archer

Table of Contents

Executive Summary:	4
COSW 2014 Report on Gender Representation at UofL	
Budget	6
COSW Commissioners	7
• Executive Committee	7
• Full Commission	8
Committee Reports	9
• Campus Climate	9
○ Title IX/Sexual Harassment Prevention Training	
• Communications	10
○ Sponsorship Application Revisions	
○ One-page Informational Flyer	
○ Website Updates	
○ 2016 Spring Newsletter	
• Integration of Work and Family	11
○ Career Counseling for Qualifying Adults	
○ Lactation Report	
• Recruitment, Retention, Representation	12
○ Sponsorships	
○ Cohort Report Analysis	
○ Review 2013 Faculty/Staff Salaries	
COSW Sponsorships	14
Recommendations	15
• Goals 2016 - 2017	

A COSW Report Gender Representation at UofL for 2014

Executive Summary COSW Budget 2015 – 2016

Introduction

The University of Louisville's Commission on the Status of Women (COSW) is a presidential commission approved by the board of trustees in 1994, with the first members being appointed in 1995. The COSW has been charged to advise the president on issues, policies, and practices that affect women at the University and to report regularly to the president and the University community on the status of women.

In 1994, the Report of the Task Force on the Status of Women presented the status of women in all employment categories, explored contributing and perpetuating factors, and recommended changes to positively influence the status of and career opportunities for women while improving the climate for all University of Louisville employees. In 2009, COSW updated the 1994 Task Force Report to assess progress during the past 15 years (<http://louisville.edu/cosw/resources-information/task-force-report>). Results at that time showed that although the number of women employed at UofL had increased, the ratio of women to men employed had not improved. To build on this report, the purpose of the 2014 Cohort Report of Gender Representation at UofL is an annual update on the current employment status at the University.

Full-Time Employees

- Among full-time faculty at the University of Louisville in 2014, 41 percent are women (n = 681). Of these 681, 79 percent (n = 535) are white and 21 percent (n = 146) are women of color.
 - 36 percent of full-time faculty is Assistant Professors, and of those, 53 percent are women.
- Among full-time administrators at the University of Louisville in 2014, 40 percent are women (n = 38). Of these 38, 84 percent (n = 32) are white and 16 percent (n = 6) are women of color.
- Among full-time staff at the University of Louisville in 2014, 64% are women (n = 2,116). Of these 2,116, 80 percent are white (n = 1,686) and 20 percent are women of color (n = 430).

Status of Faculty

- Women make up more than 50 percent of faculty in the following units: Kent School of Social Work, College of Education & Human Development, School of Nursing and University Libraries.
- Women make up less than 50 percent of faculty in the following units: Brandeis School of Law, College of Arts & Sciences, School of Dentistry, College of Business, School of

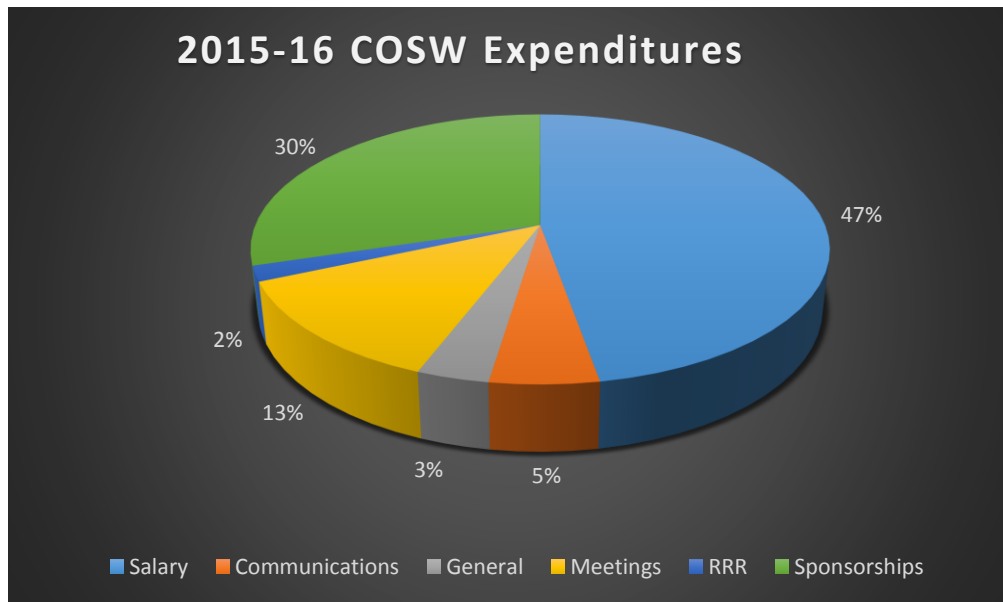
Medicine, J. B. Speed School of Engineering, School of Music, and School of Public Health & Information Sciences.

- The units with the lowest percentages of women faculty are: J.B. Speed School of Engineering (18 percent), School of Music (22 percent), and College of Business (27 percent).
- The units with the lowest percentages of women of color faculty are: School of Dentistry (3 percent), School of Music (3 percent), J. B. Speed School of Engineering (6 percent), College of Business (6 percent), and the College of Art & Sciences (8 percent).

UofL Faculty Relative to Benchmark Institutions

- Relative percentage of Women Assistant Professors is in the top one-third of our Benchmark institutions.
- Relative percentage of Women Associate Professors is in the top 50 percent of our Benchmark institutions.
- Relative percentage of Women Professors is in the middle of our Benchmark institutions.

**COSW
2015 – 2016 Budget**



Category	Percentage	Amount
Communications	5%	\$4,500.00
General	3%	\$3,000.00
Meetings	13%	\$11,000.00
Representation, Recruitment and Retention	2%	\$1,600.00
Salary (Chair & Vice Chair Stipend; Adm.)	47%	\$41,263.00
Sponsorships*	30%	\$26,000.00
	100%	\$87,363.00

*Some approved sponsorships still pending

COSW Commissioners 2015 – 2016

The Commission on the Status of Women exists to promote gender equity at the University of Louisville. Individuals appointed to the Commission can actively serve as a part of the executive committee or one of the standing committees.

Executive Committee:

The voting members of the Executive Committee shall be composed of the Chair, Vice-Chair, three members elected at-large from a slate of candidates developed by the Nominating Committee, and the conveners of the Commission Committees.

The members of the Executive Committee shall serve a term of two years. The immediate past Chair shall serve as an ex-officio member of the Executive Committee for one year following the expiration of the term.

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, *Chair, Communications*
- **Bob Goldstein**, Institutional Research, *EC Ex-Officio*
- **Jennifer Hall**, Grad Medical Education, *Chair, Integration of Work and Family*
- **Michele Kosiewicz**- Microbiology and Immunology, *Chair, Representation, Recruitment and Retention (RRR)*
- **Ann Larson**, College of Education and Human Development, *Former Chair Ex-Officio*
- **David Owen**, Arts and Sciences Philosophy Department, *Chair, Campus Climate*
- **Melissa Long Shuter**, Finance & Administration, *EC at-large*
- **Zhihui Sun**, Speed School of Engineering, *EC at-large*

Full Commission

Appointment to the Commission is typically for a three-year period, with the term to begin on July 1.

- Jill Adelson, Faculty, Belknap Campus, *Vice Chair*
- Delaina Amos, Faculty, Belknap Campus
- Mimi Bell – Staff, Belknap Campus
- Beth Boehm, Faculty, Belknap Campus, *Executive Committee*
- Ginevra Courtade, Faculty, Belknap Campus
- Debbie Dietzler, Staff, Belknap Campus
- Sherry Duffy, Staff, Belknap Campus, *Communications Chair*
- Heather Fox, Faculty, Belknap
- Erica Gray, Staff, Belknap Campus
- Seana Golder, Faculty, Belknap, *Faculty Senate Representative*
- Jeanne Guerrero, Staff, Belknap Campus, *Chair*
- Jennifer D. Hall, Staff, Health Sciences Campus, *Chair, Integration of Work and Family*
- Michele Kosiewicz, Faculty, Health Sciences Campus
- Tawana McWhorter, Staff, Belknap/JCC Campus
- Kim Noltemeyer, Staff, Belknap, *Staff Senate Representative*
- David Owen, Faculty, Belknap Campus, *Chair, Campus Climate*
- Natalie Pasquenza, Staff, Health Sciences Campus
- Jessica Roth, Staff, Belknap Campus
- Melissa Long Shuter, Staff, Belknap Campus, *Executive Committee*
- Mechelle Stoner, Staff, Health Sciences Campus
- Zhihui Sun, Faculty, Belknap Campus, *Executive Committee*
- Carla Vidoni, Faculty, Belknap Campus
- Deborah Wade, Staff, Health Science Campus
- Margath Walker, Faculty, Belknap Campus
- Vickie Bridgeman, Staff, Belknap Campus, *Ex-Officio, CODRE*
- Valerie Casey, Staff, Belknap Campus, *Ex-Officio, Women’s Center*
- Sally Evans, Staff, Belknap Campus, *Ex-Officio, PEACC*
- Bob Goldstein, Staff, Belknap Campus, *Ex-Officio, Institutional Research, Executive Committee*
- Jeanell Hughes, Staff, Belknap Campus, *Ex-Officio, Human Resources*
- Ann E. Larson, Faculty, Belknap Campus, *Ex-Officio, COSW Former Chair, Executive Committee*
- Kim Maffet, Staff, Belknap Campus, *Ex-Officio, Athletics*
- Mordean Taylor-Archer, Staff, Belknap, *Ex-Officio, International Affairs and Diversity*
- Nancy Theriot, Faculty, Belknap Campus, *Ex-Officio, Women’s and Gender Studies*

Committee Name: Campus Climate Committee
Chair: David Owen
Assistant Chairs: Mechelle Stoner, Heather Fox

Members: Deborah Wade, Kim Noltemeyer, Sally Evans, Keri Mathis, Ann Larson, Wayne Hall, and Kenny Brown

Accomplishments so far this year (2015-2016):

- Sought and gained clarification regarding the training policies for Title IX and Sexual Harassment Prevention Training.
 - Discovered that Title IX training and Sexual Harassment Prevention training will be combined into a single training once this is approved by the DOE's Office of Civil Rights.
 - Sought and gained clarification regarding the procedures that the School of Interdisciplinary and Graduate Studies (SIGS) follows in training GTAs/ grad students in Title IX and Sexual Harassment Prevention.
- Developed a proposal expanding the mandated sexual harassment prevention training to graduate teaching assistants (GTAs) and every other year for current employees; Information still being collected and proposal will soon be formulated.
- Worked with SIGS to develop a program for GTAs to receive sexual harassment prevention training and Title IX/Clery Act reporting training on a regular basis; will seek to strengthen and support current SIGS initiatives.
- Propose that sexual harassment prevention and Title IX training be completed by all employees every three years; develop a mechanism for monitoring and enforcing this policy.

Goals for remainder of year:

- Seek to ensure that all graduate students are required to complete Title IX training.
- Seek to strengthen the penalty for GTAs that do not complete Title IX or Sexual Harassment Prevention training.

Committee Name: Communications
Committee Chair: Sherry Duffy
Assistant Chair: Ginevra Courtade

Members: Erica Gray, Desrie Nesbitt, Carla Vidoni, Maggie Walker, Victoria Allen, Melissa Long Shuter, and Eleanor Fridel

Accomplishments so far this year (2015-2016):

- COSW website static information has been updated
- Created an electronic fall newsletter

Goals for remainder of year:

- To create a one page color flyer highlighting the work of COSW. This can be used at new employee orientation (special emphasis on the August orientations), benefits enrollment, and events.
- Edit the sponsorship application.
- Develop a UofL Today advertisement on seeking applications for professional development small grant funds.
- Place up-to-date action photos on the COSW website.
- Work to identify yearly campus events and create a calendar of events.
- Create a 2016 spring newsletter.
- Continue work on improving the COSW website.

Committee Name: Integration of Work and Family
Chair: Jennifer Hall
Assistant Chair: Katy Hopkins

Members: Seana Golder, Tamara Russell and Tawana McWhorter

Accomplishments so far this year (2015-2016):

- Pursued developing Career Center Services for Qualifying Adults of staff and faculty.
 - Currently, the Career Services office is not interested in pursuing this group at this time due to the demand of their current constituents but is open to conversations in the future.
- Approached *Get Healthy Now* (GHN) to develop more incentive programs for employee wellness.
 - GHN director is excited about the idea and would like to use the committee as a sounding board for ideas that are currently in development. Will schedule a meeting for the committee to meet with GHN staff in the near future.

Update on status of Task Force Report goals:

Many of the Task Force Report goals have been addressed or ruled out in previous years. The committee will be working to clarify over the next few months.

Goals for remainder of year:

- Meet with GHN to develop more robust programs that encourage employee health and wellness.
- Organize creation of a 24 hour/seven-day a week lactation room on Belknap campus. COSW fully supports a 24 hour/seven-day a week lactation room so our night class students and weekend event attendees have a space other than a public restroom. Currently, there are two 24 hour/seven-day a week lactation rooms on the Health Sciences Campus located at the School of Medicine which were opened in 2015 and are getting a lot of use. It is our hope that Belknap campus follows this model in order to be in compliance with Affordable Care Act (ACA) requirements.
 - The best possibilities for the Belknap campus are in the new academic building (which is the most centrally located) and the old Student Activities Center.
- Discussing options and specifics for employee Qualifying Adults to have the ability to audit a course free of charge.
- Assist in the efforts to establish a lactation policy. The guidelines that are currently in place were drafted as a policy and are ready for conversion to a policy to ensure that all departments have clear instruction in order to prevent non-compliance of the Affordable Care Act.

Committee Name: Representation, Recruitment and Retention (RRR)
Chair: Michele Kosiewicz
Assistant Chair: Beth Boehm and Natalie Pasquenza

Members: Zihui Sun, Vickie Bridgeman, Delaina Amos, Mordean Taylor-Archer, Valerie Casey, and Robert “Bob” Goldstein

Accomplishments so far this year (2015-2016):

- Nominations/Sponsorships to Leadership Conferences:
 - **Local:** Leadership Louisville and Focus Louisville programs.
 - Nominated Margath Walker, Ph.D. (Faculty, Dept. of Geography) for Leadership Louisville, but she was not selected to participate.
 - Katherine Linzy (Staff, Kent School of Social Work) attended the Focus Louisville program on May 7-9, 2015.
 - **National:** Higher Education Resources Services (HERS).
 - Anupama N. Wadhwa, M.D. (Faculty, Dept. of Anesthesiology & Perioperative Medicine) will attend HERS, Bryn Mawr Institute in July, 2016.
- Identified new conferences for faculty and staff for potential sponsorship:
 - Purdue Conference - Conference for pre-tenure women.
 - Smith College - Women’s leadership conference for faculty or staff.
 - Integrating Women Leaders Foundation (Louisville conference for faculty or staff).
- Mary K. Bonsteel Tachau Gender Equity Award selection:
 - Mary P. Sheridan, Ph.D. (Faculty, Dept. of English) was selected for her work on creating the University of Louisville Digital Media Academy (DMA), “a community engagement project that addresses issues of gender identity and economic and social justice for young girls”. Dr. Sheridan received the Tachau award at the Women’s Empowerment Luncheon in November, 2015.
- Cohort Report Brochure:
 - Analyzed and assembled data that was published (in 2015) in the 2014 Cohort Report Brochure; contains data on representation of women in faculty and staff positions at the University of Louisville broken down by unit and rank through November 2014. Also compares relative percentages of UofL women faculty at different ranks to our Benchmark Institutions.

Goals for remainder of year:

Continue to work on identified Task Force Goals as follows:

- Analysis of new faculty hires.
- Analysis of faculty promotions.
- Analysis of faculty and staff salary data.
- Analysis of data from 2009-2014 Cohort Reports
- Solicit and evaluate applicants for sponsorships for upcoming conferences
 - Devise better strategies to increase the number of applicants and also nominees for the Tachau award.
- Analyze and assemble 2015 Cohort Data for publication in the 2015 Cohort Brochure Report.
- Solicit and evaluate applicants for sponsorships for upcoming conferences.
 - Devise better strategies to increase the number of applicants and also nominees for the Tachau award.
- Identify new Task Force Goals.

**COSW
2015 – 2016 Sponsorships**

Event Dates	Event Sponsored	Cost
Exam Week - Fall 2015	<i>Luna y Flor: Healing and Mindfulness Practices for Our Life Journey – Hispanic/Latino Initiative – Campus-wide</i>	\$500.00
Sept. 2015	<i>Hispanic Heritage Speaker Series – HLFSA – Campus-wide</i>	\$500.00
Nov. 2015	<i>Women's Center Empowerment Luncheon Awards Ceremony – Tachau Award - Campus-wide</i>	\$900.00
Fall 2015	<i>Pride Week - Campus-wide</i>	\$500.00
Fall 2015	DPS Class: <i>Rape Aggression Defense for Women - Campus-wide</i>	\$583.55
Nov. 2015	<i>Association of College Unions International Conference – COSW Commissions</i>	\$3,383.95
February, 2016	<i>Kentucky Women's Book Festival - Campus-wide</i>	\$500.00
March, 2016	<i>Take Back the Night March and Rally - Campus-wide</i>	\$500.00
March, 2016	<i>Integrating Woman Leaders Foundation Louisville Conference – COSW Commissioners</i>	\$1,475.00
March, 2016	<i>Young, Gifted, and Black - Campus-wide</i>	\$300.00
April, 2016	<i>Transformation Tea - Campus-wide</i>	\$500.00
May, 2016	<i>Focus Louisville – Nomination and selection process</i>	\$600.00
June, 2016	<i>Pathways Women's Leadership Conference - Campus-wide</i>	\$6,000.00
July, 2016	<i>HERS Summer Institute at Bryn Mawr – Nominations and selection process</i>	\$6,699.00
September, 2016	<i>Purdue Conference for Pre-Tenure Women – Nominations and selection process</i>	\$1,000.00
Total 2015 – 2016 Sponsorships:*		\$23,941.50

*Some approved sponsorships still pending.

COSW Future Recommendations 2016 – 2017

Once again, we thank you for your continued commitment to the status of women at the University of Louisville. As commissioners, we are constantly looking for ways and opportunities to proactively improve the lives of women and the families that support them.

As detailed in the COSW Report on Gender Representation at UofL for 2014, we are very fortunate to have women represented in administrators, faculty, and staff positions, but there is still more work to do.

Women in faculty positions make up more than 50 percent in the Kent School of Social Work, the College of Education & Human Development, School of Nursing, and the University Libraries. However, the units with the lowest percentages of women faculty are: J.B. Speed School of Engineering, the School of Music, and the College of Business. The units with the lowest percentages of women of color faculty are: School of Dentistry, School of Music, J. B. Speed School of Engineering, the College of Business, and the College of Art & Sciences.

As part of the Presidential advisory team, we plan to address issues for faculty as well as staff with the following recommendations:

- Develop a proposal expanding the mandated sexual harassment prevention training to graduate teaching assistants and every other year for current employees. Then partner with the School of Interdisciplinary and Graduate Studies (SIGS) to institutionalize the training.
- Communicate the attractiveness of the University by highlighting women, men, programs, and activities that support women issues on the COSW website, in the fall and spring newsletter, and during campus and community events.
- Support more integration of work and family programs by continuing to pursue partnerships with Career Center Services and Get Healthy Now to broaden benefits of the University for spouses and families of staff and faculty at all levels.
- Advocate for creation of a 24 hour/seven day a week lactation room on the Belknap campus.
- Review faculty and staff salary data to identify any gaps.
- Cultivate leadership mentoring and professional development opportunities by participating in COSW monthly meetings and on subcommittees.

We hope that you will continue to make gender diversity a priority by setting more aspirational goals to increase the proportion of women in faculty and other leadership roles. Also, we want to keep COSW funding levels consistent so that we may continue to provide additional professional development and networking opportunities for UofL women and men, both staff and faculty.

A special thanks to the President's office for the administrative support from Debra Dougherty. She quickly stepped into her role and has become an indispensable part of our team.