

University of Kentucky President's Commission on Women (PCW)
University of Louisville President's Commission on the Status of Women (COSW)

Meeting Summary Notes
April 25, 2008

Berry Mansion
700 Louisville Road
Frankfort, KY

Present: Mitzi Schumacher, Sharon LaRue, Eleanor Jordan, Bessie Guerrant, Claudia Heath, Jim Ryder, Ann Larson, Verona Cumberledge, Valerie Casey, Bobby Plienis, Ginny Sprang, Diane Snow, Kim Heersche, Amber Carrier, Mary Karen Powers, Sue Scheff, Linda Bledsoe, Jennifer Taylor, Margaret Pentecost, Anna Allen-Edwards, Lina Crocker, Dawn Heinecken, Meg Stohlmann, Linda Rakes.

Call to Order and Welcome

Mitzi Schumacher

The joint meeting of the UK President's Commission on Women (PCW) and the U of L President's Commission on the Status of Women (COSW) was called to order by Mitzi Schumacher, Chair of the PCW at 2:05pm. The last gathering of the two commissions was in 2003 at the Governor's Mansion for a press conference.

KY State Commissioner

Eleanor Jordan

Ms. Jordan addressed the commissions and expressed her gratitude for this meeting where state university groups can come together to network and share notes. There is a broad mission for the KY State Commission on Women (KCW) to mandate and promote women's equality. The office of the KCW is currently made up of a staff of three people. Efforts for mandates and equality must begin first with networking which is one of the reasons for this meeting. Governor Beasher is a strong supporter for women. Ms. Jordan moved her new office to the capital where she could work closely with the current administration. The capital corridors currently house an exhibit of "Kentucky Women Remembered" which is made up of 56 watercolor portraits of women in Kentucky and all portraits were painted by a woman artist. She recommends this inspirational display of Kentucky's women.

For previous commissions as well as the current one, research is an important part of a mandate however; insufficient funding and small staff will cause this issue to be put on the back burner currently. Previous commissions have had a significant impact, for example, The Bluegrass Alliance for Women (AAUW) was born out of the economic summit. The KY Commission on Women's second board meeting will be held in May, 2008. The focus of this meeting will be about trying to impact change for affecting legislation and policy changes. The focus for 2008 will be on health and well being. Kentucky ranks 50th in health and well-being. There can't be effective leaders if women aren't well and healthy. There are women in Eastern Kentucky and Louisville's East end who are dying from cervical cancer. Cervical cancer awareness will be a priority for the KCW. There is now a vaccine for girls for the prevention of the HPV virus which can directly lead to cervical cancer. The Lieutenant Governor and the KCW are planning a cervical cancer awareness campaign in September for all of Kentucky. A fly-around press conference that would bring in major celebrities and local celebrities doing PSA's to promote the campaign was discussed. The Women's Cancer Summit will culminate with the KCW for setting up a 5013c for development funding.

Domestic violence is also an issue for Kentucky's women. There are four women who were victims of domestic violence that ended in murder, who were not pardoned by the last administration. These cases are being reviewed and it is felt that these women should be pardoned as well. This will be the decision of the Governor. Training with the Government on domestic violence is planned for a better

understanding of the issues involved. One plank in the Governor's platform was to restore violence against women. There is a need for a full-time advocate to work on legislation for this issue.

In 2009 another Women's Economic Summit is planned for June. Ms. Jordan will direct this event.

Collaboration is the "key" for the Commission to carry out its agenda. Ms. Jordan will stay in touch with both UK and UL Commissions for support and assistance.

The KCW will look at the voting history of the legislators and will focus on those who may need to better understand women's issues.

The KCW is made up of 24 members who are appointed by the Governor. The Chair of the KCW is also appointed by the Governor. Ex-Officio members of the KCW are the First Lady and the Lieutenant Governor. Currently, twenty-two of the KCW members are Republicans. Appointments to the KCW are for a term of 4-6 years. The KCW website has been revamped and will be up and running on Monday, April 28, 2008. There will be a list serve for organizations in Kentucky.

University of Kentucky PCW Challenges and Successes

Mitzi Schumacher

Brief History: Prior to the establishment of the Commission there were Ad Hoc Committee Reports to the University Senate, Carolyn Bratt, Chair, 1990 and 2001. President Lee T. Todd, Jr. established the PCW Commission in 2001. Carolyn Bratt was appointed Inaugural Chair. The resignation of Carolyn Bratt, in 2002 led to the appointment of Dorothy Brockopp's second two-year term as Chair in 2003. At the conclusion of Dorothy Brockopp's term as Chair, Mitzi Schumacher was appointed Chair in 2007.

Early Successes under Carolyn Bratt: The day following Thanksgiving was declared a holiday for all staff. Faculty, staff and students were given voice in speak-outs. Established Work Life Committee and Office.

Early Challenges: Child Care

More Recent Successes under Dorothy Brockopp: Advance Grant application and International presentation and peer-review publication on preparations for grant. Circles of Power Leadership Training program came under the PCW administration. Campus at a Glance Brochure, Work Life Survey Results Brochure.

On-Going Challenges: Child care. Pay equity.

Agenda of current Chair: "Something for everyone" in yearly goals.

For faculty – promotion and tenure committee gender composition report to President and Provost.

For students – a voice via focus groups on campus gender issues.

For staff – community outreach and campus collaborations that level the playing field – U of L Commission on the Status of Women, AAUW and Campus Leadership coalition and the KY ACE Network for Women Leaders in Higher Education.

Successes: Promotion and Tenure Gender Composition report; somewhat more dramatic impact than anticipated. Received competitive American Council of Education National Award for outstanding leadership program for women. Made considerable progress on Outreach with lots of meets and greets. State network for women in higher education; established advisory board, working on infra structure at two meetings in fall and spring. Attended national conference for state coordinators.

Sponsored Events: Speed Mentoring (created a Toolkit). Women's Forum Conference

Ongoing Challenges: Child care and other trouble-shooting (Job Sharing). Yearly planning retreat with six new commission members and two re-appointed members.

U of L COSW Challenges and Successes

Sharon LaRue

Commission established following the report *Meeting the 21st Century: Access, Opportunity and Achievement*—The Report of the Task Force on the Status of Women 1994. Task Force Report listed eleven recommendations to improve the status of women at U of L, with the first recommendation being: 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."

Task Force Report as its roadmap. Over the last 13 years, COSW has monitored the University's progress in eliminating gender-based inequities. A comparison of the state of gender equity today as opposed to that of the early-to-mid 1990s shows progress for women in several major areas. Here are some of the highlights:

1. 2001 Salaries Equity. COSW has advocated vigorously for salary equity by asking that the staff classification system be evaluated and retooled, and salary inequity between men and women addressed for both staff and faculty in 2001.
2. 2003 NCAA Certification Study on Athletes. Close to 50% of UofL's student athletes are women. COSW worked on the Gender Equity Subcommittee of the NCAA Certification Self-Study Committee to document gender equity gains for a year-long self-study report in 2003.
3. Putting Sexual harassment policies and procedures in place. After several years of work by the Commission's Ad Hoc Committee on Sexual Harassment and the Human Resources Department, UofL now has sexual harassment policies and procedures in place as well as a Harassment/Sexual Harassment Officer on staff.
 - a. Challenge: enforcing mandatory training.
4. The University's upper ranks are filled with women. Since 1997 UofL's Provost has been a woman. In 2003 several top leadership positions at UofL were held by women.
 - a. Challenge: In 2008, some of these positions have been filled by men, so one of the COSW's continuing tasks is to examine leadership positions and ask why are women leaving these key positions and why are women not chosen as replacements.
5. Urban Mission and Childcare. COSW has tirelessly advocated for a child care center for numerous years. In August 2007, COSW participated in groundbreaking ceremonies for the Louisville Scholar House (a \$15.7 million project) , a new facility that will give mothers affordable housing, a way to earn a college degree, and the ability to enroll their youngsters in an early childhood development program run by the University of Louisville's College of Education and Human Development.
6. Ad-Hoc Committee on Campus Safety. In 2003 COSW and the Department of Public Safety began working together to improve safety on campus and increase officer retention. Through this collaboration the University has increased security measures, an emergency alert system through text messaging, 6 additional Police officers and 18 additional security officers. The Chief of Police is an active member of the Commission. We continue to advocate for office recruitment and retention.
7. Women's and Gender Studies and the Women's Center (including the PEACC Program). The three departments join forces to bring issues to the forefront or to co-sponsor programs and events. The WGS Department was the first in the state to offer both a Bachelors and a Masters degree. The Women's Center has programs and scholarships for women. The COSW has played an active role in institutionalization of the PEACC Program to end violence against women at UofL.

In 2007 President Ramsey reminded us that his Diversity Plan for the University was meant to incorporate diversity on all levels. He also expressed his desire that the University of Louisville take a leadership role in state and national issues, including the status of women.

2007/2008 Goals

- President agreed to consider gender equity when nominating a participant for *Leadership Louisville* or *Leadership Kentucky*. Leadership participants will be asked to attend a COSW meeting and to consider mentorship of other women upon completion of the program.
- COSW recommended that the President assign Asst University Provost for Institutional Research to replicate the tables and graphs in the 1994 Task Force Report with current data in five year increments to give direction to the COSW goals.
- Faculty positions (percentage change from 2001 to 2007):
 - Professor: 15.1% *increase* in females versus a 10.8% *increase* in males
 - Staff positions (percentage change from 2001 to 2007):
 - Other Professionals: 47.7% *increase* in females versus a 30.6% *increase* in males
 - Technical/Paraprofessional: 5.1% *increase* in females versus a 6.1% *decrease* in males
 - Overall totals (percentage change from 2001 to 2007):
 - Faculty positions: 23.1% *increase* in females versus a 15.8% *increase* in males
 - Staff positions: 17.5% *increase* in females
- Initiate statewide collaborations for leadership opportunities. UofL COSW will participate in the Kentucky ACE Network for Women Leaders in Higher Education. UofL will host the ACE meeting in September through the UofL Women's Center
- University Strategic Planning for 2020. Cultural Diversity, Social Justice & Opportunity. COSW will be inviting directors of the Subordinate Plan to COSW meetings for input on the implementation of this plan for the future.
- As part of responsible stewardship for graduate education, COSW has invited women from graduate school council GSC and Student Government to be part of COSW.
- Examine Gender parity on all search committees in each unit. This parity shall be determined by gender representation within the discipline or profession and not necessarily the specific unit at U of L.

Committee Exchange – Break Out Session

U of L COSW Active Committees

Communications Committee, chaired by Bobby Plienis, Coordinator, Blind & Visually Impaired Services, Disability Resource Center

Charge: The Communications committee will be a standing committee and will be responsible for the dissemination and publication of COSW information to membership and the university community. Items the committee will develop and maintain can include the following

- website, newsletter and calendar
- annual goals and report of accomplishments
- nomination and new membership information
- meetings, elections and regular business
- Commission sponsorships and events

Committee on Campus Climate, chaired by Dr Linda Bledsoe, Associate Research Professor, Kent School of Social Work

Charge: The Committee on Campus Environment will monitor the University's provision of a safe and secure environment for all members of the campus community and will play active role in maintaining this environment through direct participation in programs and services. This includes COSW's continued partnership with the Department of Public Safety, the Prevention, Education, and Advocacy on Campus and in the Community (PEACC) program. The facets of a safe and

secure environment include: physical security, sexual harassment policy and training, and women's advocacy programs.

Committee on Representation, Recruitment and Retention, chaired formerly by Dr Tori Molfese, Endowed Chair, Professor for Early Childhood Research Center, and currently chaired by Dr Edna Ross, Director, Psychology MA Degree Program, Department of Psychological & Brain Sciences

Charge: The Committee on Representation, Recruitment and Retention will promote gender balance in all employee categories and support programs in career development and mentoring for women. The committee will assist in the implementation of the recommendations of the 1994 Task Force regarding the hiring of women, promotion of women to administrative/managerial positions and the mentoring of women in preparation for more senior positions.

Committee on Integration of Work and Family, chaired by Dr Ann Larson, Associate Dean for Assessment and Accountability, CEHD and Associate Professor, Department of Teaching and Learning

Charge: The University shall acknowledge the importance of balance in the lives of its employees. This shall include respect for the importance of family and community. This respect shall be demonstrated through the development and implementation of policies with humane concern for personal and family values and responsibilities. This climate will foster equally the achievements of women and men. The committee on integration of work and family will monitor these various policies including the quality of benefits such as health insurance, leave policies, child care programs, and tuition subsidies for children. This committee will also be responsible for the development of programs/workshops to be held on an annual basis to address current topics related to the integration of work and family. Women's Center and the Center for LGBT services.

Women and Global Issues Committee, Dr Dawn Heinecken, Associate Professor Women and Gender Studies

Charge: The mission of the Women & Global Issues Committee is to heighten the awareness of women and global issues with faculty, staff, and students. We accomplish this through a number of programs such as inviting speakers of international renown who can address issues relating to the global economy, global social issues, and education of women and girls; Funding and sponsorship for groups or individuals who are planning forums on these issues; supporting scholarship on a variety of issues concerning women in a global perspective; facilitating and promoting research opportunities for students related to women and global issues

UK PCW Current Committees

Assuring Economic Equity for Women

Chaired by Mitzi Schumacher, Chair, PCW and Professor in Behavioral Science.

Charge: An especially important initiative of the PCW is the monitoring of gender-equity in Compensation. One member who has been examining these issues for the past ten years has spearheaded the development and implementation of a web-based application that will allow the compilation of data to facilitate analysis of faculty and staff salaries. The long term goal of the committee is to help department chairpersons, deans, and other campus administrators review the data so that they can address inequalities in their units.

Creating a Climate of Valuing Women

Chaired by Claudia Heath, Family Studies

Charge: The goal of this committee is to monitor campus climate with the purpose of creating a University-Wide environment that values women. The committee has collaborated with the Office of Work-Life to administer a survey and has sponsored workshops to address issues identified by survey respondents. They are working to generate a set of contacts for resources that serve women at the University.

Scientific and Professional Advancement

Chaired by Mary Davis, College of Law

Charge: The committee's goal is to identify challenges, leadership interests, and professional development needs of women faculty at UK. Currently, the Committee, along with the Office of the Provost is addressing Promotion and Tenure needs of faculty at UK

Developing Women Leaders

Chaired by Diane Snow, Anatomy and Neurobiology, Director, Circles of Power Leadership Program

Charge: The PCW sponsors a leadership training program for women faculty, Circles of Power. This Committee supports that program through initiatives directed at enhancing the leadership opportunities for all women on campus. They are responsible for creating a state-wide network for women in higher education that is sponsored by the President.

Informing Women through Marketing and Public Relations

Chaired by Gail Hairston, Public Relations

Charge: The PCW Marketing and Public Relations Committee works to communicate the PCW's goals and accomplishments to the wider university and Lexington community. They work to highlight the accomplishments of female students, faculty, and staff on campus, as well as current issues affecting women at UK and across the state.

Nominating and By-Laws

Chaired by Bessie Guerrant, Research Assessment

Charge: As the Commission addresses its charge from the President, this Committee monitors and updates the Commission's by-laws as needed. This committee is also responsible for identifying women who would like to serve a renewable three-year term on the Commission or as the chair of the Commission for one or two two-year terms.

Committee Table Discussion Summaries

Climate – Campus Environment Table Discussion

The following are the COSW Committee's current goals and a brief report on the status of each. Support the Department of Public Safety and the ongoing efforts to increase the number of officers and retention of well-trained officers.

We continue to support a more competitive pay schedule for DPS officers.

The latest information we have received is that a scheduled upgrade for staff salaries will proceed despite current budget cuts.

We continue to explore ways that DPS officers might be included in the state hazardous duty retirement.

Continue to support of the PEACC Program, including adequate staff and facilities

Reflecting the nature of our partnerships, DPS brought a concern to the Committee regarding practices around notification within the University after a rape or other sexual assault has been reported.

The Committee has recommended that the University adopt the following procedure developed by PEACC and members of the CARE team from the Dean of Students Office: In the event of a sexual assault only PEACC and/or DPS would be given the victim's name. Any reports with the victim's name would not be circulated through the University to persons outside of PEACC and/or DPS. The exception to this procedure would be if victim requests services from housing, athletics, student health, or the student conduct process, in which case those departments must be notified. An Anonymous Reporting Form must be completed to record statistical information only and delivered to DPS. This policy is in the process of being adopted and implemented.

Work to establish mandatory sexual harassment prevention training for all students and employees.

Implementation is in progress to have all new employees complete the online sexual harassment training by utilizing computer labs during orientation.

The Student Government Association has drawn up a resolution regarding students and training. The resolution does not currently have an expiration date.

PCW Climate contributions of interest for today's conversations:

Work – Life Survey—Climate Committee members worked with Laura L. Koppes, Former Director, UK Work-Life Office, on designing the Work-Life Survey and assisted in interpreting the findings that were then used University-wide by the Office of Work-Life and Human Resources. For the PCW the work of the Climate Committee resulted in the publication *Women's Work*.

Student Climate Survey—Campus Climate Committee members worked in collaboration with the Office of Institutional Research who surveyed undergraduate and graduate students to ascertain the social and academic climate on UK's campus. The survey was designed to measure aspects of campus life that contributed to student satisfaction and identified areas where UK needed to improve its overall sense of community.

Collaborative Handbook—Campus Climate Committee is currently updating a published directory of groups and organizations on campus who provide services or programs of particular interest to women. The directory provides information about each service or program provider and contact information.

Flex-Life—Campus Climate Committee worked with Robynn Pease, Current Director, UK Work-Life Office, to affirm and support implementation of alternative work schedules where both the office and personnel benefit.

Delegation in the ML King, Jr. Parade—Each year members of the Campus Climate Committee head the delegations of the President's Commission on Women and the President's Commission on Diversity as they march in the Martin Luther King parade.

Public Relations - Communications

Goals and accomplishments discussed. Importance of the Commissions being a representative body for the institution(s). Paying attention to diversity in terms of race, gender, faculty vs. staff, etc. is important when appointing new members to the commission(s).

Creation of effective communication strategies that will create knowledge and awareness not only to COSW members, but to the larger University Community.

Creating an updated and effective web presence

Establishment of a calendar of events

Coordinate dissemination of miscellaneous information such as goal reporting, accomplishments, etc.

Foster relationships/partnerships and a sense of community for COSW members and the University Community.

Sponsor University events such as women's athletics and encourage member participation

Explore other avenues to promote team building and socialization within the group

In collaboration with the Executive Committee, coordinate official business functions for COSW.

Coordinating communication to COSW members regarding meeting information, etc.

Form Nominations and Elections committee annually (Spring Semester) to review membership roster and to nominate new members and vacant seats on the Executive Committee.

Create a new member "orientation" and handbook that will introduce members to the goals and functions of COSW.

Equity – Representation, Recruitment and Retention Table Discussion

Participants in Discussion:

Mary Karen Powers (UofL)
Diane Snow (UK)
Kim Heersche (UK)

Points of Discussion

Info sharing

UofL Women's Center

Housed under the UofL Provost

UofL Provost is defined as the internal president

UK PCW's Circle of Power program

UK HR Training and Development Programs

Humanity Academy

LDI (Leadership Development Institute)

Discussion of data collection

UofL Data Collection

To find WHAT is happening – gather quantitative information from Office of Institutional Research

To find out WHY it's happening - qualitative data would come from Human Resources

Difficult for both Universities to get good qualitative data

Value of Exit Interviews - Both Universities take great care to interview employees at the beginning of their employment. When they decide to leave, wouldn't it be valuable to gather information about the reasons for their departure? Maybe this information could be used to improve retention. (This has been done in the past at UK, but inconsistently and should be made a routine practice for all faculty and staff UK-wide.)

Discussion of pay inequity

Possible reasons - women may:

Have the tendency to accept the amount offered (assume it is the highest amount available)

Not understand the hiring process well enough

Have discomfort with debating salary amounts

Not have adequate salary negotiation training

Uof L 1994 Task Force Report on the Status of Women

Outside consultants were brought in to help UofL better understand salary gender inequities

Following the consultant's report, catch-up funds were granted to some faculty and some staff

Currently re-doing the data analysis from the 1994 report, to get a better overview of the status of women at UofL in 2008

Work and Family Table Discussion

Louisville reported they have a very well developed on campus child care facility that is going great.

We wholeheartedly agreed that domestic partnership benefits is something both groups should work on together to attempt to stymie any attempt to stop our programs.

The U of L COSW expressed a great deal of interest in the UK PCW's Work/Life survey results and the subsequent task forces. Ann Larson is the chair of the COSW's work and family committee and will welcome more information.

Ann was also very interested in the PCW's new flex time work sheet approach. She will appreciate more information on that as well.

We talked some about solving problems with utilizing "exit interview" data. These are not easily shared but could be a wealth of information about what actually goes on in work units.

Ann Larson, the chair of the Louisville committee, was present along with two other members, Ginny Sprague and Jim Ryder represented UK.

Adjourn**Mitzi Schumacher**

The joint meeting of the UK President's Commission on Women and UofL's President's Commission on the Status of Women was adjourned by Mitzi Schumacher at 3:55pm. It is anticipated that the commissions will continue to collaborate and should make plans for an annual meeting.