

President's Commission on the Status of Women Highlights of Activities, Fall 2002 through August 2010

1. Assessment of Needs

- a. Held session "What Should We Be Doing?" during Common Agenda, 10/02
- b. Met with Women's Equity Committee re transfer of ongoing projects, 1/03
- c. Held three Open Forums, at the three major campuses, Feb and Mar, 03
- d. Presentation by Bettina Höppner, "Examining Gender Differences in Quality of Life Issues Among URI Students," (summary of research in Student Affairs' SQOLAS Project), 4/03
- e. Collaboration with ADVANCE in seeking availability of data relevant to our mission 2006 - 2009
- e. Attention to needs brought to the PCOSW by individuals in the community and other campus committees, 2002 - present

2. Information Gathering: Meetings with Campus Personnel

Kevin Culley, Director of Safety and Risk Management, 10/04
Bob Gillis, Director of Affirmative Action, 2005
Ann Marie Coleman, Assistant Vice President for Human Resource Administration, 12/05
Annie Newman, Head of Space Enhancement, Design and Allocation
Tom Dougan, Vice President for Student Affairs, 6/05
Lynne Derbyshire, Former Chair of Affirmative Action Committee, 6/05
Dania Brandford-Calvo, Former Chair of Affirmative Action Committee
Jenn Longa Moio and Keith Labelle, Violence Prevention, 11/07
Michelle T Rosa, Chair, and Margarida Da Graca, Vice President, PINK (Powerful Independent Notoriously Knowledgeable) Women, 2/08
Christen Makram, President, PAGE (Promoting Awareness for Gender Equality), 3/08
Tom Ahrens, President, Student Senate, 4/08

3. Networking and Providing Information to the Campus

- a. Held two networking receptions (one in collaboration with APAW) to connect women across campus and to inform them about activities and issues that the PCOSW and other organizations undertake, 2004 and 2005
- b. Constructed web page, www.uri.edu/uriwomen
- c. Established a list-serve for campus events of interest to women
- d. Maintained links with Provost's Office and a number of other offices and committees; established links with ADVANCE, President's Commission on the Status of Students, Staff and Faculty of Color (PCSSSFC), the Affirmative Action Committee, the Harassment Committee, and the Equity Council.
- e. Contributions to, sometimes including co-sponsorship of, various efforts on campus targeted toward the needs of women, such as:
Century Project, 3/07 (co-sponsor)

Meetings of the New England Council for Land Grant University Women
(2007 – present)
International Women's Day, 3/08 (co-sponsor)
Receptions of the Association for Academic and Professional Women,
yearly (co-sponsor)

4. Addressing "Chilly Campus" Issues

- a. Creating/reestablishing structures capable of addressing climate issues
 - Advocacy for separation of Harassment Subcommittee from Affirmative Action Committee, to become independent committee reporting directly to the President; development of initial charge regarding the new committee's functions; nominations for membership.
 - Advocacy for reactivation of Affirmative Action Committee (2004 – 05 and 07 – 09)
 - Recommendations for establishment of President's Commission on the Status of Students, Faculty and Staff of Color – membership recommendations
 - Creation of three-year strategic plan (2006 - 09), and follow-up re achievement of goals outlined in plan
 - Establishment of liaison relationships with the offices charged with carrying out aspects of the plan (2008)
 - Creation of and contributions to Equity Coalition (2005 – present)
 - Internship with PCOSW and Equity Coalition (2007 - 08)
 - Establishment of PCOSW and Equity Coalition space in ADVANCE Center (2007 – 08; no longer available)
 - Establishment of space for diversity committees in Roosevelt Hall (2008)
 - Contributions to the Equity Forum, 2/08
 - Contributions to the Student Equity Forum, 3/08
 - Civility initiative: Ongoing attention to creation of standards regarding abusive behavior and conditions
 - Inquiry into difficulties experienced by student groups from diverse populations regarding obtaining funding from Student Senate
 - Advocacy for issues of women in ACT and Council 94 unions
- b. Attending to particular situations that negatively affect women
 - Inquiry into implementation of PeopleSoft; advocacy for greater consultation between administrators and those most heavily charged with using PeopleSoft (2003 -06)
 - Concerns about safety of the Chafee Building (2002 – present)
 - Inquiry into possible harassment situation in Athletics (2005)
 - Advocacy for resolution of harassment situation in Chafee (2005)
 - Support for woman exposed to sexism on campus (2004)
 - Advocacy for resolution of issues surrounding reasonable accommodation of a woman with a disability
 - Inquiry into situation of several part-time employees seeking flexible work schedules

- Inquiry into restrictions on eligibility of non-tenure track faculty for Teaching Excellence award (2005)
- Concerns about the Title IX audit in the Athletic Department (2005)
- Concerns about removal of ADVANCE office from their suite on ground floor of Carlotti Building (2008)

5. Building a Family Friendly Campus

- a. Work with ADVANCE, Human Resources, and President Carothers to develop a parental leave policy.
 - Continuing efforts to bring the policy to all employees
- b. Ongoing efforts (since 2002) to establish a daycare center at URI
- c. Work with ADVANCE and the Family-Friendly Committee for creation of dual-career policy
- d. Ongoing contributions to ADVANCE's efforts to establish lactation spaces at URI
- e. Ongoing contributions to other efforts by ADVANCE and the Work-Life Committee regarding family-friendly issues - eg, flexible work schedules
- f. Advocacy for resolution of conflict between financial aid eligibility and eligibility for daycare for students of limited means

6. Strategic Planning

- a. Development of PCOSW strategic plans for 2006 - 2009 and 2009 - 2011
- b. Consultation with the University President
 - Meetings approximately twice a year with President Carothers to discuss issues of importance to women, consider recommendations for responding to those issues, and establish mechanisms toward resolving them (2002 - 2009)
 - Initial meeting with President Dooley to introduce the PCOSW and its functions and accomplishments (2009)

President's Commission on the Status of Women
Impact on Students
Some of our actions, compiled 7/23/08

The PCOSW was created as a result of a student project: Students in Women's Studies 400 did the research, wrote the proposal, and created the structure. They then presented the plan to the President and the Provost and solicited approval, which was granted.

PCOSW has student members. This gives us input from students, and also provides an educational experience for the student members.

PCOSW has established an internship for a student.

PCOSW has contributed to establishment of the Student Equity Coalition.

PCOSW has promoted and supported women students' groups.

PCOSW has educated members of the community about student needs and services.

PINK Women were offered some modest financial support by ADVANCE as a result of a PCOSW meeting in which PINK presented information about their group.

PCOSW met with the President of the Student Senate regarding funding issues for student diversity groups.

As a result of a meeting with the Violence Prevention Program, that program was given support from Women's Studies, and we helped get one of their staff members promoted.

PCOSW has advocated for resolution of a conflict in the state system that makes it possible for students to receive financial aid or daycare but not both.

PCOSW addresses other issues that affect students, such as lactation space and day care.

Summary Sheet:
PCOSW List of Findings and Accomplishments
September, 2010 to December 2011

See attached full report for more detailed information

PCOSW meetings

- 25 meetings held with general membership, President Dooley, Interim CDOs as well as holding a Leadership Team retreat
- 20+ meetings of Leadership team members

Sub-Committees:

Goal 1

- Met with constituencies throughout campus to understand and document the existing organizational structures that exist relative to the PCOSW.
- Met with constituencies throughout campus to understand and document the relationships that must be developed between the PCOSW and the various diversity related offices.
- Interim CDO hired January, 2011 which resulted in the tabling of many of the initiatives spelled out in this goal.
- Investigated distribution and display of "URI Cornerstones"
- Recommended websites be upgraded and integrated with other relevant URI websites
- PCOSW as a whole and various individual PCOSW members supported a wide array of initiatives, commissions/councils, causes, etc. and advocated for a host of issues that arose throughout this timeframe.

Goal 2

- Developed a proposal to start a URI Farmers' Market – initiative tabled
- Re-focused attention on building safety

Goal 3

- Requested, received and analyzed data set from HR
- Brought analysis of data to CDO's attention and recommended further analysis
- Recommended CDO further investigate issues and refine data
- President has agreed to hire a consultant to conduct a compensation equity review in 2012

Goal 4

- In addition to meetings referenced above:
- Supported the institutionalization of ADVANCE
- Initiated URI's membership in national associations
- Formally established Co-Chairs as members of the Equity Council and Equity Strategic Planning Cmte
- Maintained office space and moved

Goal 5

- Established 3 new student organizations focusing on developing mentors and mentoring freshmen women
- 3 fold increase in membership/participation in these organizations
- Support all other activities centered at the Women's Center

PCOSW List of Findings and Accomplishments September, 2010 to December 2011

PCOSW meetings:

- Meetings of Full Commission:
 - 2010: September 28, October 28, and December 6
 - 2011: February 3, March 11, April 15, April 15, May 5, September 21, October 26, November 30, and December 14
- Leadership Team met with President Dooley (November 9, 2010).
- Meetings with Chief Diversity Officer(s):
 - Leadership Team met with Interim CDO(s):
 - Friedman: January 31, April 6 and 27, May 4, June 22, September 20, October 19, 2011
 - Bakr: December 5 and 22.
 - CDO attended PCOSW meetings:
 - Friedman: May 5, September 21, 2011
 - Bakr: November 30, 2011
- Leadership Team ½ day retreat: July 26, 2011
 - Findings and recommendations written, discussed at subsequent PCOSW meeting, and submitted to CDO.

Goal 1 Sub-Committee: *Foster a climate, which embodies and promotes gender equity and inclusion, in which hostility is decreased.*

- Met with various constituents to work towards an understanding and document the organizational structure and relationships among various URI diversity/equity groups, as well as the distribution of Cornerstones.
- On Jan. 4th, URI hired Kathryn Friedman for the new interim position of Associate Vice President for Community, Equity and Diversity (CED). Kathryn is also referred to as CDO (Chief Diversity Officer).
- Sub-Committee recommends that PCOSW rethink Goal 1, given that a CDO Kathryn Friedman was hired after Goal 1 was formulated, that the CDO has responsibilities that overlap with Goal 1, and that the CDO plans to reorganize some of URI's diversity groups.

Specifically:

- Met on Dec. 7th with Trish Morokoff (co-chair Equity Council) and Jason Pina (Dean of Students) to find out about the organization, goals, responsibilities, coordination, and education programs offered by the different diversity/equity groups on campus.
 - Specific questions to which we will seek answers include:
 1. What diversity, equity, harassment groups are established on campus?

2. What are the goals and responsibilities of these groups? How are they organized?
 3. How do the different groups coordinate with each other and with other units on campus?
 4. What educational programs do they offer?
- Found the following information regarding distribution of "Cornerstones" :
 - *Academic Affairs:* Ann Morrissey (Special Assistant to the Provost for Academic Planning) was contacted and responded that the Cornerstones were distributed to all Deans and they were posting them somewhere in their buildings. In addition, Dean Libutti (Vice Provost for Enrollment Management) was overseeing the posting of the Cornerstones in academic buildings, which was still underway. There are some restrictions from the Space Committee regarding posting in newly built or refurbished academic buildings in main lobbies or central hallways. These postings must be approved by the Space Committee first.
 - *Student Affairs:* Tom Dougan (Vice President for Academic Affairs) reported that 30 framed Cornerstones have been posted. Residential Life opted to print posters and they are in the residence hall lobbies and other locations in the halls (bulletin boards). Chip Yensan (Director of Office of Residential Life) has ordered replacements for those that were removed or destroyed in HRL. Several of the framed cornerstones are in offices (Student Life, Talent Development); Health Services has one in their lobby, and the VP on his desk in his office. In addition, some offices used the Cornerstones leaflet that is on the one side or back side of the Bias Response Team protocol, so they are posted on the bulletin board in Career Services and the Counseling Center in Roosevelt Hall. The Memorial Union has posted the Cornerstones in the lobby and the Student Senate in their office. Dining Services does not have anything posted, nor does the Multicultural Center, although both indicated they would do this. He has not heard from the Women's Center, but believes they have been posted there.
 - *President's Office:* A banner listing the Cornerstones has been posted in the reception area of the President and Provost's Offices.
 - Requested that the website and educational/training programs now being delivered by various equity groups be placed on the larger PCOSW's agenda for discussion.
 - Several PCOSW members are members of other equity groups:
 - Ann Morrissey, Roxanne Gomes, Karol Leuzarder, and Annemarie Vaccaro serve on the Equity Council's newly formed LGBTIQQ sub-committee, which drafted a set of Findings and Recommendations on April 11, 2011.
 - Roxanne Gomes and Mailee Kue serve on President's Commission on Status of Students, Staff and Faculty of Color.

- PCOSW Co-Chairs now serve as permanent members of Equity Council. Roxanne Gomes, Karol Leuzarder and Annemarie Vaccaro also serve on Equity Council.
- Faye Boudreaux-Bartels attends the Female Department Chairperson's group organized by Nancy Eaton, Chair URI Faculty Senate.
- Trish Morkoff, Co-Chair of Equity Council, started attending PCOSW meetings.
- Jody Lisberger helped write the letter to URI Cigar newspaper regarding concerns of College Republicans display equating abortion with genocide.
- PCOSW changed its November meeting date so that members could attend the November 16, 2011 Title IX Compliance Webinar "Challenging Issues in Complying with Title IX on Student Sexual Assault and Harassment" sponsored by the URI AA Office.
- Co-Chair Faye Boudreaux-Bartels was invited to attend the first Women of Color Network reception on April 14, 2011.
- PCOSW Leadership Team members Karol Leuzarder, Karen Sherman and Carolyn Sovet signed a letter drafted by Rosie Pegueros in support of the URI Women's Studies Program.
- PCOSW members made contributions to Stephen Grubman-Black Memorial Fund via the Women's Studies Program URI Foundation account.
- PCOSW sent letter to President (December 22, 2010) to support institutionalizing ADVANCE at URI.
- URI formed President's Commission on LGBTQ (Lesbian, Gay, Bisexual, Transgender, and Queer).

Goal 2 Sub-committee: Create a climate that promotes wellness and safety

- Developed a proposal to sponsor an on-campus Farmer's Market to benefit the health of students, staff, and faculty. Spoke with different people on campus and received positive feedback from faculty, staff, and students. Many students now live in dorms with kitchens, so Farmer's Market would be one way to make it easier for them to shop for fresh fruits and vegetables. Darleen Golomb was familiar with people selling at current farmers markets, spoke with them, and also noted a high level of interest. It was decided to start small, with an emphasis on fruit and vegetables, and hopefully get some buy in from people at CELS and HR once we did some of the initial leg work. Nan Fey-Yensan (Interim Dean of CELS) also expressed interested in our proposal and was a member of the PCOSW. It also seemed that once we did do some of the initial leg work, and with buy in from different departments we could find it a permanent home for administration. (Sustainability department, perhaps)? We did not get to meet with Laura Kenerson. Darleen was working with Anne Gregson to find a location on campus and the requirements of 3rd party vendors.

- Although the PCOSW appreciated the health benefits of the plan for Farmer's Market, it tabled the proposal because several members thought that this type of proposal should not be the first request the PCOSW made to the newly hired Interim CDO Kathryn Friedman.
- Decided to refocus efforts on safety issues, e.g. air quality in buildings.

Goal 3 Sub-Committee: *To promote gender equity in recruitment, hiring, and retention, and to address social classism so as to guarantee practices and policies that build and sustain gender equity.*

- Requested and received a data set from URI's Office of Human Resources in April 2011 on all URI employees. The two main goals for collecting and analyzing this data are (1) to provide information to the Administration that supports what many at URI already know about gender imbalances in salaries and (2) to have a starting point to re-initiate a dialogue around gender imbalances in salaries at URI.
- This data set included the following variables: a) identification number, b) sex, c) job title, d) department identification number, e) salary plan, f) classified/unclassified position, g) pay grade, h) base annual pay rate, i) total salary, and j) academic/calendar year appointment. Although the data set had limitations, the sub-committee thought it important to move forward and work with data provided.
- Anne Seitsinger analyzed the data and reported descriptive statistics on total salary as well as distribution of salaries overall for woman and men and for faculty.
 - For approximately 2,500 URI employees, Mean total salary was \$63,353 whereas Median total salary was \$53,560. Employees in bottom quartile earned total salary of \$40,000 or less whereas those in top quartile earned more than \$80,605.
 - Gender Differences:
 - More women (56%) than men (44%) are employed by URI.
 - There are 50% more male faculty than female faculty.
 - Numbers of male and female faculty are comparable at ranks of Assistant and Associate Professor.
 - At Full Professor rank, there are nearly 300% more men than women.
 - Pay discrepancies exist in the upper 10-25 percentile of the total salary range, with men earning significantly more than women.
 - Female Average salary was \$56,320 versus male average salary of \$72,284.
 - Of 256 employees in top 10% percent of total salary range (salary greater than \$107,000), 23% are women and 77% are men.
 - Female faculty earn an average of \$82,874 whereas male faculty earn \$99,855.
- Future analysis of these data should examine additional factors. Dataset needs to be refined and augmented to include the following:
 - Faculty members who are also Department Chairs listed as faculty in data base.
 - Designation as to whether employees are part-time or full-time.

- Include information on start-up costs, exceptional pay, summer salary or other additional compensation.
 - Information on total salary of part-time employees; current data set provides only hourly salary figure.
 - Mechanism needs to be created to evaluate if employees are receiving comparable salaries for comparable qualifications and workload requirements. Current method of assigning pay grade levels is inconsistent across unions.
 - Mechanism needs to be created to examine whether there are gender concentrations in certain job roles or titles.
- PCOSW recommends that CDO further investigate issues about pay inequities as well as create a more complete data set which would include and specify the variance nuances around salaries, pay grades, and employment status, etc. Recommend continuous examination of this information to help make the salary and pay information more transparent for all members of the campus community. Departments and Offices should be charged with developing and implementing plans to work toward salary parity across gender.
 - PCOSW Co-chairs presented data analysis and recommendations to CDO Kathryn Friedman and Abu Bakr (Executive Assistant to the President). Abu met with President Dooley to discuss these findings and made several recommendations for follow-up. President Dooley indicated willingness to hire an external consultant to examine salary structure at URI across various constituencies, e.g. gender, race and sexual orientation. PCOSW requested that we have representation on group that hires Consultant.

Goal 4 Sub-Committee: Improve PCOSW's use of effective strategies for advancing its work.

- Leadership Committee met approximately twice per month, had a half day Leadership retreat in summer (July 2011), and organized a PCOSW retreat for January 2012. At half-day Leadership retreat, a set of Findings and recommendations was drafted and later forwarded to CDO Kathryn Friedman.
- Leadership Team met with members of ADVANCE, and later sent a letter to President Dooley (December 22, 2010) to support institutionalizing ADVANCE at URI.
- Leadership Team persuaded Provost Office to have URI join American Association of University women.
- Co-chairs met with CDO Kathryn Friedman (January 31, April 6 and 27, May 4, June 22, September 20, October 19, 2011) to discuss issues of concern.
- Co-chairs are now members of URI Equity Council.
- Co-chairs attended October 19, 2011 meeting of Officers of Equity and Diversity groups across campus that CDO Kathryn Friedman organized to start the process of developing a Strategic Plan for Equity at URI.
- Leadership Team met several times with Ryan Carillo (Campus Planner) to find alternative office space for PCOSW after University College took over PCOSW office

space in Roosevelt Hall basement. PCOSW office is now located in Room #213 of Surge Building.

- Co-Chairs met Abu Bakr twice (December 5th and 22nd, 2011) to discuss PCOSW salary inequity findings and repeat requests for clerical support, office space, and budget. Abu later forwarded our findings and recommendations to President, asked Eileen Orabone to provide clerical support in finding location for PCOSW meetings, and provided funding to pay for food for retreat.

Goal 5 Sub-committee: Improve retention of undergraduate women students on campus

- Made great strides toward accomplishing goal of impacting retention among undergraduate women at the University. While group members have been unable to accurately measure the impact of the programs they have implemented due to a lack of resources, there have been three major student organizations launched whose primary functions are to support and retain undergraduate women at URI. Those groups are WOWW (We're Offering Women Wisdom), WLC (Women's Leadership Coalition), and D.O.D. (Democracy of Dames) and they operate as follows:
 - **We're Offering Women Wisdom:**
 - WOWW's mission is "to target freshmen and establish not only a sense of, but an actual community, where upperclassmen peers will be a constant, non judging community to the incoming first year students in hopes to mentor them in a way which provides a cycle of organizational transition of 'mentee' to mentor." They are the very definition of an inclusive group and have members from an extremely diverse combination of cultural, ethnic, and socio-economic backgrounds.
 - WOWW members have made a concerted effort to target freshmen women from all different walks of life in an effort to create an inclusive and welcoming environment here at URI. Their primary goal is retention of female students on campus and the group promotes numerous events on campus through their involvement year after year.
 - WOWW makes it a priority for its members to become actively involved in the URI community as well through attendance of campus events and continued involvement in community service projects such as First Night, Safe September, Relay For Life, the Pink-Out, St. Jude's Up til Dawn, The Vagina Monologues, Student Entertainment Committee Mocktails and both Sexual Assault and Domestic Violence Awareness Month Activities. WOWW participated in bringing Adele Shaw and the College Career Development Presentation with the URI Women's Council for Development. Our group helped advertise this event, recruited students to attend, and volunteered to usher the night of the event. Additionally, six WOWW members have attended the annual Academic Alternative Spring Break trip to Birmingham, AL.
 - WOWW has established an Executive Board to represent the entire group and to assist in weekly programming for the organization. The Exec Board regularly checks in with the freshmen members of the group in an effort to give them a voice and participate in activities they deem to be important. WOWW also hosts

a mentor workshop each semester to teach the skills of being a good leader and mentor. The group also asks that members from each class take the leadership of planning weekly meeting and implementing events for the entire organization to participate in.

- WOWW has become an overwhelming success at the URI, thanks in large part to the efforts of our current dedicated members. By the end of the Spring Semester 2009, WOWW had around 20 Mentors. By Spring 2010, that number has grown to twice that number with another 50 or so Mentees and, last Fall, that number doubled again – with roughly 100 women who are active members.
- WOWW Meetings take place on a weekly basis, every Thursday night at 6:00 PM in the Women's Center Library, with the Executive Board meetings at 5:00. Each incoming freshman woman is given an upper-class mentor (sophomore), who in turn had a mentor from her freshman year (junior), who in turn had a mentor from her freshman year (senior) and they are divided into families where the group can get together socially outside of regular WOWW meeting times. The focus of this group is on retention and ensuring that the transition not only from high school to college is a smooth one, but that the transition from year to year at URI is also a smooth one.
- Some of the WOWW goals are:
 - To provide first year URI women with a sense of community and offer an unconditional and constant organization for them to affiliate themselves with.
 - To make freshmen women feel comfortable and supported in our community while entering a new stage of self development.
 - To become involved in the campus and surrounding community by participating in campus events and attending URI programs both on and off campus.
 - To continue to educate women about the dangers of sexual assault, domestic violence and stalking and try to lower the number of rapes that occur both on campus and down the line. Educate freshmen women about the importance of healthy lifestyles both on and off campus.
 - To maintain an atmosphere conducive to learning and student growth by learning effective time management, techniques for coping with stress, and how to maintain an exceptional GPA.
 - To provide a social network and peer group that will provide leadership, mentoring, and support for each other in the hopes that freshmen mentees will graduate to become WOWW mentors.
- WOWW uniquely benefits URI by offering a chance for freshmen women to feel comfortable, safe, and supported in the community that we create. They receive stability, support, and mentorship as well as become positive role models and future mentors of the group. As an organization WOWW strives to ease the transition of first year women to college life. Some topics addressed include successful study habits, nutrition, sexual assault, campus involvement, time management, coping with stress, date rape drugs, substance abuse, domestic violence, and stalking. The sense of community created for freshmen women

significantly helps to increase their personal development throughout the rest of their college careers.

- WOWW has certainly provided first-year women with a sense of community and has also offered a constant network of support, not only from the upper class Mentors, but also from fellow freshmen women in the organization. It has been amazing to see a group of strangers develop such strong friendships in the few months since they have been at URI. The support these women provide for each other, most of whom just met in September, is the definition of why WOWW was created in the first place. They give each other rides to places off campus, help each other with school work, and check in on each other when someone is sick.
- For first year students, WOWW becomes, in one short semester, equal parts sports team, sorority, and social club. It becomes a place where students go for advice on how to determine their GPA, where to take their parents to eat, and who to talk to about earning a double-major. The members of WOWW have become involved in the URI community by their group attendance at campus concerts, movies, plays, and football games. Mentors and Mentees have sought educational programming through in service trainings on domestic violence and date rape drugs and plan to address topics such as substance abuse, coping with stress, healthy eating, and maintaining academic excellence in the upcoming semester.
- WOWW has provided each individual in the group, Mentors and Mentees alike, with a sense of accomplishment and belonging at URI. It has helped to ease the transition of first year women on campus and helped to provide stability, support, and peer-to-peer mentorship for all members of the group. The organization is very much looking forward to a period of even more growth when freshmen Mentees graduate into the role of Mentors next Fall. This period of growth, while exciting and rewarding to the members of the group brings about some issues and concerns for the future of the organization as well. If WOWW continues to grow at its current rate (we have doubled the number of freshmen each year) there will be well over 150 members in the group for the Fall Semester. There is simply not enough space in the Women's Center Library nor enough resources to provide for a group with that many members. However, despite any challenges the group may encounter, WOWW plans to continue to create a sense of community for freshmen women in order to increase their personal development at the University of Rhode Island for many years to come.

- **Women's Leadership Coalition:**

- The mission of the Women's Leadership Coalition is to inspire and empower women at the University of Rhode Island. The WLC is a collaboration of women who promote leadership and success by uniting all female students on campus. The WLC has established an active Executive Board who invites any female leader from athletic teams, sororities or any other student organization who might be interested in joining the group. The WLC is looking for enthusiastic female leaders who want to make a difference on campus and provide support to women's initiatives and events.
- The Women's Leadership Coalition is comprised of female students who are members of various groups and teams on campus including the Dance Company,

Volleyball, Rugby, and Women's Hockey. What began as an outlet to share ideas and concerns about women's issues on campus turned into biweekly meetings that produced an executive board and several event plans for the fall semester. The women in this group are optimistic about increasing the attendance at women's sports and spreading the message that the University of Rhode Island has some of the most impressive female leaders that sometimes go unnoticed.

- **The Democracy of Dames**

- The D.O.D. is a brand new student organization comprised of Women's Center residents who have taken an active role in both leadership and self-governance. The mission statement of the Democracy of Dames is to build skilled leaders who empower each other, strive to uphold the value of respect, while maintaining a productive environment and a sense of community that discuss and resolves issues.
- D.O.D. group members have created an Executive Structure with specific roles and responsibilities for each of its members to uphold both the mission and the vision of the URI Women's Center. The organization has empowered its members to take ownership of the House in order to create an educational and work environment rich in visible role models and free of sexual bias and inequities. By developing and supporting women's abilities and showcasing their talents, the Women's Center assists all University women in reaching their full potential. The URI Women's Center works with others in the URI community to provide experience that achieve learning outcomes concerning women's issues.
- The URI Women's Center's presence on the Kingston campus is recognized, appreciated, and valued as a precious and integral aspect of the university. Through the D.O.D.'s programming and services, University women are able to expand their awareness of important women's issues such as diversity, sexual harassment, leadership, women's health and relationships. The Women's Center is a place where all university women (student, faculty, and staff) go for education, support, referrals, and crisis intervention.

- **Women's Center:**

- The Women's Center is designed to empower and inspire undergraduate women in campus leadership roles. Residents are encouraged to explore their personal leadership styles and the ways in which they are affected or enhanced by gender and to come together to share, grow, and network. The Women's Center is open to female identified individuals from all academic disciplines. Our goal is to provide students with a small, close-knit community and it is a wonderful way for students to be involved in life and learning at URI. The Women's Center is heavily involved in programs that impact retention of undergraduate women on campus. Some of the programs that we are involved in includes but are not limited to WLC, WOWW, D.O.D, as well as other groups including:

- **URI Women of Color Network:** The Women of Color Network is a community of faculty and staff at URI who come together once a month to

bond and builds new opportunities for collaboration. The need for this network became evident when in November 2008 a group of women comprised of faculty, staff, and graduate students came together to discuss issues of women of color in higher education. Various women were struck by the fact that many had not met each other despite numerous years at URI. Having an opportunity to meet more women of color was expressed as a need that would help to build a sense of belonging and community on campus. Since then, we have continued to meet on a monthly basis. The gatherings are informal and discussion topics arise organically based on the needs of the women, current events, as well as personal and professional goals.

- **Violence Prevention and Advocacy Services:** The University of Rhode Island seeks to maintain a safe, secure environment which supports the mission of the University and is free from coercion and exploitation. The University does not tolerate any form of sexual assault or interpersonal violence. These behaviors include but are not limited to sexual harassment, forced sexual contact, forced sexual intercourse (or rape) and physical abuse. These acts not only violate the policies of the University of Rhode Island, but criminal and civil laws of the federal government and the state of Rhode Island.
 - a. **URI Peer Advocacy Program:** The URI Peer Advocates are a team of specially trained students who create and perform interactive workshops and programs to educate and increase awareness regarding:
 - *partner violence*
 - *stalking alcohol*
 - *sexual abuse*
 - *sexual harassment*
 - *drugs*

PCOSW Key Indicators:

Goal 1: Foster a climate which embodies and promotes gender equity and inclusion, in which hostility is decreased

Sub-committee members: Gina S, Annemarie V, Kim A

Key Indicators:

- Climate Survey results show improvement from current baselines to % increase by 2011
- Number of harassment complaints/incidents decrease by % by 2011
- Number of incivility complaints/incidents decrease by % in 2011.
- Number of staff and faculty who complete education programs on harassment and work/life balance
- Number of new mentoring/professional education programs for staff
- Number of new information dissemination strategies
- Number or % of faculty, staff, and students who have knowledge of:
 - Harassment policy and training
 - Work/life policies and education programs
 - Mentoring policies and programs
 - Professional development policies and programs

Goal 2: Create a climate that promotes wellness & safety

Sub-committee members: Karol L, Amy O, Linda L

Key Indicators:

- Harassment committee meets 4x per year
- All campus facilities meet health and safety standards as recommended by a committee that includes environmental scientists
- Campus-wide meeting held to review possible cancer cluster in Chafee building
- Shuttle bus to include University Village as a stop
- 10% decrease in the number of claims filed over a two year period for worker's compensation due to snow and ice conditions
- 10% decrease over three year period in the number of employees whose worker's compensation claims indicate an absence from work of one or more days due to injury caused by snow and ice conditions.
- Survey is completed to assess security needs from the point of view of the faculty, staff and students
- Number of proactive emails sent to the URI community regarding preventative security information increase by % by 2011
- Meetings held between safety/risk and student life to determine existing campus security resources, and information from these meetings is disseminated to the university community
- Number of articles in the 5-cent cigar that address security issues increase by % by 2011
- Creation of an annual International Women's Day celebration
- Number of people participating in a walking program increase by % by 2011
- Creation of a weekly Summer/Fall Farmer's Market held on a weekday at the main campus of URI.

Key Indicators:

Strategies:

- Create a climate which embodies and promotes greater gender equity and inclusion, which promotes wellness and in which hostility is decreased.
- Advocate effective protocols on safety/security measures for regular dissemination.
- Collaborate and encourage the provision of information & resources to help promote psychological and physical health among women

Goal 3: To promote gender equity in recruitment, hiring, and retention, and to address social classism so as to guarantee practices and policies that build and sustain gender equity.

Sub-committee members: Jody L, Grace F, Karen S, Faye B, Ann M, Anne S, Mailee K

Key Indicators:

Gender percent of new hires

Gender percent of promotions

Gender percent and salary levels for existing faculty and staff

Number of searches with proactive recruitment plan

Gender percent of lateral hires

Gender equity in relation to total salary expenditure for all faculty

Gender equity in staff pay grades relative to educational and professional qualifications

Gender percent of people who leave URI

Goal 4: Improve PCOSW's use of effective strategies for advancing its work

Sub-committee members: Carolyn S, Karen S, Karol L, Grace F, Faye B

Key Indicators:

Data are put to use by PCOSW

PCOSW has input into key committees

Communication with President and Provost occurs regularly

Goal 5. Improve retention of undergraduate women students on campus.

Sub-committee members: Keith, Kate, Carolyn, Sarah P, Brianna

Key indicators:

Improve retention of women students on campus

PCOSW Leadership Team's Summary of Findings – July 26, 2011

To institutionalize a University that embodies gender equity and inclusion for all women, reflecting awareness of and sensitivity to issues of race, ability, sexual orientation, socioeconomic class, age, ethnicity/culture, veterans, and students.

Gender equity in recruitment, hiring, retention, and pay levels has not been attained.

- The University follows policies and practices that negatively impact staff in lower pay grades, and, therefore, impact women disproportionately.
- The statistical data employed by the University do not accurately reflect the reality of gender inequities.
- URI upper Administration is predominantly white males.

There is no formal, university wide mechanism for educating, reporting and responding to Sexual or Gender Harassment.

- The Harassment Sub-committee, approved by the President's Office, needs to be implemented.
- Ad Hoc procedures exist in various units, but are followed sporadically.
- Effectiveness of ongoing education and enforcement needs to be measured.

URI "Cornerstones" establishes guidelines for civil and professional interactions in the University Community.

- Distribution needs to be institutionalized.
- Distribution needs to reach all members of campus on an annual basis.

There are no comprehensive, university wide mechanisms that promote health, safety or quality of life.

- There is no entity that includes environmental scientists charged to review the health monitoring system for URI buildings on an on-going basis, implement any improvements needed, ensure they are measured, and communicate the results.
- Only limited aspects of the environment are monitored currently.
- There are a number of areas in the university where safety is compromised, including but not limited to transportation to/from University Village and Women's Center, snow, ice and leaf removal, transportation at night.

The University does not provide the PCOSW with necessary support mechanisms, such as staff support, funding, and release-time.

Women students drop out of URI in disproportionate numbers. Classroom equity issues are not being addressed.

- URI needs to improve mentoring.
- Women are underrepresented in a number of the STEM disciplines.

2012 PCOSW- Goal A Report
Reduce Harassment and Bullying
11/29/2012

Group members: Kimberly Anderson, Karol Leuzarder, Ann Morrissey, Amy Olson, Karen Sherman, Carolyn Sovet, Gina Sperry

FINDINGS

Information is scattered across resources and websites relative to bullying and harassment and difficult to find relative to personal safety.

Sometimes very hard to determine where victims should go for different forms of bullying and harassment

On occasion, when a potential victim accesses the resources they often aren't successful in reaching the correct resource and the victim is sometimes left with little or no information as to where to go with their particular issue.

RECOMMENDATIONS

I. Reporting and Disciplinary Measures

- A. Create a first-stop (one stop) office and webpage for all bullying and harassment of any kind. The resources for victims of harassment need to be clear and coordinated in terms of what is available;**
 - The office refers faculty, students, and staff to the appropriate resource depending on the situation.
 - The office is responsible for tracking all incidents to its resolution and making the information available to all interested parties on a need to know basis.
 - A webpage should be created reflecting a one stop resource – centralization of all resources.
 - Develop a flow chart that designates the responsible resource for each type of incident and their process for resolution.
- B. Improve coordination and communication of resources relative to harassment and bullying.**
 - The resources would include dispute resolution system, Ombuds Office, Office of Student Life (includes BRT and civility and education, women's center, counseling center, and the new Office of Civility), Affirmative Action, HRA, and counseling services for faculty/staff.
 - Responsible parties need to meet, coordinate, and communicate so that knowledge can be shared.
 - A steering committee will meet regularly to discuss issues, monitor progress, and improve services.

II. Prevention

- C. Provide Training and Awareness in "Safe Workplace and Anti-Bullying Guidelines"**
 - A competency web-based training will be required for all faculty, staff and students (includes information from the Equity Council).

FOLLOW-UP QUESTIONS OR INFORMATION NEEDED

On November 29, 2012 sub-committee members Karol Leuzarder, Amy Olson, Karen Sherman, Carolyn Sovet, and Gina Sperry met with Jennifer Longa, Director for Civility Education to discuss the questions below regarding the function of the Office of Civility Education.

- *With regard to the new Office of Civility Education – what is the mission of that office – relative to these issues? Could they be the central or first stop resource? Their role should be considered in light of these issues.*

Mission: The University Of Rhode Island Office for Civility Education, based out of the Office of Student Life, works to encourage a civil community that upholds the pursuit of knowledge with honesty, integrity and courage while respecting the rights and dignity of all others.

- *When is information introduced to employees and students about resources relative to bullying and harassment and personal safety?*

The office works to proactively address student issues of hazing, bullying, and cyber harassment as well as disruptive students. To this end the Office of Civility Education receives referrals from several avenues on campus including HRL, Campus Police, BRT reports, Dean of Students, individual professors and department chairs, PASS program, and The Vice President for Student Affairs.

The office provides educational programs on the issues of student hazing, bullying, cyber harassment and other related topics to students, staff and faculty. Groups & programs who have already received training include: Resident Assistants, New Student-Athlete Orientation, Greek 101, Chi Omega Sorority, Graduate student instructors in Literature and Composition, and PASS instructors.

With the goal of generate a cultural shift towards increased community civility and interpersonal responsibility, the office is developing and sponsoring campus wide “civility” days and ongoing projects to raise awareness about civil interaction.

Recommendation:

Based on our discussion today it is clear that the Office of Civility Education currently serves as a “one stop” resource for **students**. We recommend that the Office of Civility continue to provide services to students in the future and that dedicated resources are provided to publicize their work and expand services. Additionally, we would like to invite Jennifer Longa to attend a future PCOSW meeting and present on the work of the Office of Civility Education. The Office of Civility Education can serve as a model in the development of a “one stop” bullying/harassment program for **faculty/staff**.

PCOSW Subcommittee B

Goal: To Recruit and Retain Women in All Sectors of the University

IMMEDIATE RECOMMENDATIONS FOR THE PRESIDENT

December 7, 2012

Groups members: Katrina Dorsey, Grace Frenzel, Linda Lyons, Annmarie Vaccaro

We recommend that the PCOSW chairs request a meeting with President Dooley and Provost DeHayes to address the following immediate issues and recommendations regarding the search process for positions at senior level. Ideally, these recommendations would be paired with a research – based rationale for why there is an urgent need to focus on hiring people of diverse backgrounds into the upper administration. However, our sub-committee does not have these data in hand.

1. The lack of women and people of color in senior level positions does not reflect the University's commitment to diversity. Diversity, including gender, must be considered in the hiring process for upcoming-senior-level positions. Additionally, we recommend specific strategies to combat bias in the search process.
 - The chief diversity officer to convene a group from Affirmative Action, Human Resources, and PCOSW to discuss and contemplate the responsibility and procedures related to hiring. Consider changing processes to ensure that recommendations regarding diverse candidates are honored more explicitly by hiring managers, and that insights which search committees have developed about candidates pertaining to diversity are included in final decision-making process.
 - People from diverse backgrounds must be represented on every search committee. More specifically, we request that the University include on all search committees for upcoming senior – level positions (director level and higher) a PCOSW committee member or member of the former URI ADVANCE Program leadership team.
 - Provide every committee member with a copy of ADVANCE faculty recruitment handbook and train all committees in ADVANCE best practices before the committee begins work.
 - Each committee should be provided with sufficient budget resources to permit advertising in those media that are most likely to reach potential candidates from diverse populations.
2. The PCOSW requests funding of a position that would be housed in the Community, Diversity and Equity office. This individual would be charged with overseeing hiring processes, retention, and mentoring of diverse administrators, faculty, and staff (*We believe that currently there is someone doing part time work with recruitment and retention of faculty of color only*).
 - The position should be full-time.
 - The person should be charged with addressing hiring, etc, of administrators, faculty and staff.

- The person should be provided with extensive knowledge of the achievements of URI's ADVANCE Program, and be charged with institutionalizing ADVANCE accomplishments into URI's hiring, retention and mentoring efforts.
- The person should be provided with sufficient budget resources to permit advertising in the media that are most likely to reach potential candidates from diverse populations.

Goal 3 (as proposed):

Promote gender equity in recruitment, hiring and retention, and address social classism so as to guarantee practices and policies that build and sustain gender equity.

Key Indicators:

Gender percent of new hires

Gender percent of promotions

Gender percent and salary levels for existing faculty and staff

Number of searches with proactive recruitment plan

Gender percent of lateral hires

Gender equity in relation to total salary expenditure for all faculty

Gender equity in staff pay grades relative to educational and professional qualifications

Gender percent of people who leave URI

Strategies:

- A. Examine and report on institutional data to identify relevant issues and areas of disparity

Action plans

- i. Request data and reports from appropriate offices
- ii. Create subcategories of EEOC job categories to illuminate data
- iii. Examine whether data confirm gender equity for faculty and staff
- iv. Meet with appropriate URI administrators to review data and issues it raises

- B. Use data to further greater understanding and to advocate for equity in relevant offices on the basis of that data

Action plans

- i. Discuss strategies for creating gender equity
- ii. Continue to follow leads and misleading aspects that arise in the data
- iii. Advocate for hiring and retention practices that promote gender equity and diversity

- C. Promote advocacy at the URI and State levels with regard to policies and practices that negatively impact women, particularly those in the lower socioeconomic populations and, therefore, women disproportionately.

Action plans

- i. Advocate for prompt filling of vacant and/or new positions in areas that support inclusion and equity
- ii. Promote transparency in terms of assigned staff salary levels relative to job skills, education and professional experience to ensure equal or greater pay for equal or greater qualifications
- iii. Meet with appropriate URI officials to review the data and the issues it raises as well as discuss strategies for creating gender equality
- iv. Urge URI administrators to meet with State officials to review the data and the issues it raises
- v. Urge URI administrators to meet with State officials to discuss strategies for creating gender equity

Equity and Positions Work Group

Group members: Jodi, Claudia, Anne S., Faye

Note taker: Anne S.

Recommendations:

All searches, especially for 2012 early retirement incentive vacancies, follow ADVANCE principles.

Data collection at the individual level on salaries, compensation packages, starting salaries, etc., on new hires for faculty and staff on a semi-annual basis to examine possible discrepancies by gender

Data collection at the individual level on exceptional pay raises for existing faculty and staff

Follow-up questions or need for information or data:

Across schools, colleges, and disciplines, programs by gender

- Packages, e.g., start up, exceptional raises,
- Data cross tabs by programs; correlation

These are the data we want collected. . .

These are the questions we want addressed . . .

New Priorities

Request that ongoing, systematic data collection and analyses on

Instrumental in generating questions for data analyses;

Input into selection of external consultants, aggregation of data, how data are analyzed.

Process should be transparent with reports periodically.

PCSOW should be given a copy of all collected data

PCOSW – Goal C

May 8, 2012 mtg notes

Recommendations:

- URI Search Committee be trained in ADVANCE best search practices and policy
- URI continue to support transparency and making data available to us (Catherine and Abu)
- PCOSW be involved in all stages of data analysis and collection

Follow-up Information

- Literature review on (implicit) hiring bias and how it impacts gender
- Gender Issues and Social Bias
- ADVANCE Research
- Write a summary of ADVANCE; bulletize Findings
- Summarize Academic data
- Particular target area
- Issues of Adjuncts, per course instructors.
 - Retired or augmentation
 - Piecemeal work
 - Financially driven
 - 50 % male/female among Part-timers?
 - Symptomatic reading
- Part time Faculty have own union (voluntary).
 - URI vs CCE
 - What percentage of part-time faculty staff at CCE vs URI? Are they exploited?
 - Are Issues at CCE significant enough to warrant separate survey?
 - More part time labor at CCE?
 - Jody concerned that CCE gets all revenues from on-line courses?
-

New Priorities for Commission's work

- Regular web site updated with findings
- Establish relations with new CDO, making sure data are collected, interpreted and acted upon
- Recommend advocacy for negotiating start-up packages to Goal B sub-committee.

Goal C May 14, 2012 mtg Notes

- Summer recontracting for department chairs; are there gender related issues? (Jody)
- Cost/benefits; bring in more people
- How to make visible and conspicuous? Sources of Information? What to do with Findings we come up with?
- Part-time Faculty Union – they have a new union at URI.
 - Applies to CCE “Adjuncts”; not used anymore?
- Gender Equity Data: Transparent & collected on a regular bases
 - Want input in what type of data are collected
 - Raises, years to raise
- Part of Group deals with results, when there are discrepancies and next steps
- Identify timeframes
- How to establish Findings on Women in Leadership Positions (those with signatory power).
 - Primarily 30%.
 - Not just ethical, moral, but causal, economic, recognition, awards
- Tasks of chairs done become more clerical.
 - Equity in Chairs duties and number of advisees.