I. Areas of Institutional Progress & Potential

1. Our Committee’s 1st effort to educate students about the role of Title IX in the response to campus sexual violence: Collaboration with the Office of Diversity, Inclusion and Equal Opportunity (DIEO) to bring Angie Epifano to USF.

This April as a part of our Committee’s first effort to educate students about the role of Title IX in the response to campus sexual violence, we partnered with other campus entities to sponsor a visit by former Amherst College student and prominent victim-activist Angie Epifano. Epifano is associated with the national student organization “Know Your IX” and has spoken at colleges and universities throughout the country, encouraging students to become aware of their rights under Title IX as these relate to campus sexual misconduct. At USF-Tampa she participated in a student-centered event at MSC as well as a public forum on sexual violence in the military and a meeting with selected administrators about how to create a victim-centered response to campus sexual misconduct. She also met privately with student athletes, and with campus student leaders to discuss strategies for mobilization among students at USF. See Epifano’s schedule, attached.

2. New leadership in key positions, leading to the potential for further progress for Title IX.

The Title IX Committee is grateful for the commitment and active participation of the university’s new Chief Diversity Officer in the work of the Title IX Committee. Dr. Jose Hernandez, actively fulfilling his role in this position, has brought a new spirit of collaboration, innovation, drive, and leadership in his contributions to the Title IX Committee. He was instrumental in bringing Angie Epifano, an Amherst University sexual assault survivor, to USF to facilitate discussions with students and administrators about preventing and responding to campus sexual violence.

Keeping in mind the recent and encouraging communication and connections between the Chief Diversity Officer and the Committee, we are excited about other prospects for meaningful communication between the Committee and key administrators. New leadership in USF Athletics, including the hiring of a new Athletic Director, as well as new staff in the Office of Legal Counsel, means renewed opportunities for collaboration, communication, and innovative leadership on gender equity goals and challenges.
II. Ongoing Concerns related to Title IX

* Note: Each Concern includes a Recommendation, in italics.

1. The relationship between our Committee, the Office of DIEO and other Presidential Advisory Committees.

The interests and goals of the Title IX Committee sometimes directly overlap with the interests and goals of other Presidential Advisory Committees and with the DIEO. However, coordination among the Committees or with DIEO is hampered by a lack of systematic communication between the various entities. We recommend that communication between key administrators and the Title IX Committee be strengthened to facilitate more frequent and better communication about Committee goals and important equity issues for the University. This may entail regularly scheduled meetings, the development of a listserv of Committee leadership (to allow bidirectional communication), or other communication processes.

2. Seeking to understand the prevalence and responses to campus sexual violence at USF; ongoing questions

For over a year our Committee has sought data on the prevalence of Title IX reports from various USF offices, along with clarification of the processes by which students, in particular, would access Title IX in response to sexual misconduct or gender equity concerns. We have been struck by the lack of a coordinated data system that would allow easy tracking and compilation of reports and, particularly, outcomes and institutional responses. We have been frustrated by the lack of clarity in identifying Title IX as a relevant law related to sexual misconduct on USF websites. And, we have been frustrated by the lack of awareness building and training done at USF related to Title IX, especially in the realm of response to campus sexual violence. But we are encouraged by recent information provided to the Committee that DIEO is actively working on improvements in this area (such as disseminating printed Title IX informational materials this Summer and disseminating Title IX information in the Annual Student Notifications distributed in the Fall).

While we believe that under the current leadership of Dr. Jose Hernandez and the Title IX Coordinators the systems will continue to improve, there are substantial infrastructure and personnel gaps that must be filled to facilitate the necessary improvements to our system of Title IX response. Most particularly, we strongly recommend that USF:

1. identify and implement an improved data system to allow internal tracking of all Title IX cases, including those of sexual misconduct; this system should work regardless of the status of the alleged offender (student or staff/faculty)- an issue that currently bifurcates the university’s response; (2) establish a system of faculty and staff training on Title IX issues so as to bring us into compliance with federal expectations; and (3) broaden the educational awareness activities of the Offices of DIEO and Students Rights and Responsibilities to increase knowledge about Title IX and the university’s system of response to campus sexual violence. All of these recommendations require an infusion of resources, including personnel. The Committee is committed to working with all relevant USF offices dedicated to improving USF’s systems of response to Title IX concerns.

3. Title IX compliance with gender equity goals in Athletics

Women are 57% of USF’s undergraduate students (USF Title IX Self-Evaluation Report 2012), but only 54% of the duplicated and 48% of the unduplicated participants of Athletics, according to the 2012 Equity in Athletics Disclosure Act Report (EADA). While USF has worked to strengthen its use of roster management to address gender equity compliance, there have been delays in improvement (e.g. the development of new women’s sports) that represent a concern for this Committee. In addition, participants on Women’s Teams receive only 37% of the Athletically Related Student Aid, and Women’s Teams use only 32% of the Recruiting Expenses. Actions need to be taken to show progress toward the goals in last year's plan (submitted as an attachment to our Committee's 2012-2013 Final Report). Such actions have been slow in coming.

The Committee will be looking to the new leadership in Athletics to review the current status of Title IX as it relates to the 13 program areas, particularly in financial aid and participation. The Committee looks forward to meeting the new Director of Athletics early next year and members will offer their expertise as a comprehensive plan for gender equity is developed. Toward this end, we strongly recommend that Athletics take explicit steps toward gender equity in the upcoming year, in the aforementioned areas of concern.

4. Title IX self-study analysis—observations and points of concern

USF is a predominantly female campus, as evidenced by the USF Title IX Self-Evaluation Report 2012. Yet that predominance is not reflected in all levels of participation (see our discussion regarding Athletics, previously), nor throughout the hierarchies for staff or faculty, where the highest ranks are overwhelmingly held by men. For women students, their economic vulnerability vis à vis their male colleagues appears in women’s higher rates of student loans and work-study activities. For women
staff, the inadequate data provided to us only generate more questions about women’s potential to attain administrative staff positions. For faculty, the number and percent of women full professors are strikingly low, particularly in historically “masculinized” fields such as Business and Engineering. This dearth of women faculty at the highest rank reduces the available women candidates for faculty administrative positions, which require full professor standing. To understand the reasons for such gender differences we recommend that the promotion processes for both staff and faculty be reviewed for gender equity concerns, and that a comprehensive analysis of the last five years of promotion activities at USF be conducted to assess areas of weakness and opportunities for improvement.

5. **Title IX faculty salary analysis—questions; points of concern**

The Committee reviewed the AAUP faculty salary data provided by USF and identified two points of concern: (1) gender differences at the ranks of Professor and Instructor across some of the colleges; and (2) gender-based salary differences overall, with women’s salaries at 81% of men’s salaries. The latter concern directly relates to the issue of disproportionate location of women faculty at the lowest salary ranks (e.g., Instructor), driving down the average salaries for women overall comparative to men. Our Committee is concerned by these patterns, particularly as they are not addressed by hiring faculty at equitable salaries and they may not be responsive to the current merit-based system of salary increases. We recommend that USF review gender differences in salaries by rank and discipline, and directly address any gender equity concerns within the guidelines of the faculty contract and relevant university regulations. We offer to work with the administration to review strategies toward achieving gender equity in salaries.

III. Goals for 2014-2015

* Please note: under each Goal we have listed specific action items, in italics.

1. **Equity in Recruitment and Hiring:** In 2014 we met with a representative from Human Resources to discuss whether USF’s recruitment strategies within STEM and non-STEM disciplines for faculty aligned with gender equity concerns. During this exchange we became aware of the following: (a) recruitment strategies are highly variable by college, with some colleges more dedicated to gender equity goals than others; (b) search waivers were being utilized in ways not always conducive to gender equity goals; and (c) Human Resources staff felt underutilized by colleges as a resource for gender equity planning in faculty hiring. Next year we intend to add a staff member from Human Resources as an ex-officio member of our Committee and pursue this conversation to identify areas where faculty recruitment can be improved to further the aim of gender equity.

2. **Transgender students and student athletes**

The committee plans to explore the university’s responsibilities to transgender students under Title IX, including transgender student-athletes. The U.S. Department of Education has reiterated that Title IX does protect transgender students. However, it is not clear how the NCAA’s 2011 “Inclusion of Transgender Student-Athletes” policy complies with Title IX given its double standard that allows MTF and FTM students to participate in men’s but not women’s athletics. For more information, visit: http://www2.ed.gov/about/offices/list/ocr/docs/qa-201404-title-ix.pdf


3. **Campus sexual violence and Title IX**

Recent efforts by the federal government to ensure that colleges and universities respond adequately to the crisis of campus sexual violence underscore the importance of educating students, faculty and administrators about Title IX’s relevance to sexual misconduct. Per our discussion of USF responses to campus sexual violence above, our committee intends to work with our USF partners (including DIEO, Victim Advocacy, and Student Government) to ensure our campus takes vital steps toward compliance with federal expectations for assessment, training and awareness. We further seek to continue events designed for this purpose, like Epifanío’s campus visit. We believe such events should be held annually.

4. **Committee Membership:** We intend to continue to diversify and expand our committee membership. The members we identified and vetted during 2013-2014 should join our Committee in Fall 2014.

2013-14 Committee Activity

**September 27, 2013:** The Committee reconvened after summer hiatus, planned goals for 2013-2014, met with Dr. Jose Hernandez, DIEO to hear his vision for Title IX at USF, and discussed strategies to identify new Committee members.

**October 18, 2013:** The Committee reviewed potential candidates to join the Committee and discussed a proposed NSF grant to improve the recruitment, retention and promotion of women faculty in STEM at USF. Also in October the Committee sent a Letter of Support to the coalition of faculty submitting an NSF-Advance Institutional Transformation grant in support of their efforts to improve advancement opportunities for women faculty in STEM. The Committee was subsequently disappointed to learn that USF declined to put forward the grant application.
November 14, 2013: The Committee reviewed the 2012 EADA report and discussed gender equity issues in Athletics.

December 12, 2013: The Committee met with Winston Jones regarding the Office of Students Rights and Responsibilities’ commitments to Title IX response at USF.

February 20, 2014: The Committee met with a representative from Human Resources to discuss gender equity in faculty hiring. Also in February the Committee sent a letter to the Chair of the Search Committee for the new Athletic Director to encourage their consideration of Title IX awareness in their review process.

March 21, 2014: The Committee finalized plans for Angie Epifano’s visit to USF on April 8-9, 2014.

April 25, 2014: During this meeting the Committee discussed the self-study and salary data from USF and organized our final report.

Also during April: Members participated in several activities associated with Angie Epifano’s visit to USF, previously discussed, and participated in the 11th Annual Diversity Summit, where the Title IX Committee provided information at a table during the Diversity Expo.

Respectfully Submitted, 2013-14 Committee Members

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ANGIE EPIFANO Speaks at USF

Tuesday April 8, 2014

11:45 a.m. Angie Epifano arrives
travel to hotel (Embassy Suites, USF Campus); check-in at hotel; break

3:00 p.m. Arrive on campus for research forum

3:30 p.m.-4:45 p.m. Room TBA Panel member, Sexual Military Trauma Research Forum, Diane Price Herndl, chair

5:00 p.m.-6:30 p.m. Dinner break with Dr. Hernandez

7:00 p.m.-8:30 p.m. CWY 107 “Know Your IX” addressing interpersonal violence on a campus environment
Introduction by Dr. Jose Hernandez, Chief Diversity Officer

8:45 p.m. Return to hotel

Wednesday April 9, 2014

9:00 a.m.-10:00 a.m. Hotel-Breakfast with Elizabeth Hirsch/faculty/Title IX committee members

10:30 a.m.-12 noon MSC 2702 A Survivor Centered Response in Cases of IPV; session with key administrators;

12:30 p.m.-1:30 p.m. MSC-TOP Outreach to student leaders-Feminist Student Alliance, N.I.T.E.
Top of the Palms Restaurant (lunch included), Marshall Student Center, USF Campus

2 p.m.-3:15 p.m. Student athletes session-women’s soccer team/Amy Perkins Sr. Athletic Director

3:30 p.m.-4:45 p.m. Guest lecture in Human Sexual Behavior (WST2600)
5:00 p.m. Return to Hotel, dinner

Thursday April 10, 2014

AM Hotel check out; travel to USF ST Petersburg with Dr. Hernandez

AM USFSP “Know Your IX” addressing interpersonal violence on a campus environment
Introduction by Student Life

PM Travel to Tampa International Airport for departure