Annual Report

President’s Commission on the Status of Women

Lori Wright and Ruth Varner, Co-Chairs

2010-2011
2010-2011 MEMBERSHIP

Chairs
Lori Wright, public information officer, UNH Media Relations
Ruth Varner, research associate professor, Complex Systems Research Center

General Membership
Peg Kirkpatrick, assistant to the dean, College of Liberal Arts
Sherry Christie, senior assistant director, Admissions
Alaina Pritchard, administrative assistant, Sustainability Academy
Nadine Berenguier, professor, French
Rebecca Glauber, assistant professor, sociology
Joelle Ruby Ryan, lecturer, Women's Studies
Claire Treat, graduate student
Emily Klein, graduate student,
Lauren Banker, undergraduate student
Mireille Hartley, undergraduate student

Ex-Officio Members
Amy Culp, direct services coordinator, SHARPP
Sylvia Foster, educational program coordinator, President's Commission's Office
Kimberly Persson, project director, NH Institute for Health Policy and Practice
Donna Marie Sorrentino, director, Affirmative Action and Equity Office
Janice Pierson, senior program assistant, President's Commission's Office
ABOUT THE WOMEN’S COMMISSION
The UNH President's Commission on the Status of Women was established Feb. 15, 1972, to explore conditions and attitudes within the University of New Hampshire, relating to the mobility and functional equality of women and to encourage movement toward the goal of full participation of women. Thirty-nine years later, the work of the commission is still needed and an important asset to the university community.
Today, the mission of the President’s Commission on the Status of Women is to create equal educational and employment opportunities for UNH women by promoting an environment free of sexism and discrimination through policy, advocacy, and education, as well as support the overall goal of inclusive excellence. The commission achieves its goals by:

• **Assist in effective policy change** that improves the status of women and ensure an environment of equal education and employment opportunities for women at UNH.
• **Recommending policies** related to the status of women to the UNH president, other university administrators and governance groups.
• **Collaborating and developing alliances** with existing organizations and structures within the university community for the purpose of promoting an environment free of sexism and discrimination.
• **Informing the university community of the status of women on the UNH campus** by collecting and disseminating data, initiating and supporting educational and outreach programs, and preparing and disseminating informational publications to help women on the UNH campus develop their skills, continue their education, and increase their networking opportunities.
2010-2011 ACCOMPLISHMENTS

WORKING GROUPS

Workplace Flexibility
Amy Culp (chair), Lori Wright, Sherry Christie, Brett Pasinella, Prof. Malcolm Smith, Karen Gilbert, Prof. Rebecca Glauber, Kathy Berger, Alaina Pritchard, and Ann Boyland

The Workplace Flexibility group has made great progress over the past year. Although this initiative was started from the President’s Commission on the Status of Women, its momentum has been due to a collaborative effort between the Women’s Commission, Sustainability Academy, Transportation Services, Healthy UNH, and members of the Operating Council, Extension Educator Council and Professional, Administrative and Technical Councils. This group has enrolled UNH as a member of the College and University Work/ Family Association (CUWFA). CUWFA is an organization that offers services to support the diverse group of professionals contributing to the development of work/family programs and policies on campus: human resource administrators, student services administrators, work/family managers, child care and elder care program directors, senior administrators, faculty, and others. We feel that this connection has been vital to our progress. Additionally, this group met with President Huddleston, Vice President Cannon and Vice President Rubinstein on Nov. 29, 2010, to discuss our progress and recommendations. Both the president and vice presidents were supportive and President Huddleston appointed Vice President Cannon to head a committee to move this initiative to become universitywide. The initiative stalled for a few months due to the crisis over university budget cuts but gained momentum again on May 16, 2011, when Lori Wright and Amy Culp met with Vice President Cannon, Vice President Rubinstein and Interim Vice President Proulx to discuss revitalizing this effort. Vice President Cannon will be chairing the university initiative as well as looking to conduct a needs assessment for the university.

Child Care Working Group
Peg Kirkpatrick (chair) and Prof. Nadine Berenguier

Throughout the 2010-2011 academic year, the Child Care Working Group continued to met with key university stakeholders and community members in its effort to bring adequate and accessible child care on the Durham campus. These stakeholders included UNH foundation and advancement administrators, campus planners and architects, and local privatized child care providers.

The Child Care Working Group continued to work within the university community to provide information on our recent and enduring efforts to secure adequate child care on this campus. We are encouraged by the pending hire of the assistant vice president of Human Resources. Their support will be key to advancing the effort. That office (HR) is often a resource for those who are contemplating a job offer or are indeed newly hired by the university. It would be ideal if HR could partner with those involved in the childcare efforts to help make the facility a
reality. National research, as well as surveys of faculty/staff conducted right here on campus, demonstrate that the existence of a child care center on campus is a benefit that is significantly weighed in one’s employment decision. The existence of a child care center on campus would advance UNH’s image as an employer of choice.

At the close of AY 2009-2010 Doug Bencks, university architect and director of Campus Planning, informed us that a request for proposals was imminent for the construction of a child care facility in the Family and Graduate Housing site on Mast Road. That initiative is currently on hold. Graduate students voiced concern about the proposed location. They, like child care facility advocates, support a more central location on campus. Doug had advised us that coupling the child care center with faculty/graduate housing was the best tactic at the time. Given that graduate students have voiced concern about lack of access to core campus, something that child care center advocates have noted for years, we plan to form a more calculated partnership with graduate students in the 2011-2012 academic year. Perhaps together we can make strides to build or find a more central location on campus.

As stated in prior reports, it remains clear that a structural problem with the availability of childcare on this campus persists. What should be a public issue remains a private trouble for many faculty and staff. If the University is serious in its commitment to recruit the best and the brightest, at some point it must be serious about how we approach the need for child care on this campus.

Last year we stated that we were buoyed by the support of key stakeholders on campus, including President Huddleston. During these difficult financial times the Child Care Working Group is optimistic that a child care facility will be included in any new family and graduate housing that may be constructed. Meanwhile, we have plans to review employee-supported programs such as sick or emergency child care services. Such programs are designed to provide consistent child care when a child becomes ill or an emergency situation (when regular child care arrangements fall through or for after hours/weekend activities). Many universities nationwide subsidize the cost of these programs as a way to improve recruitment efforts, reduce absenteeism, and save the cost of lost work time. This program would not meet the greater need of full-time care, yet perhaps it would demonstrate a small step in the right direction. We are eager to explore this opportunity in the coming year.

Finally, we appreciate the support that the administration, campus community, and fellow commission members have provided. In the coming academic year we plan to bring others to the table that can help advance the effort. We remain eager to work on this initiative.

**Workplace Bullying Awareness**

Lori Wright (chair), Alaina Pritchard, Lisa Canfield (OS Council), Monique Couillard (OS Council), Theresa Hamer (PAT Council), Prof. Malcolm Smith (Faculty/EE), Deanna Wood (AAUP), Sylvia Foster, Janice Pierson, and Mireille Hartley
Bringing awareness to the issue of workplace bullying is the newest initiative of the Women’s Commission. At a recent conference of the College and University Work Life Association, commission members learned that workplace bullying is pervasive on university campuses. Workplace bullying is repeated, health-harming mistreatment that takes one or more of the following forms: verbal abuse; offensive conduct/behaviors (including nonverbal) which are threatening, humiliating, or intimidating; and work interference — sabotage — which prevents work from getting done. According to new research, 58 percent of the targets of bullying are women. Of those who perpetrate bullying, 55.5 percent are men. However, 80 percent of the perpetrators who bully women are other women.

The working group began its work by researching how peer institutions have addressed the issue of workplace bullying. In addition, Deanna Wood investigated how faculty contracts have incorporated workplace bullying policies. The group also outreached to Human Resources and the Office of Affirmative Action and Equity, which simultaneously was addressing issues of workplace bullying with the faculty ranks. The group hopes to move forward next year with a policy recommendation regarding workplace bullying as well as collaborate with other groups on campus, such as HR, Healthy UNH, and the staff councils, to educate the campus about the issue and what to do if one is bullied in the workplace.

**Staff Pay Equity Study**
Trece Mettauer (chair), Ruth Varner, and Claire Treat
The commission’s work on staff pay equity continues to be a priority. However, given the university’s budgetary concerns, the commission’s work in this area declined. The commission hopes that in the coming year, it will be able to move this initiative forward.

**Violence Against Women**
Mary Mayhew (chair), Jane Stapleton, Joelle Ruby Ryan, Lauren Banker, and Rebecca Hawley

The Violence Against Women Committee focused its attention on the university’s adoption of an Consensual Relationship Policy. The purpose of the policy is to regulate romantic relationships between faculty and students, staff and students and all other romantic relationships on campus where one individual has supervisory powers over the other individual. The purpose of the policy is not to ban these relationships, but rather to remove the supervisory element. The VAW will continue to work on this policy.

**Consensual Relationship Policy**
Mary Mayhew (chair), Sharyn Potter, and Claire Treat
After several reiterations by Administration, AA&EO, SHARPP, GC and members of the VAW, an agreed upon proposed draft of a Consensual Amorous Relationship Policy has been developed. In summer 2011, Donna Marie Sorrentino will present the proposed draft Policy to UNH Councils and other UNH bodies. Once this is done, final side-bar discussions among AAUP and Administration can take place for faculty support and the policy can then proceed through the UNH HR process to become an official UNH Policy.
First-Year Programming – Courage to Know
Sylvia Foster (chair), Joelle Ruby Ryan, Claire Treat, Mireille Hartley, and Emily Klein

The Courage To Know pilot project offered curricula for transitioning to college and for the building of a safer, more welcoming community for first-year students. The intention of the pilot was to connect the many programs on these topics across campus, giving young people the information they will need to establish healthy intimate relationships as adults rather than leaving them with the usual narrowed-down options.

This series, in conjunction with others across campus, offer some of the typical tool kit for healthy decision-making given in transitional courses across the nation. The courses offer students ways to avoid pitfalls in the first year of college. Intended as a way to build self-confidence and teach personal problem-solving, it also helps build empathy through exploring values of respect, and systems of response in cases of bigotry and violence. One session focusing on inclusion and the values of both common ground and the value of difference in our growing university.

The Women’s Commission Program Committee accomplished its mission of delivering a session of the pilot “Hooking Up with WildActs” in Lord Hall dormitory through Residential Life on November 17 and in the Greek community on March 23. We also presented “UnHooked with WildActs” to a classroom from the nursing program in addition to walk-ins from our publicity of the April 13 showing. The follow-up discussions were high quality, led by WildActs peers with additional questions from faculty member Karen Niland, the nursing faculty host on our topic areas:

- Dating/Consent/Intimacy/Coercion/Rape/Healthy Relationships
- Healthy Sexuality/Bystander Education/Body Image
- Inclusion/ Recognizing Advantage/Privilege
- Substance Use/Abuse

In 2010-2011, we continued our collaboration with Athletics; SHARPP; faculty from the Departments of Nursing, Health Services; the commission’s women’s studies intern and students who work in the Social Justice Theater Troupe WildActs.

We received positive feedback on our evaluations (copied below). Key comments included how the program changed perspectives and affirmed the shared experience of uninvited sexual behaviors. Some mentioned that the written materials (a summary sheet of healthy relationships and campus resources) changed their perspectives.

We asked participants to tell us whether they would be interested in taking an academic course
to include topics like alcohol at UNH, hooking up, body image, diversity, study tips and time management tools. The majority were interested in such a course. Finally, we asked them if they would be willing to be peer educators, to help first-year students with issues, and an impressive number of students indicated a willingness to become part of a “Connections Team” who would help answer first-year student questions.

This committee’s intention is to meet to plan a pilot program that casts another, wider net, perhaps with one department, such as HHS, to study its long-term effectiveness. The hope is for the program to become a campus collaborative and not be a stand-alone program, living in one department, with only that department’s input.

We’ve planned and implemented quality programs and built increasing levels of participation. We learned from the sorority and class-based programs that, when people are a cohort (for example, through being sorority sisters or through a participatory class for 12 weeks), they are more likely to ask questions. If this is not accepted by faculty senate as a course, sororities may still invite us into their houses, and some faculty would invite us to their classes once a semester so that we could still get information distributed.

Members of The Courage To Know Planning Committee: Cathy Coakley, Sylvia Foster, Karen Niland, Holly Surette, Maggie Wells, and members of WildActs: Sarah Pope and Katie Jordan

**COMMITTEES**

**Celebration and Awards**

Dawn Zitney (chair), Ruth Varner, Peg Kirkpatrick, Claire Treat, Amy Culp, Nadine Berenguier, Mireille Hartley, Sherry Christie, and Alaina Pritchard

We had 100 attendees at our 2011 awards and celebration lunch for *Doing It All: The Myth of Balance*. The Women’s Commission celebrated the achievements of several role models working for equity and inclusion at UNH. A PowerPoint display honored both the winners of the 2011 awards as well as UNH faculty, staff and students who have demonstrated diverse ways of reframing the idea of balance at home and work. The keynote speaker, Gina Barecca, professor of Literature and Feminist Theory at University of Connecticut, addressed optimizing personal strengths, among them, our sense of humor. Student commission members, Mireille Hartley and Lauren Banker presented the awards, and UNH’s all female a cappella group Maiden Harmony performed for the celebration. A sustainable lunch from UNH Conferences and Catering was featured that included local, regional, fair trade and/or organic products.

**Publications and Reports (PR)**

Lori Wright (chair), and Janice Pierson

The publications and reports committee continued to expand on the work accomplished the previous year when the commission’s website was redesigned. The committee ensures that the
website is kept up to date. In addition, the committee launched the commission’s Facebook page this year, which has become a valuable communications vehicle to the university community. The committee will continue to look for new ways to engage diverse constituencies in the next year.

**Membership**  
Ruth Varner (chair), Rebecca Glauber, Nadine Berenguier, and Emily Klein

Due to the extension of membership terms until December, the commission has temporarily discontinued using this committee. Membership vacancies would be filled on an as need basis; and, all members would take part in the nomination process of new members.

**Student Programming**  
Sylvia Foster (chair), Mireille Hartley, Joelle Ruby Ryan, and Lauren Banker

At the beginning of the year, the committee proposed combining our women’s testimonial with transformative personal actions on the issues. The commission accepted our proposal to produce a video to be used in settings such as the classroom and residential life programs. This substitute for our standard Public Hearing/Testimonial on the Status of Women (1971, 1996; and 2002), eliminated accessibility challenges (housekeeping staff and others not easily granted the freedom to take the time from work to add their voices), and it also overcame the challenge of often overwhelming amounts of material to respond to.

The idea of offering faculty and staff a video with accompanying discussion guide began with a campuswide climate survey for female gender students. The IRB-approved instrument was launched on March 24, 2011, reaching 323 survey-takers with questions on positive or negative experiences in sports activities, in the classroom, in the workplace, and in relationships.

Our goal is to produce a 12 to 15-minute video. “Open Secrets” (working title), in which WildActs Social Change Theatre Troupe presents unresolved scenarios, will use the survey stories in the form of composites, re-worked for narrator anonymity. In addition, foundational messages will be presented by voices in the community such as the head hockey coach commenting on gorilla footage of the “Sit Down, Bitch” tradition; a female faculty member recapping campus history of women’s hockey team invisibility, and other staff or faculty remembering the value of women’s equity in relationships.

Target date for initial screening is the Women’s History Month 40th Anniversary Celebration of the UNH’s Women’s Commission on March 21. Production begins on September 26.
**2011-2012 GOALS**

We will continue to work on our working group areas but have some specific goals for the upcoming year:

- Identify areas/ideas on professional development for Operating Staff as well as opportunities for them to be provided with release time to participate in Healthy UNH programs, the commissions and councils.
- Identify areas/ideas on developing policy to facilitate changing the culture and breaking down barriers for lecture, adjunct, and research faculty on getting credit for time spent doing service work (such as being on the commission), as well as applying for tenure track positions.
- Support more communication across the commissions by having a reception for all members of the commissions during fall semester as a way of networking and developing allies across the commissions.
ADDENDA

The Courage To Know: Hooking Up
Lord Hall Partnership with Residential Life
Evaluation Results
Nov. 17, 2010

34 students attended event, 27 evaluations received

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5–Exceptional 4–Exceeded Expectations 3–Met Expectations 2–Marginal 1–Unsatisfactory

Interested in attending future discussions?

Healthy sexuality/body image: 18 responses (yes), 6 responses (no), 1 (maybe)
Inclusion/honoring diversity: 12 responses (yes), 10 responses (no), 1 (maybe)
Alcohol on UNH campus: 16 responses (yes), 8 responses (no), 1 (maybe)

If it changed your perspective, what was it that changed your outlook:

Unhealthy and violent relationships can come from the female.
The unhealthy abusive couple.

Interested in a course in the academic setting on topics like alcohol at UNH, hooking up, body image, diversity, study tips and time management tools?

13 responses (yes)
12 responses (no)
2 (no answer)

Is this the best time for the event?

24 responses (yes)
1 response (no)
2 response (no answer)
General comments and suggestions:

Loved the Harry Potter couple. That is me and I was happy to see “abstinence” positively portrayed.
Thanks.
Thought the characters should have known more about their character/what the right thing to say would have been.
Very funny and informative.
Thank you!
Good use of over aggressive female partner.
You guys are fantastic!

The Courage To Know: Hooking Up
Evaluation Results
March 23, 2011

31 students attended event, 19 evaluations received

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5–Exceptional 4 - Exceeded Expectations 3 – Met Expectations 2 – Marginal 1- Unsatisfactory

Was there any part of the program that changed your perspective?

yes- 11 responses/ 57%
no- 8 responses/ 42%

If yes on question #6, what was it that changed you outlook?

The abusive girl in a relationship and the girl who hooked up with a lot of people
The part on abusive relationships
Relationships
Questions and answers afterwards
How it affects people
Encouraging people to get help in an unhealthy relationship
Lesbian dynamics/struggles
Definition of “hooking up”
Confronting a friend about an abusive relationship

The reason(s) for my attendance?

12 responses/ 63% – Greek System Health Credits
2 responses/ 10% – Opportunity for Community service/work
4 responses/ 21% – Opportunity for course work/extra credit
1 response/ 5% – Other

Interested in “Success Series” courses in the academic setting on topics like body image, alcohol at UNH, hooking up, diversity, study tips and time management tools?

yes- 11 responses/ 57%
no- 8 responses/ 42%

Willing to work as a first-year “Connections Team” where second-year students help implement programs for first-year students by talking about common concerns and answering questions during transition to university life?

yes- 6 responses/ 31%
no- 13 responses/ 68%

General comments and suggestions:
The show was great, very helpful!
This program was excellent, I was in an abusive relationship so I really appreciated all your efforts putting this program together.
Nice job!
Great show/characters!

The Courage To Know: UnHooked with WildActs
Evaluation Results
April 13, 2011

74 students attending event; 47 evaluations received

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The program met my expectations | Overall this program was beneficial
---|---
42% | 48%
36% | 34%
17% | 12%
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5–Exceptional 4–Exceeded Expectations 3–Met Expectations 2–Marginal 1– Unsatisfactory

**Was there any part of the program that changed your perspective?**

yes - 6 responses/ 12%
no - 34 responses/ 72%
no answer - 7 responses/ 14%

**If yes on question #6, what was it that changed you outlook?**

- Alcohol and SHARPP question
- Hooking up is different for everyone
- The handout
- General definitions of “Hooking Up”

**The reason(s) for my attendance?**

- 4 responses/ 8% – Greek System Health Credits
- 0 responses/ 0% – Opportunity for Community service/work
- 15 responses/ 31% – Opportunity for course work/extra credit
- 25 responses/ 53% – Other
- 3 no responses-6%

**Interested in “Success Series” courses in the academic setting on topics like body image, alcohol at UNH, hooking up, diversity, study tips and time management tools?**

- yes - 17 responses/ 36%
- no - 22 responses/ 46%
- no answer - 8/17%

**Willing to work as a first-year “Connections Team” where second-year students help implement programs for first-year students by talking about common concerns and answering questions during transition to university life?**

- yes - 5 responses/ 10%
- no - 35 responses/ 74%
- no answer - 7/14%

**General comments and suggestions:**

WildActs is awesome.
Trust and support is most important.