



# USF Women's Status Committee Report to the President

May 21, 2008 / Submission

May 28, 2008 / Presentation / 4:00pm / President's Conf Room

## Charge of the Committee

The Women's Status Committee (WSC) is a presidential advisory committee responsible for advising the President of the University on matters affecting women staff, faculty, and students of the University. The committee is particularly concerned with those university policies concerning the welfare and activities of women with regard to educational and employment opportunities at the University. We focus on defining activities that the Committee may undertake in support of this 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 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, health and safety issues, 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 staff and faculty, 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.

## Recommendations

We are pleased to offer four recommendations based on data from the WSC 2008 Survey. The recommendations offered here reflect the concerns most frequently voiced by the 3,836 respondents.

1. **Safety.** Ensure a safe campus environment through installation of lighting on walkways and parking lots; conduct regular monitoring and service of emergency call boxes and blue lights; and encourage security personnel to increase visibility in the evenings.

2. **Mentoring.** Invest in and encourage mentoring programs among women students, faculty, staff, alumni, and community members to facilitate successful transitions to campus life, promotion and advancement, and the working world.

3. **Health and Well-Being.** Promote women's health and well-being with programs and information concerning childcare, reproduction, self-defense, and exercise. Special attention should be directed to students who are parents and older women returning to school.

4. **Salary Equity.** Gather and disseminate salary figures to the USF community.

## 2007-2008 Activity

**WSC Survey.** 3,836 individuals completed the web-based survey, launched on November 27, 2007 and available on-line for 12 weeks. Participants answered questions about their perceptions of safety, salary equity, and mentorship opportunities for women at USF. 68% of respondents believe there are adequate career

advancement opportunities available for women at USF. 85% believe salary equity is extremely important to them. The complete report, developed in March and April by members of the WSC, is presented to the President as a separate document.

#### **Women's Awareness Month**

**Calendar.** In January and February, WSC members collected items for the March calendar of events involving women at USF. Rachel Silverman coordinated the collection of the calendar; Mary Clift launched its web-based distribution on March 1, 2008.

#### **2008 Women's Leadership**

**Awards.** The months of January, February, and March were extremely busy with calling for, reviewing, and recommending nominees to the President, as well as planning and hosting the Women's Leadership Awards reception, held on April 8, 2008 in Traditions Hall of the USF Alumni Center. Five outstanding women leaders were recognized: USF faculty members Dr. Gwendolyn Quinn and Dr. Marion Becker; USF staff member Barbara Sparks-McGlinchy; USF student Allison Rhodes, and USF alumna Lillian Lima.

**Blackboard Organization.** In April, we created a Blackboard Organization site to collect all the past, current, and continuing information needed to fulfill the charge of the WSC.

**Call for New Members.** In May, we created and distributed a call for new members of the WSC. Also in May, we re-elected Elizabeth Bell as Chair.

#### **Recognition**

Two members of the WSC have been recognized this year for their outstanding leadership. Carissa Caricato, graduating senior, won the Pillar of the Community award for her leadership of the NITE student organization. Dr. Marion Becker received the 2008 Women's Leadership Award for her research, service, and mentoring to women.

The WSC wishes to recognize the work of Theresa Scott, support specialist for Organization Development & Training at

USF, for her technical support and expertise in creating our web-based survey.

#### **Plans for 2008-2009**

**July Retreat.** The WSC will meet in July for a half-day retreat to plan activities and projects based on suggestions and issues raised in the 2008 Survey.

Given the overwhelming concern for salary equity expressed by survey respondents at 85%, we plan a comprehensive **Salary Equity Study** at USF that will complement the Title IX Committee's **Gender Equity Self-Study**.

This year we will also appoint a WSC member as our **Website Coordinator** to work with IT and the DEO to utilize the WSC webpage as a resource for women at USF.

Our **continuing projects** include the Women's Leadership Awards and the Women's Awareness Month Calendar, as well as sustained and productive work with the Diversity & Equal Opportunity Office, the USF Title IX Committee and other Presidential Advisory Committees, and the USF Department of Women's Studies.

We thank you for this opportunity to work toward improving the lives of women at USF.

#### **Respectfully submitted,**

Elizabeth Bell, Chair  
Marion Becker  
Carissa Caricato  
Mary Clift  
Linda Detman  
Heather George  
Amber Gum  
Kathy Harvey  
Judith Jetson  
Kathleen Moore  
Nicole Randazzo  
Catherine Seybold  
Rachel Silverman  
Marcela van Olphen  
Michelle White