



Women's Status
Committee

2012 Report to the President

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Executive Summary

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 Marcy Lanoue, Lee Davidson, and Beatrice Smith for organizing the projects listed below.

This year's **accomplishments** include

- A reception, screening, and panel discussion of the important documentary film, *MissRepresentation*. Over 100 people attended.
- Walking for Women at USF, a wellness event, encouraging regular walking groups on campus. Over 80 people attended.
- An online survey of women's and workplace issues. Over 400 people responded.

Next year's **activities** will include

- Work on the Lactation Room in the Marshall Center
- Two Walking for Women wellness events: Fall and Spring
- Launch of our redesigned website with resources about alternative work schedules, available wellness activities, and EthicsPoint

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

1. USF Globalization Impact on Gender Equity
2. USF Policy 0-007 and Gender Identity/Expression
3. USF Domestic Partner Stipend Policy Adjustment
4. Update USF Lactation Accommodation Policy

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

This year, thirteen members regularly attended meetings and participated in WSC projects. The 2011-2012 WSC membership is comprised of 5 faculty, 8 staff, 2 students, and 1 ex-officio representative from DEO.

The 2011-2012 members are

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

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

Kiersten Cox, (Vice-Chair), Instructor, School of Information

Eileen Dabrowski, Graduate Student and Staff member, USF Center for Victim Advocacy and Violence Prevention

Lee Davidson, Graduate Program Specialist, Dept. of English

Anthony DeSantis, Postdoctoral Instructor, Philosophy

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

Vicki Gregory, Professor, Library & Information Science

Michelle Hopper, Asst. Dir., Housing & Residential Education

Jacqueline Horwich, Student, Women's and Gender Studies

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

Marcy Lanoue, Coordinator of Corporate Ticket Sales and External Operations, Intercollegiate Athletics

Tori Lockler, Visiting Instructor, Religious Studies

Swapna Mukherjea, Psychiatrist, Counseling Center for Human Development

Nanci Newton, Director, Center for Victim Advocacy & Violence Prevention

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

Beatrice Smith, WSC Survey Chair, Director, College of Behavioral & Community Sciences

MissRepresentation

On Wednesday, February 8, the WSC hosted a screening of the documentary film, *MissRepresentation*, written and directed by Jennifer Siebel Newsom.

More than 100 people attended the reception before the film and the panel discussion after the film.

The WSC was extremely fortunate to have the use of the Lee Roy Selmon Athletic Center for the reception and the Football Screening Room for the screening of the film. WSC member Marcy Lanoue made all the arrangements for our use of these facilities.

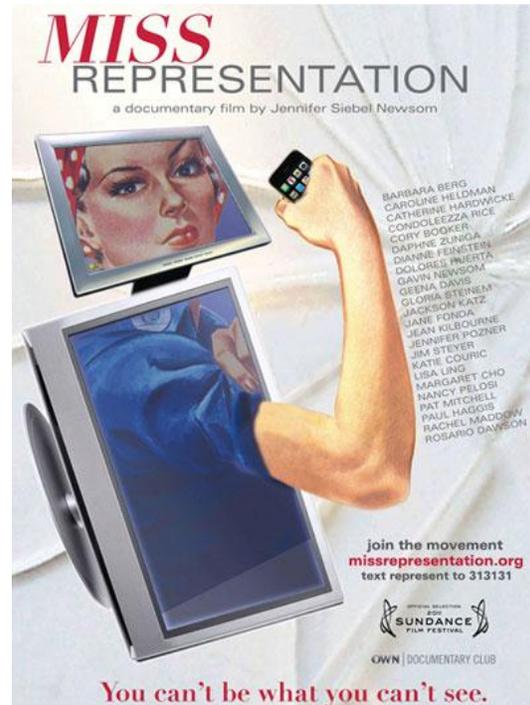
What's MissRepresentation?

This documentary film exposes how mainstream media contribute to the under-representation of women in positions of power and influence in America. The film challenges the media's limited and often disparaging portrayals of women and girls, which make it difficult for women to achieve leadership positions and for the average woman to feel powerful herself. To watch the trailer and learn more about the 2011 film, go to <http://www.missrepresentation.org/the-film/>

Distinguished Panel

A panel discussion following the film featured prominent USF scholars, administrators, and community members.

The panel included



Eleanor Cecil, Board of Directors,
Tampa Chapter of National Organization
for Women

Nikki Daniels, Executive Director,
Family Justice Center of Hillsborough
County

Kim Golombisky, Associate Professor
of Women's and Gender Studies &
feminist media scholar

Navita James, Associate Professor of
Communication & feminist media
scholar

Amy Perkins, Associate Athletic
Director, University of South Florida

Emily Ryalls, Visiting Assistant
Professor of Communication & Girl
Studies/Media Studies scholar

Walking for Women at USF

More than eighty people turned out for the WSC wellness event, Walking for Women at USF, held Friday, April 13.

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, energy bars, t-shirts
- sign up with a friend to walk and talk

The one-mile walk through campus, planned by WSC member Charlotte Domingo and chalked by committee members the day before, was shaded with sidewalks all the way.

Committee members walked the mile route with individuals who came to the event alone. Other groups of USF employees came together, using the time to visit and enjoy the overcast April afternoon.

Lee Davidson, WSC member, collected names and email addresses and followed up with contact information, locations, and walking times to all participants who wished to be part of a permanent USF walking group. Several groups have already formed.

A number of folks were kind enough to write to thank the WSC for the event: *I wanted to say Thank You for putting on this event last Friday! It was a beautiful day to walk and meet new walkers. I*

know it takes a lot of planning and coordination to do something like this and your time and effort is greatly appreciated.

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



2012 WSC Survey

A web-based survey on women's issues and workplace concerns at USF was conducted by the WSC in November 2007 and the results published in May 2008.

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.

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;
- hostile workplace, bullying in the 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

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

The survey in its entirety is offered as an appendix to this annual Report.

Recommendations

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

1. USF Globalization Impact on Gender Equity:

The Women's Status Committee, in conjunction with the Title IX Committee, recommends that all USF globalization initiatives, wherever housed, identify and proactively address the impact that an increased international presence on campus will have on gender and sexual equity issues and concerns. Such issues may include but are not limited to differences in the educational, legal, social, cultural, religious, and economic status of and opportunities afforded to women, girls, and sexual minorities in other countries, as well as the university's stance on educating its global partners regarding USF's goals and commitments to women, girls, and sexual minorities both domestically and abroad.

2. USF Policy 0-007 and Gender Identity/Expression:

The Women's Status Committee in consultation with the USF Office of Diversity and Equal Opportunity (DEO), Committee on Issues of Sexual Orientation and Gender Identity (CISOGI), and The Title IX Committee recommends that USF Policy 0-007 Diversity and Equal Opportunity: Discrimination and Harassment be amended to include protections for persons based on gender identity/expression. Specifically, we recommend that Chapter I, paragraph 1, lines 7-8, of the current policy be amended to read: "The USF System protects its faculty, staff, and students from discrimination and harassment based on sexual orientation and gender identity/expression."

3. USF Domestic Partner Stipend Policy Adjustment:

The Women's Status Committee in consultation with CISOGI and Title IX recommends expansion of the domestic partner stipend policy to make the stipend available to parents. A USF employee with both children and a domestic partner has no health insurance options that cover them all. Under the current eligibility requirements, a USF employee must elect individual health coverage in order to collect the domestic partner stipend. In effect, this makes the stipend unavailable to parents who wish to cover dependent children (via electing "family" health coverage). Also, we are concerned that the current policy may disproportionately exclude women employees as culturally women are more commonly residential parents. We recommend that USF not put employees in the position of choosing to cover children or to collect the domestic partner stipend.

4. Update USF Lactation Accommodation Policy:

The Women's Status Committee intends to work with the Title IX and Administrative Services next year to study and make recommendations on how best to meet the needs of lactating students and staff.

Accommodation for female students and employees of USF who are lactating is currently inadequate and could be improved to bring it into alignment with other universities, including our AAU aspiration peers. Current USF policy suggests lactating employees find rooms by working with their supervisors, and makes no mention of an existing, albeit insufficient, lactation room in the Marshall Center.

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:

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.