



2014-2015 Annual Report

Background

The Commission on the Status of Women, established in 1971, acts in an advisory capacity to the Office of the President on four principal areas of concern:

1. Equity and equality in policies, procedures and practices with regard to gender in appointment, employment, placement, classification, promotion, and tenure at Wayne State University for teaching and non-teaching academic, professional and administrative, and clerical and technical staff.
2. Policies and practices regarding the counseling of female students in all schools and colleges, especially those in which gender has traditionally been a determining factor in recruitment, admission and retention (e.g., Medicine, Engineering, Nursing).
3. Increased communication among women regarding events and issues of interest on university, local and national levels.
4. Representation on ad hoc committees and commissions appointed by the President.

The Commission strives to increase communication about opportunities and events for women, and raise awareness of women's needs and issues through programming, advocacy and dissemination of information.

2014-2015 Activities

The Commission is typically comprised of 30 members (commissioners) who, with the help of other volunteers, do the work of the Commission through its committees. The active committees in the 2014-2015 academic year were Career Development, Executive Committee, Gender & Equity, Health and Wellness (formerly Health Sciences), Information & Research, Outreach, Public Relations & Marketing, Membership, and Scholarship. The full commission met eleven times and the Executive Committee met monthly. The other committees met as needed to support the development and implementation of their activities. All activities are designed to help the Commission achieve the objectives of its 2014-2016 strategic plan. Below is a brief summary of Commission accomplishments this session.

Commissioner Recognition: **Robin Collins**, second term commissioner and chair of the Outreach Committee, was awarded the Ruby Award by Soroptimist International of Grosse Pointe. The award is given annually to a woman who makes or has made a significant difference in the lives of women and girls. The \$500 that accompanied the award was donated to the COSW to fund future activities.

Executive Committee (EC), Chair Kimberly Morgan, Vice Chair Sara Byczek

- The EC oversaw the implementation of the strategic plan, developed in the 2013-2014 commission year. The strategic plan includes five initiatives. With regard to initiative 5, “Examine and advise the president on the pay gap at Wayne State,” the Information and Research committee completed a study of the 2014 AAUP Wayne State salary data to see if a gap existed. They found that one does exist and it is similar to the national pay gap. The COSW Chair and Vice Chair shared the information from the preliminary analysis with the Provost and President. Both offices support COSW’s continued efforts in this area and are willing to help in the process. Ms. Morgan will meet with the president soon to determine the next steps.
- The EC also worked with the Women of Wayne (WOW) to incorporate WOW members into the COSW. Due to the disbanding of WOW, the Alumni Association approached the COSW regarding a possible merger. Although a merger was not approved, the COSW was willing to welcome alumni into the commission, and over a 10 month period the chair oversaw their incorporation which included an update to the bylaws allowing alumni to become commissioners. The process has entailed multiple meetings with the Alumni Association, as well as reaching out to the members of WOW to make them feel welcome. COSW is also working toward incorporating the WOW Incentive Scholarship into the COSW. A new Memorandum of Agreement for the scholarship that incorporates the COSW mission is in progress. COSW is working on plans to develop a modified version of a WOW event called Headliners. This event recognizes alumni who have been featured in the media over the course of the year.
- An upgrade of the COSW office was proposed and approved for this year. The upgrades are not complete, but will be shortly.
- The EC coordinated COSW involvement in three activities: Festifall (8/26/15), Student Organizations Day (9/24/15), and Celebrate Learning (12/4/15) in order to increase awareness of COSW and its mission.
- The EC sets the agenda for the Commission meetings. A number of speakers were invited to present at full Commission meetings this year to inform our efforts, help us achieve strategic initiatives and identify opportunities for collaboration. Speakers included:
 - Mrs. Wilson, the President’s wife, who founded the HIGH Program, discussed the program with the Commission in August 2014. The HIGH Program identifies and provides resources for students in extreme financial need.
 - Linda Galante, WSU Associate General Counsel, presented on Title IX. She was invited in relationship to strategic initiative 1A2 *“Educate all Commission members and Outreach Committee members on the applicable law and/or resources related to the Violence against Women’s Act so that they can provide information to others as needed. Encourage all COSW committee members to familiarize themselves with the applicable law and/or resources.”*
 - President Wilson attended the June 2015 General Commission meeting. The Commission chair and committee chairs presented 2014-2015 accomplishments. At the conclusion of the presentation, the President said he would like to enhance communication with the COSW and has asked his assistant, the COSW liaison, Allison Guilliom, to attend COSW meetings regularly.

Career Development Committee (CDC), Chair Diane Fears, 23 members

- The **CDC** continued to take an active part in the planning and execution of the successful WSU Academic Staff Mentoring Program. In an effort to identify opportunities to expand mentoring on campus, the **CDC** completed an environmental scan to identify existing formal and informal mentoring programs for students, staff and faculty.
- To aid in identifying opportunities for the **COSW** to better connect with and support students, the **CDC** designed a survey instrument to discover student needs and concerns.
- The **CDC** presented and/or co-hosted two major events during the academic year.
 - “Build Your Championship Career Team” (9/25/14)
 - “The Gender Pay Gap and the Power of Salary Negotiation” (4/27/15), cohosted with the **Gender and Equity**, and **Information and Research Committees**.
- The **CDC** also participated in planning two upcoming events for the fall 2015 term:
 - Screenings of “The Empowerment Project” on September 23, 2015 in conjunction with the **Gender and Equity Committee**
 - A panel discussion regarding parental leave to be hosted by the **Health and Wellness Committee** in October 2015.
- In addition, the **CDC Chair** represented the committee as a panelist at two other events during the year. The first, “Women Making History Now” was hosted by the student organization Student African American Sisterhood (SAAS) on March 30, 2015. The second event, the first in the Professional Parents Series, “Balancing Professional Life and Parenthood,” was hosted by the **COSW Health and Wellness Committee** on June 11, 2015.
- The **CDC** contributed to the **COSW**’s blog in February 2015 when **CDC** member and incoming Co-Chair Nannette McCleary published “Amazing People Do Not Just Happen: Power Your Career with Mentoring.”

Gender and Equity Committee (GEC), Co-Chairs Sara Byczek and Shauna Reervers, 3 members

- The **GEC** co-sponsored a screening of “Miss Representation” with the **Outreach Committee** in the winter term and co-sponsored the gender pay gap event with the **CDC** and **Information and Research Committees**. The **GEC** also provided financial assistance for the purchase of a documentary entitled, “The Hunting Ground” which focuses on sexual assault on college campuses and purchased “Iron Jawed Angels” a documentary about the struggles women encountered in obtaining the right to vote in the U.S.
- The **GEC** provided financial assistance to the Women in Engineering Student Group for the development of a mentoring program.
- The **GEC** has started planning to bring the Empowerment Project to campus in September 2015. This is a documentary that focuses on women exploring non-traditional career paths.

Health and Wellness Committee (HWC), Co-Chairs Shauna Reeves, Aleksandra Stoklosa, and Troy Ellers, 44 members

- The **HWC** planned and conducted a number of activities listed below.
 - On 3/4/15, the HWC partnered with WSU CAPS on a program entitled, “Nurturing Healthy Relationships.”
 - On 3/30/2015, the committee partnered with SEED Wayne on a program entitled “How Does Your Garden Grow?”
 - The HWC is conducting a three part series on Parenting and Professionalism. The first program was held 6/11/15 in partnership with the **CDC**. The second program was held on 7/1/15 in partnership with Whole Foods and the **CDC**. The third in the series is scheduled for August.

The Information and Research Committee (IRC), Chair Angela Trepanier, 8 members

- The **IRC** worked primarily on Strategic Initiative 5 (pay gap). To this end, in the fall term, the committee did the following:
 - Reviewed the literature on gender pay gap in the U.S. to educate IRC members and the Commissioners.
 - Committee member Shan Ran analyzed the publically available 2014 Wayne State University AAUP data to determine if there was evidence of a gender pay gap.
 - Reported the findings of a pay gap to the Commission and provided data for the COSW Chair and Vice Chair to present to the provost.
 - Presented the findings of the preliminary analysis to the School of Medicine’s Women in Medical Sciences Group as part of an Equal Pay Day event.
 - Co-sponsored the “Gender Pay Gap and the Power of Salary Negotiation” event with CDC and GEC and provided data for one of the speakers on the WSU pay gap.
 - Worked with the School of Medicine WIMS group to obtain additional data from the School of Medicine (SOM) to support further analyses of SOM salary data. Shan Ran, with Angela Trepanier and several WIMS members, developed and submitted an abstract to the AAMC meeting detailing the findings of the analysis.
 - Developed a blog post on pay gap to go live in early July.
- The **IRC** also reviewed COSW archives to gather information about the history of Take Back the Night at Wayne State in honor of its 30th year on campus.
- The **IRC** worked with WSU archivists to go through records in the COSW office to make sure that those records that are important in maintaining the history of COSW are properly stored in the archives.
- The **IRC** developed the COSW annual report.

Membership Committee (MC), Chair, Sara Byczek, Vice Chair, Nannette McCleary, 4 members

- The **Membership Committee** evaluated the service requirements of its commissioners. With input from the **EC** and full commission, new service requirements were established (see below). These requirements have been incorporated into the

COSW bylaws, replacing the previous service requirements. The bylaw changes have been officially approved and adopted by the commission.

- Previous requirements: Commissioners must attend monthly general commission meetings and the meetings of the committee(s) to which they are assigned.
- New requirements: Each commissioner is required to attend general commission meetings (now bi-monthly rather than every month). In addition, each commissioner must attend a minimum of 2 COSW sponsored/hosted events per year. One of these events must be hosted or sponsored by a committee of which the commissioner is not a member. Each commissioner is required to devote a minimum of 7 hours to COSW sponsored/hosted events/projects per year.
- Membership Drive. The **Membership Committee** received 75 membership applications for 18 open positions. A slate of Commissioners was selected by the committee and presented to both the full Commission and then the President's Office for approval. Once approved, those selected were notified of their appointment. Those not selected were invited to take part on a COSW committee. The 2014-2015 Commission officers (chair, vice chair, secretary and treasurer) agreed to serve a second year. Thus, with the approval of the President's Office, the 2015-2016 officers are: Kimberly Morgan, chair; Sara Byczek, vice chair; Nannette McCleary, secretary; and Gearl Viney, treasurer.

Outreach Committee, Chair Robin Collins, Vice Chair Sara Byczek, 26 members

- The Outreach Committee planned and implemented a number of events as detailed below.
 - Held the Clothesline Project on 9/27/14 to bring awareness of domestic violence. Survivors of domestic violence and/or their supporters were able to make t-shirts to help them express their feelings about the issue. (15 attendees) T-shirts made from this year's events and previous years' events were displayed in the undergraduate library through the month of October. Assisted by First Step.
 - Conducted the Pledge Project- I Pledge Not to Raise My Hand in Violence, to increase awareness about domestic violence, on 10/3/2014, for domestic violence awareness month (250 attendees)
 - Conducted the No More Campaign on 10/28/14 to bring awareness of domestic violence and sexual assault to campus. People had the opportunity to write down what "no more" meant to them and to then take a photo of their written statement (85 attendees).
 - Conducted the Silent Witness Project. Throughout the month of October, displayed silhouettes across campus of individuals who had experienced domestic violence. Each silhouette includes a real story. The silhouettes were created in 2013-2014.
 - Held a Human Trafficking Forum on 2/10/15 to increase awareness about human trafficking in Detroit including that sex trafficking quadruples during the Grand Prix and Auto Show (250 attendees). Partnered with Soroptimist International of Grosse Pointe and the student organization, Not for Sale. Presenters included David Manville from Eastern Michigan, Kelly Carter from the State of Michigan, Deena Policicchio from Alternatives for Girls, and Blanche Cook from the WSU Law School.
 - Screening of "The Invisible War" a documentary about women in the military in April 2015 on main campus (25 attendees). Partnered with the Student Veterans Organization.

- Held Take Back the Night on 4/8/15 to bring awareness about sexual assault to campus in light of the fact that April is Sexual Assault Awareness Month (125 attendees). Partners: First Step. The TBTN logo developed for this event was displayed on top of the Ren Cen in Detroit on the day of the event. Presenters included Kym Worthy, Wayne County Prosecutor; Joanne Smith-Durham, Assistant Professor WSU School of Social Work; John A. Trimble, WSU student and author of Spoken Word; and Carley Cook, survivor.

Public Relations and Marketing Committee (PRMC), Chair, Tracy Walker, 3 members

- The **PRMC** provided PR/marketing support to several committees and promoted more than 22 events, including the Clothesline Project, Build Your Championship Career Team, screenings of the “Invisible War” and “Miss Representation,” How Does Your Garden Grow?, Take Back the Night, and Healthy Eating 101.
- The committee publicized programs in multiple ways, including sending email blasts, sharing flyers, preparing Facebook posts, creating Pipeline snippets, and using the WSU events calendar.
- The **PRMC** recommended all of our main events be featured on Wayne State’s main website and/or events calendar. We worked with the WSU web team to get programs featured on WSU’s main site and on digital signs throughout campus. The **PRMC** also worked with WSU’s Marketing and Communications department to ensure campus-wide promotion of COSW events that took place during October and April, which are Domestic Violence and Sexual Assault Awareness Month
- The committee also created and submitted images to promote programs like Take Back the Night and Man Up! on the digital signs in the Student Center Building (see examples below).



Wednesday, April 8
5:30-9:00 pm
Student Center Ballroom

KEYNOTE SPEAKER
 Wayne County Prosecutor
Kym Worthy

Vendors • Speakers • Spoken Word • March
 and Rally • A Survivor's Story • Open Mic

**Help shatter the silence
 about sexual violence.**



**7th Annual
 Human Trafficking Event**

MAN UP!
**Ending the Demand
 for Sex Trafficking**

No Demand = No Sex Trafficking

Saturday, May 16 | 9AM to 12PM
WSU Student Center Ballroom

*Presented by the
 WSU Student Organization Not for Sale Campaign
 WSU President's Commission on the Status of Women, and
 Soroptimist International of Grosse Pointe and Greater Macomb*

- The **PRMC** launched COSW's blog in February and provided commissioners with the editorial calendar, which included submission deadlines and suggested topics. The Career Development, Gender & Equity, Health & Wellness, and Information & Research submitted posts. New items were promoted via email (to COSW members), Facebook, and the blog section (lower right) of *Today@Wayne*.
- The committee maintained COSW's Facebook page, increasing the number of likes by 31% (from 319 to 417) in a year. The **PRMC** began using the Facebook cover photo to promote programs. In addition, the **PRMC** created and maintained Twitter and Flickr accounts for COSW.
- In an effort to more effectively promote COSW programs, the **PRMC** sent program flyers and announcements to the Campus Health Center (CHC) and the Dean of Students Office (DOSO) and asked them to share the information with their target audiences. The CHC often posted items on its Facebook page, and DOSO often included events in its *Get Involved* e-mail blast to students, which are distributed weekly during the Fall and Winter semesters. The committee also began using the HTML e-mail feature to send e-mail blasts promoting programs to faculty, staff, and students. This feature allowed the committee to include images, links, and registration buttons in the body of e-mails as well as track the open rate.
- COSW commissioners can help raise awareness about the organization and its programs by supporting the COSW's social media channels. It would be helpful for commissioners and committee members to like us on Facebook, follow us on Twitter and Flickr, and

promote our blog. They can help by (1) sharing COSW's posts on their personal Facebook and Twitter pages and (2) inviting their friends to like our Facebook page or to follow us on Twitter. This would do a great deal to expand our reach.

Scholarship Committee, Chair Troy Eller, 4 members (all commissioners)

- The **Scholarship Committee** received 57 completed applications and awarded three scholarships in August 2014. The awardees are:
 - Margaret Canty Scholarship (\$800): Victoria Nowinski, undergraduate, secondary education
 - Health and Wellness Scholarship (\$600): Rachel Beaupre, medical student, specializing in obstetrics and gynecology
 - Gender and Equity Scholarship (\$600): Haneen Ali, undergraduate, pre-med

The Scholarship Committee proposed changes to the award process. The process will be re-evaluated if and when COSW assumes responsibility to administer the WOW incentive scholarships.