Provisot’s Advisory Committee on Women’s Issues (PACWI)
2008-2009 Year End Report
June 30, 2009

Respectfully submitted by:
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The group met in Osborne 107 – the second Wednesday of each month from 3-5 p.m. on

I. Mission Statement (Revised 9/12/07)

The Provost’s Advisory Committee on Women’s Issues (PACWI) serves as an
advocate for women faculty, staff, and students at the University of South
Carolina (USC) in order to: 1) assess current policies; 2) recommend new
policies and procedures; 3) focus on areas that need improvement; and 4) provide
opportunities to enhance the quality of the USC campus community.

The committee has focused on issues including advancement of diversity leadership,
 Improved services for women graduate students, maternity leave and family
 friendly policies, and mentoring of university women: faculty, staff, and students.
The Leadership Institute continues to be an important annual event with attendance
increasing every year. PACWI also submitted three initiatives to the Quality of Life
subcommittee with the goal of creating an environment within the university that
recognizes and empowers women’s contributions to the university community. The
proposal was sent to Christine Curtis to pass on to the Quality of Life subcommittee.
(attached)

A brief summary of the Committee’s work this year follows. Subcommittees have
been formed to address each of the subjects below.

Mentoring

A faculty survey regarding mentoring of colleagues was drafted and sent out to all
female faculty on Thursday, March 26th. There were a total of 153 responses out of
675 women faculty of all ranks. The data will be analyzed and reported to the PACWI
committee via Blackboard and email by September. The findings will also be
reported to Christine Curtis for her work with the Women’s Faculty Organization. A
formal report may be given when PACWI meets in the fall.

It is suggested that a staff mentoring survey be followed through with in the next
year. The subcommittee plans to meet with Jane Jameson, V.P. for Human
Resources, and talk with her about staff organization on campus before pursuing the
staff survey. The new PACWI co-chairs should make sure there is a significant
number of staff asked to serve on this subcommittee next year in order to effectively
implement the staff survey.
Review of New and Existing Policies

Recommendations for future work are:

1. Ensure Salary Equity Oversight reports are regularly generated, current and available for review;
2. Develop a set of selection criteria for higher administration and advanced supervisory training;
3. Maximize the ease and efficiency of finding the Family Friendly Policies (for example: include “family friendly” reference under Division of Human Resources Benefits Office: Employee Q&A)

FEMGRAD (Female Graduate Students)

The subcommittee addressed areas including services and programming, health and wellness, and mentoring. A full report has been submitted to the Provost and posted to the Blackboard PACWI site. Recommendations include:

1. Implement a maternity policy for female graduate students.
2. Student Affairs and Student Life should include graduate student affairs in their domain, utilizing campus resources already in existence. Additional focus is needed on graduate student-specific needs and concerns.
3. A campus-wide orientation for new graduate students should be standardized and organized by the departments of student affairs and student life.
4. Improve health insurance policy education. Students may be more satisfied with the policy if they understand how it works. Continue to seek ways to provide low-cost or free health and wellness services to graduate students. Increase subsidies for graduate students.
5. Implement a mentoring program for female graduate students.

PACWI will continue to monitor progress with regard to these recommendations.

Diversity in Leadership

This is one of the three initiatives submitted to the Office of the Provost for inclusion in Focus Carolina (Quality of Life Subcommittee). The committee has established the framework for a training program for women and underrepresented staff to access higher-level administrative positions. The committee seeks to obtain approval and support for the program from the provost’s office, and plans to solicit first participants for 2009-2010. Focus will be on staff for the first year. The program can be adapted to include faculty in future years if there is interest.

Program Goals:

a. To provide professional development training for staff interested in higher level administrative positions.
b. To identify or provide a mentor for each participant.
c. To develop a cohort of staff among the larger university as participants will be selected from different areas thus fostering networking among staff.

Women’s Leadership Institute

The 6th Annual Women’s Leadership Institute, a half-day conference for faculty, staff and graduate students, was held Wednesday, April 29, 2009 from 8:00AM-1:00PM in the Russell House. This year’s title is “Empowered Voices: Strategies of Effective Leaders.” Registration was free to all university participants and opened up to other local institutions of higher education. 209 registered. Lunch and door prizes were provided.

Speakers included:
Inez Tenenbaum, former State Superintendent for Education
Hildy Teegan, Dean of the Moore School of Business
Carolyn Sawyer, former WIS reporter, author, and CEO of Tom Sawyer Company
Barbara Gelberd, change management Consultant & President of BridgeBuilders, LLC
Sarita Chourey, political blogger for Skirt! Magazine & reporter for Morris News Service.

The results of the satisfaction survey are attached.

Technology

A new PACWI website has been developed and is housed on the Provost’s website. The sites include information regarding the PACWI mission, function and events. The site could also provide links to internet sites, research, etc. of interest to university women. Dr. Curtis has arranged for Ivanka Todorova, in the Provost’s office, to help with the development and maintenance of the site.