The group met in Osborne 107 – the second Wednesday of each month from 3-4 pm on:
- September 9, 2009
- October 14, 2009
- Nov 11, 2009
- January 13, 2010
- February 10, 2010
- March 3, 2010
- April 14, 2010
- May 12, 2010

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 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 focused on the following issues: (1) improved services for female graduate students, (2) maternity leave and family friendly policies, and (3) improved safety and perceived safety of all university women. The Women’s Leadership Institute continues to be an important annual event with attendance increasing every year. A brief summary of the Committee’s work this year follows. Subcommittees have been formed to address each of the subjects below.

Women’s Leadership Institute
The 7th Annual Women’s Leadership Institute (WLI), a half-day conference for USC faculty, staff and graduate students, as well as colleagues from neighboring institutions of higher education was held Wednesday, April 28, 2010 from 8 am – 1 pm in the Russell House. This year’s theme was Effective Leadership: Expanding Personal Competency. Registration was free. Two hundred twenty-two registered for the event. There were 183 in attendance from USC-Columbia, USC-Sumter, USC-Aiken, USC-Lancaster, Midlands Technical College, Benedict College, and Columbia College. The evaluation was completed by 145 attendees. Lunch and door prizes were provided. Jessica Steele, USC’s 2010 Outstanding Woman of the Year, was recognized.

Speakers included:
- Sarah Leverette – Attorney and Educator
  - “Humanity, Reason and Justice”
- Beth Scull, CPA, CMA – Adjunct Professor, Finance Department at the Moore School of Business
  - “Your Retirement: Knowledge is Power”
Sara Pope, MPA – Director of Employee Development, South Carolina Budget & Control Board
  o “Conflict Management: Disagreeing without Disrespect”
Michael Wiederman, PhD – Professor Psychology, Columbia College
  o “How to be Happy”
Willette Burnham, M.Ed. – Executive Director of Student Programs and Director of Student Diversity, Medical University of South Carolina
  o “Embracing our Competency”

See the attached WLI Evaluation Results
## Women’s Leadership Institute Evaluation Results
### April 28, 2010

<table>
<thead>
<tr>
<th>Faculty</th>
<th>Staff</th>
<th>Student</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>34 (23.4%)</td>
<td>92 (63.4%)</td>
<td>19 (13%)</td>
<td>145 (100%)</td>
</tr>
</tbody>
</table>

### “I will benefit from the information shared by ____.”

<table>
<thead>
<tr>
<th>Faculty</th>
<th>Strongly agree</th>
<th>Agree</th>
<th>Disagree/Strongly Disagree</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Leverette Panel</td>
<td>68</td>
<td>64</td>
<td>7</td>
<td>139</td>
</tr>
<tr>
<td>Scull</td>
<td>65</td>
<td>58</td>
<td>6</td>
<td>129</td>
</tr>
<tr>
<td>Pope</td>
<td>35</td>
<td>9</td>
<td>0</td>
<td>44</td>
</tr>
<tr>
<td>Wiederman</td>
<td>36</td>
<td>16</td>
<td>2</td>
<td>54</td>
</tr>
<tr>
<td>Burnham</td>
<td>25</td>
<td>27</td>
<td>0</td>
<td>52</td>
</tr>
</tbody>
</table>

### First time attending WLI?

<table>
<thead>
<tr>
<th></th>
<th>Yes</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes</td>
<td>76 (58.4%)</td>
<td>54 (41.5%)</td>
</tr>
</tbody>
</table>

### Other Institutions represented

<table>
<thead>
<tr>
<th>Institution</th>
<th>USC Sumter</th>
<th>Midlands Tech</th>
<th>Benedict</th>
<th>USC Aiken</th>
<th>USC Lancaster</th>
<th>Columbia College</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>17</td>
<td>10</td>
<td>7</td>
<td>1</td>
<td>1</td>
<td>1</td>
</tr>
</tbody>
</table>

### Suggested improvements for next year

<table>
<thead>
<tr>
<th>Improvement</th>
<th>Bigger space</th>
<th>Wish to attend more breakouts</th>
<th>Healthier food options</th>
<th>Make handouts / video / presentation available online</th>
<th>Time for interaction / networking / group discussion</th>
<th>Invite community resources to exhibit</th>
<th>Too long</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>19</td>
<td>12</td>
<td>6</td>
<td>5</td>
<td>4</td>
<td>3</td>
<td>2</td>
</tr>
</tbody>
</table>

### Unique topics suggested for future Institutes:

- Breakouts for every season of life (young professional, mid-career, seasoned professional)
- Confidence building for single/divorced/childless women
- Public speaking fears
- Generational differences
- Spirituality
- Creating your own personal mission statement
Key Influencers: Jenny Bloom, EdD -- Faculty -- Director of the M.Ed. in HESA program
Ruby Watts, PhD -- Executive VP of Benedict College

FEMGRAD (Female Graduate Students)

The Female Graduate Committee on Women's Issues was pleased to have the proposed “Graduate Student Family Leave Policy” to pass Graduate Council this year. Attached are the justification and the policy that was approved by the Academic Policies & Procedures committee in October of 2009. This new policy is a major success and accomplishment for the FEMGRAD committee on behalf of the graduate students at the University of South Carolina. We look forward to its implementation in the fall of 2010.

A special thanks to the graduate students who worked diligently on this policy over the past two years, including Quesa McClain, Arleen Mahoney, Alison Mcletchie, Sara Eye Burrows, and PACWI member Melissa Kupfer.

FEMGRAD has discussed changing its mission statement to the following:

*The purpose of FEMGRAD is to explore ways in which the University of South Carolina can better support female graduate students and to improve the overall experience of female graduate students at the University through policy recommendations*

We propose a new survey be conducted in the 2010-2011 academic year of all graduate students to gain a better understanding of their needs. PACWI will continue to monitor progress with regard to these recommendations.

Review of New and Existing Policies

The charge for Review of New and Existing Policies subcommittee was to explore faculty and staff perceptions of safety issues on campus. Members of this subcommittee reviewed existing University policies on Safety and Assistance and learned of the newly revitalized Safety Committee chaired by Andy Fink.

Various safety concerns were discussed during several PACWI meetings. In lieu of a formal survey, members were requested to send additional feedback regarding safety issues to Sheryl Russell, subcommittee chair. Recommendations included safety information be cycled through on the main website, reminders to faculty/staff/students on campus 911 protocols, evaluate a gap in coverage for escort service due to class/work ending time and the beginning of the service. This feedback has been sent to Andy Fink, Chair of the University’s Safety Committee through our PACWI liaison Sally Boyd (Extended University). PACWI will continue to monitor progress with regard to these recommendations.
Technology

During the 2009-2010 academic year, the Technology subcommittee provided technology assistance when needed to the committee, made committee aware of USC’s Cyber Security Week in October 2010, finalized assistance in securing the PACWI presence on the Provost’s website, provided ongoing support for PACWI’s Blackboard presence, and brokered assistance in providing videotaping for the 2010 Women’s Leadership Institute.

Diversity in Leadership

No Report.

Mentoring and Networking

No Report.