



## **2013 Report to the President**

May 2013

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# Executive Summary

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The Women's Status Committee enjoyed active member participation and renewed vitality this year. Thirteen members attended monthly meetings, and all contributed to this year's three large projects. The WSC reached more than 500 people with this year's events and survey.

Special acknowledgement is due to WSC members Elizabeth Bell, Lee Davidson, Linda Alexander and Vicki Gregory for organizing the projects listed below.

This year's **accomplishments** include

Presentation and book signing with photojournalist and activist Paolo Gianturco

- A reception, screening, and panel discussion of the important documentary film, *The Downfall of Berlin* to be held May 15.
- Walking for Women at USF, a wellness event encouraging regular walking groups on campus. About 40 people attended.
- Participated in the Lactation Room activities.
- Participated in statewide conference calls with state and local Committees on the Status of Women..

Next year's **activities** will include

- Work on the Lactation Room in the Marshall Center
- Two Walking for Women wellness events: Fall and Spring
- Lunch and learn health and wellness talks in conjunction with the physicians at the USF Medical Clinics.

The WSC is pleased to offer the following joint **recommendations** with the Title IX Committee.

1. Chief Diversity Officer Search and Diversity Office Structuring
2. Women in STEM at USF
3. USF Lactation Accommodation for Pregnant/Parenting Students & Staff
4. Title IX Committee budget

The WSC is pleased to offer the following **recommendations** based on the 2012 WSC Women and Workplace Issues Survey

5. Broadcast HR Policies regarding Employee Work Schedules
6. Broadcast "Ethics Point," the third-party hotline system
7. Encourage and publicize USF Wellness Programs
8. Invest in and promote mentoring programs

# **WSC Charge & Mission**

The Women's Status Committee is responsible for advising the President of the University on matters affecting women faculty, staff, and students of the University. The Committee shall be particularly concerned with those university policies concerning the welfare and activities of women with regard to educational and employment opportunities at the University, as well as the social and cultural climate in the University setting.

## **Mission of the Committee**

As part of that charge, we focus on defining activities that the Committee may undertake in support of that charge:

**Encourage, support, and participate** in activities that highlight women's issues and concerns;

**Direct and review attention to ensuring equal access** to educational opportunities and services provided to women by the university (e.g., scholarship opportunities for women);

**Review factors contributing to the overall physical and social well-being** of all women on campus (e.g., women's health care coverage and provisions by the University, family day care concerns, family leave, etc.);

**Address issues concerning equitable pay** for women in hiring, retention, and promotion (e.g., support studies to investigate and promote the employment and retention of female faculty and staff, and the promotion and compensation of women into tenured or high-level positions);

**Recognize leadership qualities** in those who have exhibited a willingness and ability to nurture, support, and advance women and girls. This includes mentoring in the community, focusing on the health and well-being of women and girls, fostering programs that support women's leadership, affecting policy and decision-making, and working on social justice issues.

# WSC Members

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This year, twelve members regularly attended meetings and participated in WSC projects. The 2012-2013 WSC membership is comprised of 5 faculty, 7 staff, and 1 ex-officio representative from DEO. Student Government appointed 2 students to this committee, but they never attended.

The 2012-2013 members are

**Linda Alexander**, Instructor, School of Information

**Elizabeth Bell** (Past Chair), Chair and Professor, Women's and Gender Studies

**Joni Bernbaum**, Asst. Director, Center for Victim Advocacy & Violence Prevention

**Kiersten Cox** (Chair), Instructor, School of Information

**Eileen Dabrowski**, Staff Member, USF Center for Victim Advocacy and Violence Prevention

**Lee Davidson**, Graduate Program Specialist, Dept. of English

**Sgt. Charlotte Domingo** (Past Chair), Accreditation Manager, USF Police Department

**Vicki Gregory**, Professor, Library & Information Science

**Luz Jaramillo**, Office of Diversity & Equal Employment, Ex-Officio

**Marcy Lanoue** (Vice-Chair), Coordinator of Corporate Ticket Sales and External Operations, Intercollegiate Athletics

**Swapna Mukherjea**, Psychiatrist, Counseling Center for Human Development

**Ginny Scott**, Office Manager, Dept. of Women's and Gender Studies

**Beatrice Smith**, Director, College of Behavioral & Community Sciences

# Walking for Women at USF

Approximately forty people turned out for the WSC wellness event, Walking for Women at USF, held Friday, November 16, 2012.

In response to our 2012 survey that indicated health and well-being as a top priority for women at USF, the WSC invited USF students, staff, and faculty to meet at the Marshall Center Amphitheatre Sidewalk to

- commit to walking 5 days a week for 30 minutes
- try our 1 mile walking route through campus
- enjoy free WSC water in reusable sports bottle
- sign up with a friend to walk and talk

The one-mile walk through campus, planned by WSC member Sgt. Charlotte Domingo, was shaded with sidewalks all the way. The map is attached as a separate PDF document.

The second Walking for Women at USF event encouraged USF staff, students, and faculty to build a daily walk into their schedules. More than 40 people braved the brisk and cloudy fall afternoon to walk the one-mile route and earn a WSC water bottle and energy snacks for the effort. As part of the WSC emphasis on health and well-being, the purpose of the walk is to enable USF staff to find walking partners, agree on a walking schedule, and motivate each other to walk for at least 30 minutes each day.

Lee Davidson, WSC member, collected names and email addresses and followed up with contact information, locations, and walking times of all

participants who wished to be part of a permanent USF walking group. Several groups have already formed.

The event was so successful, the WSC plans to hold fall and spring walks next year.

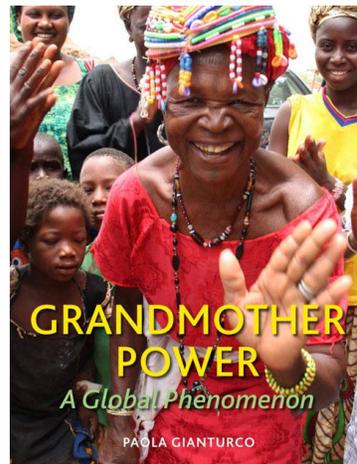


# Grandmother Power

On March 7, 2013, in conjunction with Women's and Gender Studies, the Women's Status Committee sponsored *An Evening with Paolo Gianturco*. This event was part of the University's celebration of International Women's Day and Women's History Month.

Gianturco is an award-winning photojournalist and women's rights activist who has been a guest on the *Oprah Winfrey Show*, CNN, NPR, and *Voice of America* programs; her photographs have appeared in national magazines and newspapers; and her work has been exhibited by the United Nations-New York, UNESCO-Paris, and museums worldwide.

A reception was held at the Gibbons Alumni Center followed by Paolo's talk about *Grandmother Power: A Global Phenomenon*, which features 120 activist grandmothers in 15 countries on five continents who are fighting courageously and effectively—against poverty, disease, illiteracy, environmental degradation, and human rights abuse—to create a better world for grandchildren everywhere. After her talk, Paolo signed books and mingled with the audience. Learn more about Gianturco and *Grandmother Power* at <http://www.globalgrandmotherpower.com/index.html>



# Movie and Panel Discussion

On May 15 2013, the committee is holding a movie and panel discussion. We will be screening the film *The Downfall of Berlin* followed by a panel discussion. This movie addresses issues of rape, survival, and even happiness in the midst of an invasion. Issues important to all will be discussed in an historical context that may facilitate more comfortable discussion of difficult topics.

*Woman in Berlin*, a 2008 German film based on the autobiographical work *Eine Frau in Berlin*, was first published anonymously. After her death, her family revealed the author as Marta Hillers who lived in Berlin at the end of World War II and after the Battle of Berlin. The film, directed by Max Ferberböck and starring Nina Hess and Eugeny Sidkhin, is in German and Russian with English subtitles.

After being raped by several Soviet soldiers, the protagonist petitions the battalion's commanding officer for protection. Did the anonymous woman prostitute herself or was this an act of self-preservation? These topics and more will be discussed.

Panel participant include Dr. Vicki Gregory, School of Information (moderator), Dr. Melanie Graham, Department of English, Col. Kevin McElroy, USF Air Force ROTC Commander, Cpt. Kenney, USF Navy ROTC Commander, Dr. Larry Braue, Director of Veterans Services and several others will participate on the panel.



# 2012 WSC Survey

A web-based survey on women's issues and workplace concerns at USF was conducted by the WSC in November 2007. A follow-up WSC survey was launched in February 2012 in order to ascertain current perceptions of similar issues, as well as to gather feedback on intrinsic qualities, extrinsic qualities, and other potential benefits/perks that might appeal to women employees/students at USF.

As we have only had one year to digest and address the issues identified in the survey, we have chosen to include the survey results again in this report. We will continue to match our committee's activities and recommendations to the needs identified in this survey.

## Top Areas in 2007

Five areas were deemed extremely important in the 2007 survey: (1) Salary equity and career advancement, (2) campus safety, (3) family-friendly policies and practices, (4) mentoring programs, and (5) salary equity information.

## Respondents in 2012

Of 400+ respondents, 96% self-identified as women and indicated their current affiliations at USF as

- 58% staff
- 20% faculty
- 13% students
- 2% OPS
- 7% "Other"

62% of respondents identified themselves as "top income provider" for their families.

## Top Issues in 2012

When asked to rank the importance of the issues from the 2007 survey as they

pertain to Women at USF in 2012, the responses were

- 58.7% safety for women at USF
- 36.3% health and well-being
- 32.5% mentorship
- 6.58% salary and gender equity

## Other Issues in 2012

In answers to open-ended question of other current issues of importance to women at USF, the top responses were:

- career development and advancement/promotion opportunities;
- child care, maternity, and primary care-giver issues;
- hostility in workplace, bullying in workplace, and nepotism concerns;
- family-friendly options for working mothers and focus on work-life balance; and
- equity in faculty hiring, tenure and promotion, salaries, and faculty assignments.



## Intrinsic and Extrinsic Emphases at USF

When asked about characteristics currently emphasized/supported at USF, “diversity as a high priority” received the top number of positive responses (64% “Agree/Strongly Agree”).

“Emphasis on work-life balance and not being asked to give your life for the company” received the most negative responses (37%, 36.5% “Disagree/Strongly Disagree”).

Extrinsic qualities most highly ranked “Very Important/Extremely Important” by a range of 78.6%-93.5% respondents were:

- comparable pay to national average;
- guaranteed job security in face of recession/increasing budget constraints;
- sponsorship (encouragement to seek/get raises, promotions, or chances to work on higher profile projects) and/or mentoring programs; and
- flexible work schedule (such as compressed work week, telecommuting, job sharing.)

## Potential USF Benefits

Potential benefits/perks most appealing to respondents were

- expansion of high-quality on-site childcare (as well as resource and referral);
- built-in time for wellness activities;
- on-site healthcare; and
- summer camp for kids.

## Suggestions for the President

Suggestions of other issues of importance to women at USF that would benefit from the president’s attention included

- improved domestic partner benefits;
- tuition benefits for employees’ children;
- sliding-scale fees to employees for parking, recreation fees, etc., based on salary range;
- more female faculty and students in STEM;
- concerns with recent changes to retirement policies, and
- “work from home” options.

## WSC Future Activities

As for recommendations for future activities to be considered by the USF Women’s Status Committee, suggestions included

- continued focus on safety, health, and wellness for women;
- setting up a mentoring program;
- looking at the disparity between faculty and staff, compensation studies, and active redress of salary inequalities;
- discounted rates for childcare for all working mothers at USF;
- more visibility on campus and clear articulation of WSC’s purpose; and
- more opportunities for social and professional collaborations.

**The survey in its entirety was provided as an appendix to the 2012 Annual Report.**

# Recommendations

The WSC is pleased to offer the following joint recommendations with the Title IX Committee:

**1. Chief Diversity Officer Search and Diversity Office Structuring:** We are disappointed with two aspects of the Chief Diversity Officer Search: (1) there was a lack of gender diversity among the final candidates; and (2) information about the search process and its resolution has been generally lacking. We are also deeply concerned about the structuring of diversity and compliance programming at USF. Title IX concerns are both issues of compliance and prevention, as educational efforts can affect and improve institutional cultures within which discrimination may occur. We do not believe separation of these two interrelated aspects of our institutional response to Title IX obligations is in the best interests of the campus community. ***We recommend that communication between central administration and the Presidential Advisory Committees be strengthened to facilitate greater ongoing dialogue about important diversity goals and challenges for the University. We further recommend that Title IX efforts at USF continue to reflect both compliance and prevention strategies and sufficient personnel are dedicated to such purposes.***

**2. Women in STEM at USF:** After consultation with faculty and staff working to improve the recruitment, retention and advancement of women in the STEM disciplines at USF we note that women are under-represented in the STEM disciplines at USF-Tampa, particularly in the College of Engineering. There is also a significant dearth of senior women faculty in STEM at USF. Recognizing the importance of STEM and gender equity to our university, USF is taking some steps to address these issues at the department, college, and university levels, but these efforts are not necessarily integrated nor expansive. ***We recommend that USF support a centralized office and/or personnel to bring together activities to increase faculty diversity in STEM disciplines, concentrating USF's efforts more efficiently and effectively.*** Such centralization may work under the guidance of Sponsored Research, Academic Affairs or Diversity and Inclusion.

**3. USF Lactation Accommodation for Pregnant/Parenting Students & Staff:** After an eighteenth-month long study and numerous meetings throughout the year, the Committee determined that the three biggest barriers to improving lactation accommodation at USF for breast-feeding students, staff and faculty are space in campus buildings for dedicated rooms, planning for space, and funds for publicizing and developing viable lactation spaces. ***We recommend Human Resources revisit the current lactation policy to review its language and improve its visibility on their website. We further recommend increasing awareness about the need for lactation accommodation among supervisors and faculty by publicizing the current policy and available lactation rooms in the Marshall Center and in the College of Public Health,*** which also hosts the USF Health Interdisciplinary Breastfeeding Collaborative (IBC). We suggest all publicity efforts should be coordinated through USF Communications.

**4. Title IX Committee budget:** Our Committee recognizes that the Title IX Committee currently has no funding, which means they do little publicizing of their activities or the

importance of Title IX to the USF community. The Mothering Room and lactation accommodation are prime examples of this. These issues also affect the constituency of our committee and were identified as areas of concern on the 2012 survey. We would like to change this by raising awareness in support of USF's Title IX activities to a broader audience, in support of the efforts of the Office of Diversity & Inclusion. **We recommend** Title IX be granted a small budget to be used for awareness purposes.

The WSC is pleased to offer the following recommendations based on unmet needs identified in the 2012 WSC Women and Workplace Issues Survey:

**5. Broadcast HR Policies regarding Employee Work Schedules:**

The Women's Status Committee recommends that USF HR make widely and readily available information on existing programs for alternative work schedules, including flextime and compressed work week. Currently alternative work schedule options for USF employees are not publicized nor are these policies perceived as available or viable by most employees, despite their desirability as a "family friendly" practice. The WSC intends to work with HR in the coming year to make these policies visible as well as to offer suggestions for how to apply for alternative work schedules within individual units.

**6. Broadcast "Ethics Point," the third-party hotline system:**

The Women's Status Committee recommends that all USF internal communications systems regularly broadcast the availability of "EthicsPoint" as a safe resource for reporting violations and that the category of workplace bullying be included under the Human Resources reporting category. Human Resources violations now include "Time abuse, employee misconduct, employee benefits abuses, conflicts of interest." The 2012 WSC Women and Workplace Issues Survey included many references to and complaints about workplace bullying with little knowledge about how to report incidents.

**7. Encourage and publicize USF Wellness Programs:**

Respondents to the WSC Women and Workplace Issues Survey named Health and Well-Being their second most important issue after campus safety. Respondents also called for built-in time for wellness activities during the work day. The Women's Status Committee recommends that all USF Wellness Programs and resources—via the Health Center, Recreation Center, USF Medical Clinics, Wellness Walkers, etc.—be available on a central webpage and that USF internal communications systems regularly broadcast their availability and encourage participation.

**8. Invest in and promote USF Mentoring Programs:**

Respondents to the WSC Women and Workplace Issues Survey repeatedly called for mentoring programs as well as career development and advancement/promotion opportunities. These programs can benefit all employees, but especially women whose career ladder opportunities may be blocked by the Maternal Wall and the Glass Ceiling.