

Women's Center News

Fall 2005

Check out the Women's Center at: www.louisville.edu/provost/womenctr

Volume 13, Issue 1

Annual Elizabeth Cady Stanton Luncheon To Be Held November 10



Elizabeth Cady was born on November 12, 1815 in Johnstown, New York. In 1840 she married abolitionist Henry Stanton, and she became an active member of the World Anti-Slavery Society. In 1848, as Elizabeth Cady Stanton, she and colleague Lucretia Mott laid the groundwork for revolutionizing the lives of American women when they organized the first Women's Rights Convention in Seneca Falls, New York.

To mark the 190th anniversary of her birth, the Women's Center is pleased to announce that the Elizabeth Cady Stanton Awards Luncheon will be held on Thursday, November 10, 2005 at the University Club.

Now in its third year, this luncheon is held for a variety of reasons. One is best explained with a recent reaction by filmmaker Paul Barnes, who, with Ken Burns, produced the 1999 PBS documentary, *Not for Ourselves Alone: the Story of Elizabeth Cady Stanton and Susan B. Anthony*. Upon discovering Stanton and Anthony for the first time, Barnes said he was "shocked" to discover all the things Stanton had done and yet had never been taught about in school. Burns agreed, and he added that this was "the story of the largest social transformation that has taken place in American history, and yet it is an utterly untold history. Our schools and our textbooks neglect it. Our popular history does not think it's important."

Their comments confirm what those familiar with the history of the women's suffrage movement in America already know and what this luncheon's organizers hope to contribute to—a movement to turn the names of these historic women into familiar role models and proverbial household words.

To carry further the themes of celebrating and highlighting women's history and accomplishments, the luncheon will once again feature a presentation on a women's rights leader, and it will recognize winners of annual awards named in memory of two scholars and educators who contributed greatly to their respective fields and served as role models for many women.

Linda J. Lumsden will lecture on the
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For more information about the Tachau and Nichols Awards, call 852-8976, email womenctr@louisville.edu, or go to www.louisville.edu/provost/womenctr.

U of L Marks Anniversary of Women's Suffrage Amendment With Lunchtime Program and Food

The annual Women's Equality Day Street Fair at the University of Louisville will be held on Thursday, August 25, from 11:30a.m. to 1:00p.m. in front of the Red Barn on U of L's Belknap Campus.

The purpose of the Fair is to celebrate the 85th anniversary of the passage of the Nineteenth Amendment of the U.S. Constitution guaranteeing women the right to vote. The Amendment passed nearly 85 years after Elizabeth Cady Stanton and Lucretia Mott came up with the idea to hold a convention to address the condition of women. Eight years later, the 1848 women's rights convention was held in Seneca Falls, New York.

The Red Barn event will include a musical program, quiz and giveaways by the online radio station, Radio Disney, information tables hosted by on- and off-campus organizations, and free food. The event is sponsored by the U of L Women's Center, Multicultural Academic Enrichment Program, and Student Activities Board.

The President's Commission on the Status of Women: Ten Years of Progress

Robin R. Harris
Brandeis School of Law

In August of 1993, U of L's President, Dr. Donald Swain, appointed the Task Force on the Status of Women to assess the status of women faculty and staff at the university and recommend changes to improve that status. From this ethnically diverse group of fourteen women and five men came *Meeting the 21st Century: Access, Opportunity and Achievement—The Report of the Task Force on the Status of Women 1994*, an in-depth study of issues affecting the work experience of women employees at U of L.

The President appointed the group based on recommendations from the Women's Advisory Committee and the President's Staff, and chose Dr. Linda Shapiro, Associate University Provost, and Prof. Barbara Lewis, former Dean of the School of Law, as co-chairs. The Task Force, which included staff, administrators, and faculty from the Belknap Campus and the Health Sciences Campus, spent the better part of a year gathering information about how women were faring at U of L. The group's exhaustive work included a review of university policies, publications, and programs, as well as a series of nine open forums, six focus groups, a university-wide employee survey, individual interviews, and several specialized surveys. When the Task Force's work was finally done and its report was made public in 1994, the results surprised few women faculty or staff. Women at the University were "constrained by marginality." The fundamental

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A Message from Women's Center Director Mary Karen Powers



Annually, the Women's Center celebrates Women's Equality Day to commemorate the August 26, 1920 passage of the Susan B. Anthony Amendment--the Nineteenth Amendment to the U.S. Constitution guaranteeing women the right to vote.

This year, the National Women's History Project suggests marking the day by honoring women elected to public office. In Jefferson County, this is a small group.

Here are four of its members:

Senator Georgia Davis Powers, whose 1968 election marked the first time an African American was elected to the Kentucky Senate
Governor Martha Layne Collins, whose 1983 election marked the first time in Kentucky, and in the South, that a woman was elected governor in her own right. When she took office, Governor Collins was the only female governor in the nation.

Representative Anne Northup, whose 1996 election marked the first time that a woman was elected to represent Kentucky in the United States Congress.

County Judge Executive Rebecca Jackson, whose 1999 election marked the first time that a woman was elected County Judge Executive in Jefferson County.

Despite these "firsts," in 2002, the Washington, D.C.-based Institute for Women's Policy Research (IWPR) ranked Kentucky *48th* in the nation in the number of women in elected office. Kentucky also ranked poorly on three additional scales that IWPR uses to measure the status of women (employment and earnings, social and economic well-being, and reproductive rights). This earned Kentucky a composite rank of *49th* out of the 50 states, in terms of the health and well-being of women!

Just months before her death, Susan B. Anthony urged guests at her 86th birthday party not to abandon the fight for women's suffrage because "Failure is impossible." During her long career, she had also been *arrested for trying to cast a ballot*, and had faced "ridicule and indifference." Perhaps, on Women's Equality Day, Anthony's indomitable courage can inspire us as we continue the struggle to improve the health and well-being of women in Kentucky.

Welcome to...

Tiffani Chase

Women's Center Student Events Coordinator

"Thanks for inviting me!" When Mary Karen Powers called and offered me the job I literally ran all over the room, took a deep breath, and said in my *coolest* voice "Sure, I still want the position, see you July 7th." Needless to say, I am very excited about being a part of such a conscious affiliation of strong women.

My name is Tiffani E. Chase; I am entering my senior year as a Communications major at the University of Louisville. In my stay here, I hope to conduct projects that celebrate and unify the diversity of women. In addition, I hope to strengthen women with the capacity to generate and articulate financial decisions, as well as be an advocate and respond to women students' needs.

It is important to me that we embrace one another as women first. It is important that we celebrate and learn from historical accomplishments and that we grow together in our future endeavors.

Please feel free to contact me with any questions, feedback comments, ideas, etc. Also, volunteers will be welcomed for future projects. Keep a lookout for a future website dedicated solely to events here at the Women's Center. I am excited about this position and look forward to any input and participation.

Thanks to the Women's Center staff for making me feel so welcome!



And to ...

Jessica Eggers

Graduate Student Intern.

Jessica, a graduate student pursuing a master of social work degree from the Kent School of Social Work, will work at the Women's Center as an intern during the 2005-2006 school year to fulfill a practicum requirement. She previously interned with the Kentucky Commission on Women, where she assisted in planning the first annual Economic Summit on the Status of Women.



Please add my name to your mailing list!

Name _____

U of L Dept. (or) Address: _____

City _____ State ____ Zip _____

Mail: to: Women's Center, University of Louisville,
Louisville, KY 40292.

The Women's Center News Editorial Board:

Lucy Freibert, Kathy Kremer, Kathy Pendleton, Mesia Moore Steed, and Diana Whitlock. Please send letters, questions, and comments to The Women's Center, University of Louisville, Louisville, KY 40292. Call 502-852-8976 or e-mail womenctr@louisville.edu.

Cardinal Country Welcomes Jane Ramsey Home to Leadership

by *Lucy M. Freibert*

In the frenzied days of spring and summer 2005—days of international, national, and state political turmoil and metro stadium squabbling, chatting with Jane Ramsey has a calming effect. Not that her life is slow moving or uneventful! On the contrary, it is non-stop motion. But like the seasoned tennis doubles player that she is, she keeps her head in the game, her eyes on the ball, and her feet on the move. Her leadership style is to check out the task and find the most efficient and effective way to get it done. Paying attention is the key!



In the days/daze of NCAA, Derby, graduation, and vacation, Ramsey not only found time for an interview but also arranged for it to be held in the relaxed beauty of Amelia Place, the U of L President's house in the Highlands, instead of expecting the interviewer to drive out to the Ramsey's home in PeWee Valley. And she did not rush the conversation even though she had a university function coming up in an hour. But then, university functions and Louisville Metro community activities have become routine over the past two years, and, instead of being controlled by them, Ramsey is often waiting for them to catch up with her.

Born in Louisville's South End, Jane Ramsey was educated in the Jefferson County Public Schools: Rutherford Elementary, Gottschalk Junior High, and Iroquois High School. Her class was, in fact, the first graduating class at Iroquois. She received the BS in Education at Western Kentucky University and the MA at Georgetown College. After her marriage to James Ramsey, Jane enjoyed the advantages and challenges of living in cities such as Chapel Hill, Lexington, Nashville, and New Orleans, picking up a wealth of historical and cultural knowledge along the way. Wherever they moved, she could readily obtain a teaching position. At various times she has taught grades four, nine, and eleven. She is currently on the substitute teaching list in Oldham County.

The births of the Ramseys' daughters, Jennifer and Jacqueline, put Jane's teaching career on hold. Growing up in a range of places, Jenny and Jacque have developed a variety of interests. Jenny, who graduated from Auburn University in December with a bachelor's degree in zoology, is also interested in veterinary science and worked at Churchill Downs in the spring. To address another interest, she will enter the University of Louisville School of Nursing. Jacque, who graduated from South Oldham County High School in June, looks forward to experiencing dormitory living when she enters U of L in the fall. That both young women have a variety of interests is not surprising, as Jane Ramsey, who remembers growing up surrounded by strong women, believes that "women should be able to do whatever they want to do and are able to do."

[About all the J-names in the family—James, Jane, Jennifer, and Jacqueline—actually, they are all JRR names. Moreover, multiple initialed names spill over into the canine corps. There are three pugs—Madeline, Mimi, and Mason!]

As the daughters grew, Jane gradually became increasingly involved in community activities. Since coming to Louisville, she has seen her activities accelerate. She serves on the boards of directors at the Kentucky Center for the Arts and the Louisville

Science Center, two of the most influential boards in town, by reason of the kinds of intellectual and entertainment programs they bring to the city for both children and adults.

Ramsey's other major ventures are the U of L Campus Beautification and Southern Corridor Development, which she oversees with U of L alumna Mary Lou Northern, Secretary of the Louisville Metro Cabinet of Neighborhoods, Parks, and Cultural Affairs, and her promotion of the JCPS Program EVERY 1 READS. Ramsey has fostered the idea that not only on the campus but also in its surrounding area pictures,

symbols, and colors capture and spread the U of L spirit, thereby turning the institution into a community. The banners that line Floyd Street from the Thrust Theatre to Papa John's Stadium will remind students, alums, other residents, and visitors of the students, faculty, and business people of the past and present who have enriched U of L and who hope for its continued success. The Cardinal Bird, who seems to keep watch all around the campus and even in the close environs, serves as a constant reminder of the university spirit.

In line with a nationally recognized need and the current movement to address it, Ramsey has demonstrated her dedication to education by supporting the JCPS Program Every 1 Reads. Working with Hall of Fame Coach Denny Crum, she has enlisted retired staff and faculty to devote an hour a week during the regular school sessions, reading with a child who needs personal attention to improve his/her reading skill. Among the first and most avid and successful recruits to the program are Helen Sprawls and retired Colonel Philip C. Sprawls, staunch U of L supporters.

Everything Jane Ramsey does is not serious work, however. When her husband became president at U of L, she immediately became involved with the Senior Birds, a dance team composed of women faculty and staff, including administrators, who perform primarily at women's basketball, field hockey, and volleyball games to raise the spirits of both the players and the spectators, as well as to raise funds for groups such as the women's rowing and swim teams. Occasionally, the Senior Birds perform at the men's basketball games and at Bats games at Slugger Field. Their music usually recalls the sixties and seventies and their costumes are respectfully casual, but their precision dancing is for real.

Ramsey's support for sports should surprise no one. She was a cheerleader at Iroquois High School. She keeps up her tennis game, often teaming up with her husband in doubles matches. In their most recent tennis escapade, July 10, each was paired with a tennis pro to compete in a Pro Am competition to kick off the Yum Brands/Pepsi Cola Women's Tour to support Every 1 Reads. (Neither one's team won!)

Jane Ramsey's interests are varied and her energy seems endless. Basically, she is a team player in whatever she does. U of L is lucky she is on its side.

Lucy M. Freibert is Professor Emerita of English at U of L. . She is also an Emerita member of the Board of Directors of Project Women and the Pleiades Theatre Company. She also volunteers with Every 1 Reads.



This Year's *Take Back the Night* Rally and Candlelight March To Include Pinwheel Project, White Ribbon Campaign

The U of L PEACC Program is excited to announce that planning for the 2005 *Take Back the Night* (TBTN) Rally is well under way. This year TBTN is packed full with music, drama, and motivational speakers. The evening will begin with music by John Dean, a Step Contest, Pledge of PEACC Art Project, monologues by Tiffani Chase, personal appearances by the Rev. Al Herring and

U of L Women's Basketball Coach Tim Eatman, keynote address by M. Gabriela Alcalde from the Louisville Metro Office for Women, and a *Speak Out* with opening poem by Rus Funk of the Center for Women and Families. The evening would not be complete without the traditional march and candlelight vigil, and the group reading of the Closing Statement.

A few program changes have been made this year to accommodate participants' schedules. First, the event will be held on a **Thursday** evening, October 6, and begin at 5:30 instead of 6:30. Second, to underscore the importance of the *Speak Out* session, this portion of the program will be held *before* the traditional march and candlelight vigil. Third, all men will be invited to participate in both the *Speak Out* session and the candlelight vigil. A separate men's workshop will be held the following week facilitated by Rus Funk, and Men of PEACC coordinator, Jason Wade.

To increase public awareness about TBTN, the week prior to the rally will hold annual events such as: *The Pinwheel Project*, *The White Ribbon Campaign*, and distribution of buttons with the *new* TBTN logo. The Pinwheel Project, in which participants are asked to place a pinwheel on the U of L West Lawn on Belknap campus in remembrance of victims of violence, gathered 350 pinwheels in 2004. The evocative visual imagery of the pinwheels twirling in the wind inspired several area churches and members of the Louisville community to come together as one group to remember loved ones affected by violence.

Men of PEACC volunteers will organize a White Ribbon Campaign in which men will promise to *never commit, condone, or keep silent* about violence against women. Men of PEACC volunteers collected 1100 signatures in 2004, and the goal for this year is 2000 signatures. Last year's logo contest introduced the *new* TBTN logo. All members of the campus and community are encouraged to contact PEACC for free TBTN buttons to be distributed the week before TBTN.

Each year, the U of L Student Activities Board proudly sponsors TBTN, as well as the Center for Women and Families, The TBTN Alliance, The U of L Women's Center, and the PEACC Program. Interpreters for the Deaf and Spanish-speaking population, will be available on site.

Volunteers are needed for every area of TBTN. Please contact PEACC at 852-2663 for more information.

Upcoming PEACC Events:

Since 1999, The PEACC Program, (Prevention, Education, and Advocacy on Campus and in the Community), has been working with individuals and organizations on the causes and consequences of violence against women in all its forms, particularly sexual assault and domestic violence. The annual *Take Back the Night* Rally and March is just one of the Program's many services and projects. This year, PEACC will sponsor the following events:

"Hands Off, Let's Talk" with Bob Hall Monday, October 17, 7:00 p.m., Student Activities Center, Multipurpose Room., Belknap Campus; presented by Men of PEACC and the U of L Student Activities Board;

"Women Visualizing PEACC", Saturday, November 19th, 6:00-9:00 p.m., International Center; presented by the PEACC Program and U of L's International Center.

For more information about any of these events, contact Sharon LaRue, Director, U of L PEACC Program, 502-852-2663 or email sdlaru01@louisville.edu.

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life of Inez Milholland (1886-1916). Lumsden, associate professor in the School of Journalism and Broadcasting at Western Kentucky University, is the author of *Inez: The Life and Times of Inez Milholland* (IUPress, 2004). Milholland has been described as "one of America's most celebrated suffragists and independent new women... a suffragist and crusader for peace and equal rights in the 1910s; she was a tireless speaker and agitator, famous for wearing a crown and cape as she rode a white horse in a suffragist parade." A contemporary of Alice Paul's, Milholland was portrayed in the recent film, *Iron-Jawed Angels*.

The winners of two annual awards—The M. Celeste Nichols Professional Development Award and The Mary K. Tachau Gender Equity Award—will be recognized at the luncheon. 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 U of L's English Department. Dr. Nichols taught African-American literature and basic writing at U of L, Kentucky State

University, and at Bellarmine University before her death in 1996 at age 45. The award will be given to a graduate or professional student to support academic and professional enrichment beyond normal graduate program expenses.

The Tachau Award is named in honor of Mary K. Bonsteel Tachau, (1926-1990), who was a constitutional scholar, the first woman to serve as chair of the U of L History Department and the first woman chair of the Faculty Senate. The award will be presented to a member of the University of Louisville community whose performance and contributions promote equity for women, are consistent with the scope of the Women's Center and U of L's Commission on the Status of Women, and reflect the interests and accomplishments of Dr. Tachau.

To obtain a registration form for the luncheon or an application for either award, please go to the Women's Center web site: www.louisville.edu/provost/womenctr, or contact the Women's Center at womenctr@louisville.edu or call 502-852-8976.



Women's Global Issues Committee Names Award After Lilialyce Akers

The Committee on the Study of Women and Global Issues at the University of Louisville has named its awards for research on Women and Global Issues the "Lilialyce Akers Research Awards." These competitive awards are given annually to undergraduate and graduate students (female or male) to support their research on women in the global south (developing countries), recognizing that research there is more expensive because of high costs of travel.

The Committee decided to name the awards after Dr. Akers to honor her for 30 years of teaching in the Department of Sociology and serving on numerous committees focused on women and/or on international issues, both at the university and in the Louisville community. Her distinguished career also includes being one of eight U of L women who attended and presented workshops at the NGO Forum on Women, held in connection with the United Nations Fourth Conference on Women in Beijing, China in 1995. Upon the return of the U of L delegation, Dr. Akers worked with the other attendees to make international issues relating to women more visible in the university community. After numerous talks and workshops, the most lasting effort was the formation of the Women and Global Issues committee, of which Dr. Akers was one of the founding members. The committee offers programs related to women in the global south and presents awards to support student research in the same regions.

Dr. Lilialyce Akers has taught courses about women that relate directly to the issues dealt with by this Commission, such as Women and Work. Over the years, many women have expressed the impact her teaching had on their self-understanding and their self-confidence to be active in the community. Additionally, Dr. Akers has been an active member of the Louisville Business and Professional Women, representing that group at the United Nations in NGO conferences.

Congratulations to:

-- **Michele Bogert Ihmels** and **Julie Guess Helmy**, for being inducted into the University of Louisville athletic hall of fame. Ihmels won six Metro Conference titles as a distance runner, and Helmy won an unmatched 20 or more tennis matches in four seasons with the Cardinals.

-- This year's winners of the **University of Louisville Outstanding Performance Award**, presented annually to U of L staff members nominated by their peers and co-workers:

Arlene Brannon, program assistant, political science; **April Conner**, program coordinator, School of Nursing; **Pamela Curtis**, associate director, programs and residence life; **Kerry Kohl**, manager of accounting operations, Controller's Office; **Linda Leake**, instructional technology consultant, Delphi Center for Teaching and Learning; **Sheryl Meier**, program assistant, Student Government Association, Campus Life; **Patricia Moon**, program assistant, Student Services, School of Nursing. **Gail Oliver**, custodian, custodial services; **Carol Whetstone**, biological safety officer, environmental health and safety **Louise Whiteside**, custodian, custodial services; **Becky Wimberg**, administrative associate, Brandeis School of Law.

-- **Robin Krimm**, for receiving a 2004 Presidential Early Career Award for Scientists and Engineers. Krimm was nominated by the National Institutes of Health for her research and for her community service.

Spotlight on... Dr. Cathy Bays

Each year the Disability Resource Center recognizes a faculty member who has worked diligently to make his or her class accessible to student with disabilities. The faculty recognition this year went to Dr. Cathy Bays from the School of Nursing. Dr. Bays was nominated by two nursing students. Here is a summary of the nomination:

Dr. Bays is non-judgmental and sees strengths in every student. Her classroom is a place of refuge. Many students (including those with disabilities) have sought help from Dr. Bays; she goes above and beyond to meet the educational needs of a diverse group, whether this means staying late to tutor on calculating medication doses, or assisting a bewildered student with a complicated clinical procedure. She is a shining example of ethics, kindness and academic integrity. *Submitted by Kathy Pendleton, Assistant Director, Disability Resource Center*

Is there a U of L woman you admire? Tell us why! Send us your article (150-200 words) to the Women's Center news at womenctr@louisville.edu. The deadline for the next issue is November 7, 2005.



Women's Center Offers Funding for Programs: As part of its mission of "educating, advocating, and building diverse communities," the Women's Center invites on- and off-campus organizations to submit funding requests for upcoming community events. Awards of up to \$500 are available to fund local events that are consistent with the mission of the Women's Center: "The mission of the U of L Women's Center is to promote equality, to increase women's self-reliance, and to heighten the understanding of women's contributions to all cultures and societies." For more information or to apply for these funds, call the Women's Center at 852-8976 or email womenctr@louisville.edu.

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underlying problem emerged as “a pervasive organizational climate in which women are still perceived as second-class citizens.”

The Report listed eleven recommendations to improve the status of women at U of L, including the following: “*The President shall establish a permanent Commission on Women. The Commission shall be administratively attached to the President’s Office and the head of this Commission shall serve as an active member of the President’s staff. The Commission shall assist the Executive Cabinet on responsibilities, as assigned by the President, that are related to the fulfillment of these recommendations.*”

The Commission’s creation was the vital first step that had to happen before any of the other recommendations had a chance. At its December 1994 meeting, the U of L Board of Trustees, two of whose female members had been active supporters of the Task Force, approved the creation of the Commission on the Status of Women. Then, in early 1995 President Swain appointed the Commission’s first members and its first Chair, Dr. Kitty Amos, from Student Development.

For those U of L faculty and staff who remember President Swain’s creation of the Task Force, it may be hard to believe that twelve years have passed, and that the Commission that sprang from the Task Force is celebrating its tenth anniversary during 2005. There is plenty to celebrate.

Since 1995, the Commission has: worked with the University administration to achieve salary equity adjustments for faculty and staff, as well as the benchmarking of staff positions; consulted on gender equity in athletics; worked with the Human Resources Department to establish effective policies and procedures to address sexual harassment; established the Transformation Tea series to promote discussion and problem-solving regarding issues of particular concern to women of color; developed an initiative for Research on Women as part of the intramural grants program; established a successful series of projects on women and global issues, including a scholarship program; worked with the federally funded PEACC Program (Prevention, Education, and Advocacy on Campus and in the Community) to combat violence against women and make U of L a safer place; established ties with the Kentucky Commission on Women and the University of Kentucky President’s Commission on Women, resulting in the historic first Joint Meeting of the Women’s Commissions, held in Frankfort on October 30, 2003.

Over the last ten years, the COSW has monitored the University’s progress in eliminating gender-based inequities, served as the President’s chief policy advisor on gender equity issues, worked closely with the Women’s and Gender Studies Department and with the Women’s Center on programs and activities (especially PEACC Program activities), and represented employee and student concerns on a University-wide basis, all with the Task Force Report as its roadmap.

A comparison of the state of gender equity today as opposed to that of the early-to-mid 1990s shows tremendous progress for women in several major areas mentioned repeatedly in the Task Force Report. Here are four of the highlights:

Close to 50% of U of L’s student athletes are women. U of L now has twelve women’s sports teams (including four sports added since 1997) and nine men’s sports. When the National Collegiate Athletic Association (NCAA) Certification team visited U of L in 1996, it found serious problems with many facets of women’s sports. By the time the next visit rolled around (November, 2003) things had changed dramatically. Three members of the COSW (Kent School of Social Work Dean Terry Singer, Associate Athletics Director and Senior Woman Administrator Julie Hermann, and COSW Chair Robin Harris) along with student athlete Lisa McMillan worked as the Gender Equity Subcommittee of the NCAA Certification Self-Study Committee to document gender equity gains for the year-long self-study report. Issued during fall 2003, the final report detailed the outstanding success of the Athletics Department, under the direction of Athletics Director Tom Jurich, in building true gender equity, in terms of facilities (including the beautiful Cardinal Park), personnel, the addition of women’s sports, and the overall quality of life for women athletes. The report is available at <http://www.louisville.edu/ncaacert>. Visit the U of L sports web site to find out the latest on women’s sports <http://uoflports.collegesports.com>.

Members, Commission on the Status of Women, 1995-2005

(* indicates those who chaired the Commission)

| | |
|-------------------------|---------------------------|
| Troy Abell | Phyllis Metcalf-Turner |
| Katherine Amos * | Victoria Molfese |
| David Anderson | Georgette Moore |
| Michel Atlas | Anita Moorman |
| Tracy Barnett | Lawrence Nichols |
| Nancy Barr | Pam Osborne |
| Kathy Bean | Janet Pinkston |
| Yash Bhagwanji | Mary Karen Powers |
| Linda Bledsoe | Dale Ramsay |
| Don Bowling | Terri Rutledge |
| Judy Bristow | Linda Shapiro |
| Betty Brown | Prafula Sheth |
| Shonda Brown | Marsha Shields |
| Ginger Brown | Connie Shumake |
| Delinda Buie | Terry Singer |
| Barbara Burns | Mary Ann Stenger |
| Glynda Burton | Margaret Steptoe |
| Nefertiti Burton | Jill Suttles |
| Theresa Butler * | Mordean Taylor-Archer |
| Denita Campo | Nancy Theriot |
| Julien Carter | Anna Mae Tobbe |
| Dewey Clayton | Enid Trucios-Haynes |
| Michelle Clemons * | John Vahaly |
| Lourdes Corman | Miggeletta Wade Wright |
| Fannie Cox | Patricia Walker |
| Richard Crosby | David Wiegman |
| Michael Cuyjet | Paul Winter |
| Bev Daly | Mona Wood |
| Joan D’Antoni | Debbie Young |
| Dawn Diehl | Cheryl Zambroski |
| Julia Dietrich | |
| Ron Eades | Commission Staff |
| Renita Edwards | Susan McKinley-Blewett |
| Wynn Egginton | Georgette Moore |
| Tom Fitzgerald | |
| Ruth Greenberg | 1994 Task Force on |
| Suzanne Guss | the Status of |
| Suzanne Hanna | Women |
| Cindy Happel | Barbara Lewis, co-chair |
| Robin Harris * | Linda Shapiro, co-chair |
| Mary Hawkesworth * | Ann Allen |
| Susan Herlin | Donna Bartman |
| Julie Hermann | Dale Billingsley |
| Sarah Hester | Christine Cook |
| Carol O’Connor Holloman | Bev Daly |
| Barry Horowitz | Leah Dickstein |
| David Horvath | Carmen Embry |
| Jeffrey Howard | Ann Ferguson |
| Lisa Huber | Ralph Fitzpatrick |
| Marianne Hutti | Candelyn Fryrear |
| Betty Jackson | Pat Gagne |
| Judi Jennings | Denise Gifford |
| Jeffrey Jewell | Brenda Hart |
| Carridder Jones | Denise Johnson |
| Cecelia Jones | W. Landis Jones |
| Karen Karp | Kay Kirby |
| Susan Kennon Williams | James Koelbl |
| Barb King | Gloria Murray |
| Susan Kosse | Raphael Nystrand |
| Kathy Kremer | Christine Price |
| Sharon LaRue | Michael Price |
| Ed Laster | Gale Rhodes |
| Tomeika Lavell | Connie Shumake |
| Alan Levitan | Justine Speer |
| Angela Lewis-Klein | Kathy Werking |
| Christopher Marlin | Katherine Wilder |
| Erea Marshall | Deborah Wilson |
| Denise McKnight * | |

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Sexual harassment policies and procedures are in place. After several years of work by the Commission's Ad Hoc Committee on Sexual Harassment, the Women's Center and its Director Mary Karen Powers, and the Human Resources Department, U of L now has sexual harassment policies and procedures in place as well as a Harassment/Sexual Harassment Officer on staff. The web site detailing U of L's policies and procedures is at www.louisville.edu/admin/humanr/current_employee/affirmative_action/harassment_home.htm. Available on this site are complaint resolution procedures, incident report forms, the University Consensual Relations Policy, and a Frequently Asked Questions section. In addition, U of L now has an interactive web-based online training program, *Preventing Sexual Harassment*, available at <http://training.newmedialearning.com/psh/louisville/choice.htm>

Employees hired after December 3, 2001 must complete the online training in order to be eligible for any fiscal year increases. This sends a clear message about the importance of the training program, as does the "Message from President James Ramsey" which appears on an opening page of the training program. The President stresses the importance of the university community working together "to achieve a common understanding of what constitutes inappropriate behavior and a shared awareness of what constitutes sexual harassment." For more information on U of L's sexual harassment prevention programs and policies, contact Harassment/Sexual Harassment Officer Malinda Durbin, at 852-6536 or madurb01@gwise.louisville.edu

The University's upper ranks are filled with women. Since 1997 U of L's Provost has been a woman, first Dr. Carol Garrison (1997-2002, who served briefly as U of L's Acting President before accepting the Presidency at the University of Alabama-Birmingham) followed by current Provost Dr. Shirley Willihnganz. The Provost serves as chief academic and chief operating officer of the university, as well as Executive Vice President. Also in one of the top four leadership positions at U of L is Dr. Nancy Martin, Senior Vice President for Research. Other high-ranking women at U of L include: Dr. Linda Shapiro, Associate Provost (and co-chair of the Task Force); Dr. Mordean Taylor-Archer, Vice Provost for Diversity and Equal Opportunity; University Counsel Angela Koshewa; Dr. Mary Mundt, Dean of the School of Nursing; Dean of Libraries Hannelore Rader; and Interim Dean of the School of Medicine, Dr. Laura Schweitzer (the first Ph.D. medical school dean in U.S. history). In addition to the current women in higher administrative positions, Dr. Denise Gifford, a member of the Task Force, served as the Vice-President of Student Affairs until her resignation this summer, and Dean Laura Rothstein led U of L's Louis D. Brandeis School of Law until she stepped down in June of this year.

The University of Louisville has addressed gender-based pay discrepancies affecting its female faculty and staff members.

From the COSW's early days during the tenure of the COSW's second chair, Dr. Mary Hawkesworth (now the Graduate Program Director of the Department of Women's and Gender Studies at Rutgers University), the COSW advocated vigorously for salary equity. COSW Vice Chair Delinda Buie also played a major role in laying the groundwork for the salary adjustments that would eventually be made. The COSW wanted the staff classification system evaluated and retooled, and salary inequity between men

and women addressed for both staff and faculty. During the administration of President John Shumaker and Provost Carol Garrison, and with constant advocacy by the third COSW Chair, Prof. Theresa Butler, and Vice Chair Buie, things continued to move steadily forward. Finally, during the term of the fourth COSW Chair, Denise McKnight, the Faculty Gender Equity Analysis was completed in 2000 and the PricewaterhouseCoopers Benchmark Staff Compensation Study was completed in 2001, providing the data for the salary catch-up process set in place by the administration. Out of the 898 employees eligible for PwC adjustments, 569 (63%) were female. For more information on the 2001 study, visit www.louisville.edu/benchmark/findings.html

So, from the poor quality of facilities for women athletes, from the lack of an effective sexual harassment policy to the lack of women in high administrative ranks and salary inequity, since the mid-1990s the Commission has advocated strongly for many of the changes recommended in the Task Force Report and the University has moved forward. While these changes did not happen overnight, in "university time" they happened in a relatively short period.

How did so much happen in one decade, a decade that included not only the boom times of the 1990s but also the budgetary hard times that followed? Why is U of L far ahead of other state institutions in its quest for gender equity? I was fortunate to chair the Commission during the 2002-2003 and 2003-2004 academic years, a time when the COSW had already made quite a mark and when much of the "heavy lifting" had already been done by my talented predecessors. Chairs Kitty Amos, Mary Hawkesworth, Theresa Butler, and Denise McKnight had molded the group into a powerful and influential force at the University. My time as Chair was a time of transition for U of L, as Dr. Ramsey succeeded Dr. Shumaker as President, and Dr. Willihnganz succeeded Dr. Garrison as Provost. Based on my experience, I offer four major reasons for the success of the COSW.

The Commission has true access to the President and the Provost. The accessibility of Jim Ramsey and Shirley Willihnganz was remarkable. I appreciated the "rapid response" to my calls or emails and each one's willingness to take the time to attend, and often co-sponsor, COSW events, to speak at COSW meetings at least once each year, and to meet quarterly with me and the Vice Chair (current Chair Michelle Clemons). It is important to note that when the President re-organized the University, the COSW continued to report directly to him, which sent a very positive message.

The Commission has a "seat at the table" before decisions are made. The Chair is in fact "an active member of the President's staff," as the Task Force recommended in 1994. Not only is the Chair a member of the Executive Cabinet, but she also receives invitations to a plethora of University events, affording her vitally important networking opportunities. In addition, input from the entire group is solicited often by various University administrators, especially regarding safety issues and human resources concerns.

In my experience, the COSW was never an afterthought of the administration, but rather a significant contributor to the University discussion. The example that stands out in my mind is the active participation of the COSW in the selection in 2002 of the Associate Vice President for Human Resources, Julien Carter. (Since his arrival at U of L, AVP Carter has served as an ex officio member of the



“Section 1. The right of citizens of the United States to vote shall not be denied or abridged by the United States or by any State on account of sex. Section 2. Congress shall have power to enforce this article by appropriate legislation.”
**Amendment XIX,
Constitution of the United States, August 26, 1920**

**August 26 is Women's Equality Day.
Are you registered to vote?**

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COSW, continued from p. 7

COSW; he incorporated many of the COSW's ideas into the Human Resources Department Strategic Plan 2003-2008.)

The Commission enjoys a sound, cooperative working relationship with the Department of Women's and Gender Studies and with the Women's Center (including the PEACC Program). The unfailing support of the COSW by ex officio members Dr. Nancy Theriot, Women's and Gender Studies Chair, and Women's Center Director Mary Karen Powers certainly strengthened the Commission. Many times during my tenure as COSW Chair, the three of us joined forces to bring issues to the forefront or to co-sponsor programs and events.

The 1994 Task Force Report stressed the importance of strengthening both the Women's Center and the program then known as Women's Studies. Both are certainly stronger in 2005 than in 1994. Here's proof positive:

Women's Studies has become Women's and Gender Studies, added faculty, and now offers both a Bachelors and a Masters degree. It has attracted speakers such as Ellen Goodman and Azar Nafisi to the Minx Auerbach Lecture and convinced well-known scholars such as Angela Davis to accept visiting professorships. It sponsors the successful *WGS Fall Lecture Series* each year. To find out what is coming up this fall, visit www.louisville.edu/a-s/ws/lectures.html

Since 1994, the Women's Center has seen many positive changes. The Center has added staff and moved from cramped

quarters in the basement of Gardiner Hall to more spacious offices in the Administrative Annex, the building which also is home to the Commission. In 1999 the Center received a federal grant to start the PEACC Program. In October 2003, the Center received its third federal grant, bringing the total money awarded to the program since 1999 to more than \$1.1million. PEACC Program Director Sharon LaRue, an active member of the COSW, gives monthly reports on PEACC activities at COSW's regular meetings. **The members of the Commission have been outstanding in their dedication and tenacity.** When all is said and done, it is the Commission members who have made the difference. The gains of the past ten years cannot be attributed to any one person. The Commission's work is first and foremost, a group effort, and the Commission's pool of talent has been extraordinary.

The good news is that the COSW has grown in power and influence over the years, as it has shown the ability to plan strategically and follow through, as well as the ability to “put out fires” and deal with issues as they arise.

The COSW has made steady progress in its mission “to promote gender equity at the University of Louisville,” by chipping away at the pervasive problems that emanate from institutional sexism, problems the Task Force Report documented clearly. As the Commission moves into its second decade, rest assured that its members will not be content with past accomplishments, but will continue moving the University forward.