

CHANCELLOR'S COMMISSION

on the STATUS *of* WOMEN



2017 COMMISSION REPORT

Highest Priority Recommendations

- Hire a Coordinator of Victim Advocacy to Support the Violence Prevention Office.
- Work with Baptist Memorial Hospital to Secure a Sexual Assault Nurse Examiner.
- Establish a Pay Equity Task Force to Implement Recommendations and Monitor Progress.
- Engage in focused talent recruitment and identification of women faculty and staff with leadership aspirations.
- Educate supervisors and managers on the time-related policies: flextime, breaks, and participation in wellness activities, FMLA and Employee Assistance Program.
- Establish a leadership preparatory program that equips women faculty and staff with the skills needed to successfully compete for and excel within upper leadership roles.
- Allocate space for UM-sponsored childcare facilities, potentially in the hospital space.

2016-17 Membership

Dr. Laura Antonow, Chair
Ms. Hilarie Bain
Dr. Tiffany Bensen
Dr. Katrina Caldwell
Ms. Buffy Choinski
Ms. Marcia Cole
Ms. Sandra Cox-McCarty
Ms. Thelma Curry
Dr. Cristina Delano
Dr. Tiffany Edwards
Dr. Amy Fisher
Dr. Phillis George
Dr. Susan Grayzel
Dr. Jaime Harker, Affiliate Member
Ms. Kelly Houston
Dr. Vivian Ibrahim
Ms. Andrea Jekabsons

Dr. Willa Johnson
Ms. Nina Jones
Dr. Linda Keena
Dr. Kate Kellum, Affiliate Member
Ms. Mary Stanton Knight
Ms. Sarah Langley
Ms. Blair McElroy
Dr. Tanya Nichols
Ms. Rochelle Pierce
Dr. Holly Reynolds
Ms. Jennifer Saxon
Dr. Laura Sheppardson
Dr. Jennifer Stollman
Dr. Cris Surbeck
Dr. Melinda Sutton
Ms. Honey Ussery
Dr. Debora Wenger

Working Groups Summaries

Administration of the Commission

2016-17 Administrative Structure

- Monthly meetings
- Guest speakers
- Inclusion of Director of Isom, President of AAUW, and Vice-Chancellor for Diversity and Community Engagement on Commission
- Working groups with conveners:
 - Child Care, Kelly Houston
 - Communications, Blair McElroy
 - Pay Equity, Willa Johnson
 - Violence Against Women, Honey Ussery
 - Women in Leadership, Phillis George
 - Work-Life Alignment, Andrea Jekabsons

2017-18 Modifications

- More frequent meetings with Commission Chair and Working Group Conveners
- Year-end meeting with Chancellor, Commission Chair, and Working Group Conveners
- 3-year commission member terms with 1/3 of members rotating off each year
- Succession planning with Chair serving a two-year term after one year of Commission membership
- Addition of Vice-Chancellor for Diversity and Community Engagement to the Commission
- Addition of an undergraduate student to the Commission

Childcare Working Group

The Childcare Working Group is responsible for hearing concerns, assessing the climate, and proposing solutions to ongoing challenges of childcare for University of Mississippi student, faculty, and staff and their families.

2016-17 Summary

This working group has met with Division of Outreach, School of Education, members of the Chancellor's Childcare Taskforce, and members of the UM Working Mothers Support Network to discuss options for after school and holiday care. Points of concern include the following:

- Area schools are closed an average of 17 days that the University is open. This number does not include the early release days or summers.
- There are waitlists for children to attend afterschool programs in the elementary age group.
- There are very few afterschool programs once a child reaches the 6th grade.

A survey was distributed to faculty, staff, and students in order to determine actual need (i.e., ages of children, transportation needs, which schools they attend, acceptable fee structure, etc.) Results of that survey are pending.

Members of the Childcare Working Group met with the UM Childcare Fellow to hear about the upcoming work of the UM Childcare Initiative and to provide input. The following is a summary of the work of the Childcare Fellow to date:

The 2015 Chancellor's Childcare Taskforce deemed that the greatest need for the UM community is care for infants to Pre-K. Because of the Childcare Taskforce report, Laura Antonow was appointed the Childcare Fellow to focus on that area beginning in January 2017. The Commission Childcare Working Group will support her work as needed because it is a priority.

The role of the Childcare Fellow is to be the primary point of contact in gathering, analyzing, and distributing information about the development of a childcare initiative to serve University of Mississippi students, staff, and faculty. The objective of this 2-year appointment is to determine feasibility and develop a 5-year plan to address childcare for infants to 4-year-olds who have parents in the University community. The plan will address the following: 1) the role of Willie Price, the UM laboratory school, 2) provisions for child care for children under 3 years of age, and 3) external resources for parents with small children.

To supplement the data in the 2016 Childcare Task Force report, additional research will include examination of third-party providers, exploration of departmental partnership models, visits to peer and aspirational institutions, research of grant and other funding opportunities and strategies, and study of employment benefit options.

During the fellowship period, the Fellow will create and manage a Childcare Resources website, hold monthly meetings with the Childcare Advisory Working Group, meet quarterly with the Associate Provost, provide updates to the Faculty Senate and Staff Council, and serve as the contact for other groups and organizations interested in campus childcare solutions. As a final deliverable, the Fellow will provide a written 5-year plan that provides elements that can be phased in as resources allow, such as physical space, funding, and personnel. Additionally, the plan will outline strategies for monitoring and supporting implementation.

Recent and ongoing actions of the Childcare Working Group include:

- Meeting with ad hoc committee examining childcare for children with special needs.
- Visit to RISE School at University of Alabama and the Child Development and Resource Center.
- Meetings with potential community partners, including YMCA-Oxford and FNC.
- Site visits to University of Arkansas Child Development Center, Mississippi State Child Development Center, and Home Depot's Little Aprons Academy.
- Information gathering from Bright Horizons, an organization that provides educational advisory services and assists with employer-sponsored child care options.
- Upcoming focus groups with UM administrators, faculty, staff, and students.
- Formation of a Childcare Initiative Advisory Group.
- After several discussions between the Childcare Working Group and the Division of Outreach, the Office of Pre-College Programs is now scheduled to offer two short-term Rebel Quest camps during the Thanksgiving holiday break and during Spring Break.

2017-18 Recommendations

- Support of the work of the UM Childcare Fellow, including a graduate assistant to aid in research and the creation of the final document.
- Allocate space for UM-sponsored childcare facilities, potentially in the newly acquired hospital building.

Communication Working Group

The Communications Working Group is responsible for disseminating general information to the UM community, as well helping to facilitate internal communications of the group. This group will keep the Commission website up-to-date, post relevant material to the Commission Facebook group (for internal use only), and share information about issues and events of interest to the UM community via the Commission Twitter page. Special communications projects, such as the recent blog series featuring women of note at UM may be taken up by this group periodically to help highlight accomplishments of women students, faculty, and staff at the University of Mississippi.

2016-17 Summary

- Created blog posts highlighting women faculty and staff at the University of Mississippi.
- Established a Commission Twitter account.
- Created a private Facebook group created for member communications.
- Continues to update and improve the Commission website.

2017-18 Recommendations

- Communications working group to collaborate with the UM Communications to highlight press about the accomplishments of women students, faculty, and staff at UM.

Pay Equity Working Group

The Pay Equity Working Group is responsible for monitoring compensation, benefits, and advancement across campus and assessing whether those are being provided equitably. In 2007, the Commission compiled a Pay Equity and Advancement Report. A new report is underway, which will offer a comparison of pay equity and advancement between 2005 and 2015.

2016-17 Summary

- Gathered up-to-date compensation data and a subcommittee of this working group is analyzing the new trends.
- The working group will finalize the narrative portion of this report. It will be submitted to UM leadership for review in December.

2017-18 Recommendations

- To follow under separate cover of the 2017 Pay Equity and Advancement Report.

Violence Against Women Working Group

The Violence Against Women Working Group is responsible for assessing the climate among students, faculty, and staff regarding sexual harassment and assault, domestic violence, and other acts of violence against women in our University community. Importantly, this group supports the work of the Title IX Office, the Office of Violence Prevention, and student organizations, such as RASA (Rebels Against Sexual Assault) that combat such violence through education, awareness, and action.

2016-17 Summary

- Assisted in the establishment of a UM Foundation account for student-led Rebels Against Sexual Assault (RASA).
- Worked with UPD and the Violence Prevention Office to create a more appropriate and effective UM Today notice when a sexual assault has occurred on campus.

2017-18 Recommendations

Hire a Coordinator of Victim Advocacy to Support the Violence Prevention Office

An urgent need is the hiring of a full-time employee as a Coordinator of Victim Advocacy. This position is crucial in assisting the Violence Prevention Office to provide faculty and staff training as well as direct support to students. The cost of hiring a Coordinator of Victim Advocacy would be approximately \$46,900 per year. The Violence Prevention Office is currently exploring hiring a temporary full-time employee in this capacity. In order to maintain continuity in the office, however, this position should be permanent.

Work with Baptist Memorial Hospital to Secure a Sexual Assault Nurse Examiner

A key recommendation to the Chancellor is to continue working with Baptist Memorial Hospital (Baptist) to have certified Sexual Assault Nurse Examiners. Having these resources at Baptist allows for students and employees to obtain appropriate care after a sexual assault occurs. The cost of SANE training would be covered by the Mississippi Coalition Against Sexual Assault and would be of no cost to the University. As Baptist is in the process of moving to a new facility, Lindsey Bartlett Mosvick is currently working with them to determine an appropriate date for training. Additional encouragement by the Chancellor as well as City and County leaders will ensure implementation.

Establish Hotline for Title IX Reporting

As there are currently a myriad of ways for students to report any Title IX incident, a hotline would be a more efficient way for students to report these incidents as well as allow for the Violence Prevention Office to respond to the needs of more survivors. The hotline could be managed by Lindsey Bartlett Mosvick, with support of additional employees (discussed in the third recommendation). Costs for establishing and maintaining a hotline vary between approximately \$28 and \$37 per month, according to Telecom. Promote the hotline via posters and stickers. Two hundred (200) 8x10 posters would cost approximately \$135.90 and five thousand (5000) 5x7 stickers would cost approximately \$1,300 as quoted by the university's printing services.

Women in Leadership Working Group

The Women in Leadership Working is responsible for assessing the climate for current women leaders, as well as aspiring leaders, at the University. This group will evaluate issues of access, compensation, and overall structure for advancement of faculty and staff, and ways in which the University can support women in leadership roles.

2017-18 Recommendations

Develop the Pipeline

- Conduct a review of the number of women in intermediate and senior leadership roles, including distribution by ethnicity.
- Conduct a five-year assessment of the number of women who have applied for leadership roles, including distribution by ethnicity.
- Engage in focused talent recruitment and identification of women faculty and staff with leadership aspirations.
- Identify mentors (be they retired or currently employed at UM or elsewhere within the SUG and SREB network) to purposefully mentor women faculty and staff who desire leadership roles.
- Establish a leadership preparatory program that equips women faculty and staff with the skills needed to successfully compete for and excel within upper leadership roles.

Address Structural Limitations

Staff

- Address gender gaps in salary.
- Evaluate internal promotion rules for organizational units and departments.

Faculty

- Address gender gaps in salary.
- Reevaluate promotion policies to encourage more women faculty to seek early promotion to full professor (i.e., after three years of post-promotion to associate professor).
- Consider term limits on chair positions (i.e., 5 years) AND create more opportunities for paid assistant chair positions so more faculty can secure the needed administrative experience for advancement.

Address Climate Issues

- Work with individual departments and unit web administrators to ensure that the correct salutation is in place for faculty and staff with terminal degrees. Seek guidance from the Provost's office regarding what options should be made available for faculty with terminal degrees (e.g. MFA, JD) and work with members of Human Resources and Information Technology to execute the decision.
- Establish an enacted culture of promotion and visibility of diverse women leaders.
- Create an annual or biannual public forum on women in leadership to gain continuous and critical feedback from UM stakeholders.

Work-Life Alignment Working Group

The Work-Life Alignment Working Group is responsible for assessing the workplace climate and determining ways to enhance work-life balance for employees at the University. These enhancements may include new or improved policies, training and education for supervisors and employees, and structural improvements (both physical and organizational) that increase workplace satisfaction, fairness, and equity.

2017-18 Recommendations

Address University Policies in Support of Work/life Balance (alignment)

- Educate supervisors and managers on the time-related policies: flextime, breaks, and participation in wellness activities, FMLA and Employee Assistance Program. Also address the implicit gender-bias or gender-related anxiety that managers may feel when an employee requests a flexible schedule.
- Recognize that it is not feasible to make the training mandatory, so look at ways to make it easy and digestible “quick tips” hand out.
- Create a Lunch and Learn series for work/life alignment issues.

Increase Breastfeeding Accommodations

- Continue to monitor progress for breastfeeding accommodations are required by federal law, but more importantly the right thing to do. There is a cooperative and supportive spirit to the gold standard the University should implement; however, it has been a slow process due to overwhelming workloads.

Utilize Technology

- Recognize the role that technology plays in our work/life balance.
- Suggest using the sources available and promoted by the University for meeting notes and meeting scheduling; Microsoft Outlook and Box – keep it simple!
- Explore campus community sharing programs/apps, like OfficeAccord.