USF Title IX Committee Annual Report to the President, 2016-2017

2016 – 2017 Introduction

Title IX states, “No person in the United States shall, on the basis of sex, be excluded from participation in, be denied benefits of, or be subjected to discrimination under any education program or activity receiving federal financial aid.”

The Title IX Presidential Advisory Committee is formally charged with “advising the President of the University on matters relating to the University's compliance with the Title IX Educational Amendments of 1972. Title IX deals with nondiscrimination on the basis of sex in education programs and activities receiving or benefiting from federal financial assistance.” Specifically, the Committee is charged with monitoring, evaluating, and determining if gender equity exists in the areas of Financial Aid, Student Housing, Admissions, Intercollegiate Athletics, and Compensation. In addition, Title IX prohibits discrimination based on pregnancy, birth, false pregnancy, termination of pregnancy, or recovery from any of these.

Although Title IX legislation was intended to protect students, Title IX case law contains precedent for covering employees of educational institutions. Thus, employees of educational institutions may be protected under both Title VII of the Civil Rights Act and Title IX.

Regarding federal policy, the “3 prongs” suggest Title IX compliance may be achieved in three ways:

(1) Participation opportunities for women and men are provided in numbers substantially proportionate to their respective enrollments.
(2) An institution can show a continuing history of improvement and expansion in meeting the interests of the historically underrepresented sex.
(3) Where neither of the first two conditions is met, the institution can demonstrate that it has fully accommodated the interests of the underrepresented sex.

2016– 2017 Progress & Accomplishments

The Title IX Committee has continued to educate students about the role of Title IX in preventing and responding to campus sexual violence. Our Committee also continues to provide and support educational opportunities for students, faculty, and staff about the role of Title IX in the response to campus sexual violence. Individually and collectively, we looked for opportunities to share relevant information across campus. The Committee sponsored and provided speakers at the 1st Annual USF campus-wide Title IX Conference in September and looks forward to more active participation in the 2nd annual conference this coming fall. The Committee also encouraged and supported the addition of a “train the trainers” model to fulfill the federally mandated campus-wide Title IX education requirements.

During the 2016-2017 academic year, The Committee met monthly during the academic calendar year to assess progress on key goals, plan events, and address new issues as needed. In order to maximize communication and coordination on Title IX issues and concerns, the Committee continues to make conscientious efforts to diversify and expand our Committee membership. This year we recruited several new members and were equally successful in drawing consistent involvement of ex officio members from the Office of General Counsel, Athletics,
Victim’s Advocacy, and Multicultural Affairs. The Committee is headed by a new Chair and Vice-Chair and has experienced active and dependable participation, which has contributed to dynamic discussions, exceptional collaboration, and well-researched and thoughtful recommendations regarding Title IX issues and concerns. We continued to make efforts to recruit a staff member from USF Human Resources to serve on the Committee, but were not successful in our recruitment efforts despite reaching out to multiple individuals in the department. Additionally, we intend to continue our diversity efforts in the demographics of our Committee in the coming year.

2016 – 2017 Goals

A. Campus Sexual Violence: Work with USF partners to assess, train, and raise awareness of campus sexual violence.
B. TIX Strategic Plan: Review and discuss the Strategic Plan in collaboration with system stakeholders to place the University within best practices of Title IX.
C. Transgender Students, Staff, and Faculty: Work with USF partners to support the LGBTQ/Ally LLC housing to develop and promote the gender neutral bathroom map.
D. Gender Differences: Review gender differences in salaries by rank and discipline to appropriately address gender equity concerns.
E. Athletics: Take explicit steps toward implementing and upholding a Gender Equity Plan for the Athletics Department and address areas of concern.
F. Parenting: Establish Parenting Resources for Students and Employees and maintain webpage and resource management within the Office of DIEO to oversee its activities.
G. Parenting: Continue to work towards gender equity in parental leave policy by providing paid parental leave benefits to eligible staff.
H. TIX Annual Conference: Plan, market, and co-sponsor the 3rd Annual Title IX Conference in September 2017.
I. TIX Committee Recruitment: Recruit member representatives from Human Resources, Student Government, and other groups.

A. Work with USF partners to assess, train, and raise awareness of campus sexual violence.

Status: Ongoing

Continuous efforts by the federal government to ensure that colleges and universities respond adequately to the crisis of campus sexual violence underscore the importance of diverse and widespread education of students, faculty, and administrators about Title IX’s relevance to sexual misconduct. Per our discussion of USF responses to campus sexual violence later in this report, our Committee intends to work with our USF partners (including DIEO, Victim Advocacy, and Student Government) to ensure our campus takes vital steps toward meeting and exceeding expectations for assessment, training, and awareness. Therefore, we will continue to seek partners for events designed explicitly for this purpose.

Recently, The Center for Student Wellbeing has added a full-time Violence Prevention and Mental Health Promotion specialist. This position will oversee violence prevention awareness, campaigns, and efforts on campus. They will also work in collaboration with the USF Counseling Center and Center for Victim Advocacy to develop and implement campus-wide programming.
Currently, the University is under a Title IX investigation with exceptionally limited resources to report, train, educate, investigate, manage, resolve, and prevent violations of Title IX. Recently, the University of North Carolina and the University of Virginia were dictated by the US Office of Civil Rights, following investigation to expand their resources to manage Title IX.

**The Title IX Committee recommends** that the Office of DIEO be allocated funding to hire the following full-time positions: Title IX Coordinator, Investigator, Awareness and Outreach Coordinator, Deputy Coordinator, and Case Manager.

**B. Review and discuss the Strategic Plan in collaboration with system stakeholders to place the University within best practices of Title IX.**

**Status: In Process**

The Title IX strategic plan provides for the foundation of a fully functional, centralized Title IX response and is grounded in two (2) years of baseline data related to reporting, training and education, risk assessment, and compliance with federal mandates (2001 guidance attached to regulation and not in question at present). Though data collected from several sources provides a clearer indication that the USF System has had steady, measured movement toward best practices, continued differences related to intake of cases and investigations, as well as factors of increasing utilization by community members, suggests a strong need for a one-stop approach to enhance and support compliance.

A review of strategic efforts revealed that a movement toward centralized reporting, certification, case management, and investigative oversight processes has successfully occurred in 2016-2017, increasing the effectiveness and response system-wide. Centralized reporting provided a clearer data set, significant improvement in case management and investigative efforts. However, the Committee noted that the University’s Title IX efforts continue to be impacted by understaffing and underfunding, directly affecting service provision, management of cases, and overall positive outcomes. With significant increases in reporting, (a normal outcome of ongoing training and awareness programing) continued gaps in services and response were more apparent. Specifically, in case resolution timeframes.

Throughout 2016-2017, support was received from key stakeholders such as Student Affairs, General Counsel, Compliance and Audit and DIEO, as well as from student organizations and the general campus community to reduce confusion by establishing centralized Title IX efforts. Such restructuring would create a functional structure and methodologies for an institution the size of USF and would support compliance, reduce risk exposure, and heighten response to reported incidents. Though the Committee recognizes that progress was made in structure and staffing, 2016-2017 did not provide for a significant action to address concerns.

In 2016-2017, a comprehensive data management system (Pro-to-Call) was identified and purchased for launch in 2017-2018, providing for one-source data collection on all Title IX initiatives system-wide and for exacting case management specific to Title IX.
Review of the Title IX Investigator/System Deputy Coordinator position, added in 2016-2017 revealed that over 90% of the position duties fell within the investigative area. Therefore, in 2017-2018, recommendation to split the position to allow for two (2) full time slots (one System Investigator and one System Deputy) was made.

Additionally, while the structure of Deputy Coordinators (key personnel who assumed a Title IX role 20% of the time) initiated in 2016-2017 benefited reporting and intake system-wide, individual departments could not support the necessary ongoing training for these personnel. Therefore in 2017-2018, the Committee recognizes the need to allocate funds for ongoing, required training of Title IX administrators and investigators.

In 2017-2018, adapting a centralized model would require administrative support at the highest level and include the allocation of resources such as additional staffing lines (added or reassigned), physical space, and training dollars. The continued goal of centralization is to reduce redundancies while increasing effectiveness (thus limiting liability and risk exposure)—a work smarter approach. This model is currently viewed as a best practices approach and is being adopted by most Florida SUS institutions. This best practices model structure would align USF with other AAU benchmark universities and is viewed as a major marker in striving for pre-eminence.

*The Title IX Committee will recognize and support continued progress in the Title IX strategic plan, including centralization and staff development.*

**C. Work with USF partners to support the LGBTQ/Ally LLC housing to develop and promote the gender neutral bathroom map.**

**Status: Ongoing**

The Committee has worked with other Presidential Advisory Committees and various departments this year to advise on matters related to LGBTQ/Ally and Title IX support and protection. This year, Committee representatives regularly met with CISOGI and invited speakers from CISOGI and the Office of Multicultural Affairs regarding LGBTQ/Ally housing and the promotion of a gender neutral bathroom map.

*The Title IX Committee recommends to continue meeting regularly with key stakeholders to offer support for the promotion of LGBTQ equity at USF as a continuation of steps toward establishing LGBTQ/Ally Housing and a Gender Neutral Bathroom Map in this next academic year.*

**D. Review gender differences in salaries by rank and discipline to appropriately address gender equity concerns.**

**Status: Ongoing**

The Committee reviewed the American Association of University Professors (AAUP) salary data provided by USF and identified three points of concern: (1) gender differences at the ranks of
Professor and Instructor across the majority of colleges; (2) average gender-based salary differences overall, with women’s faculty salaries at 82% of men’s faculty salaries, and women’s staff salaries at 87% of men’s staff salaries; (3) after recommending the salary report include salary ranges for a comprehensive review, discrepancies in minimum salaries were found to differ by gender.

The first concern directly relates to the issue of disproportionate location of women faculty at the lowest salary rank (e.g., Instructor), driving down the average salaries for women overall comparative to men. In every college, except the College of the Arts and the College of Engineering, women are overly represented at the instructor rank. Additionally, women are underrepresented at the professor and associate professor rank at all the colleges except in the College of Pharmacy, College of Education, and the College of Behavioral and Community Sciences. Our Committee is concerned by these patterns, particularly as they may not be addressed by hiring faculty at equitable salaries, they may not be responsive to the current merit-based system of salary increases, and instructors may lack access to resources provided to tenure-track faculty. The chart below depicts the faculty and rank trends over the past 10 years within the MUMA College of Business. Females are underrepresented at all faculty ranks except at the instructor level where there is one more female compared to male instructors.

Figure 1. The number of Male and Female MUMA College of Business faculty members by rank over the last 10 years.
The second and third concerns stemmed from a recommendation of The Title IX Committee last year to receive salary ranges because average salary data was skewed by the lack of female representation in some positions. For example, in the MUMA College of Business the average salary in 2015-2016 for the 10 Male Assistant Professors was $149,024, while the average salary for the 5 Female Assistant Professors was $111,279, which raised the third concern. After receiving salary ranges, there is a notable difference in the minimum salary for a Male Assistant Professor at $107,000 from the minimum salary for a Female Assistant Professor at $80,000. In addition, at the instructor level a Male had a minimum salary of $70,322, while a Female had a minimum salary of $62,649. The higher representation of females at the instructor rank coupled with beginning at a lower starting salary is a concern.

**The Title IX Committee recommends** that all colleges review gender differences in salaries by rank and disciplines to directly address any gender equity concerns within the guidelines of the faculty and student contract and relevant university regulations. We also suggest collaborating with USF HR and the respective college HR representatives to diversify recruitment and retention practices. In regard to the HR report, we offer to work with the administration and the Women’s Status Committee to review strategies toward achieving gender equity in salaries.

E. **Take explicit steps toward implementing and upholding a Gender Equity Plan for the Athletics Department and address areas of concern.**

**Status: Ongoing**

The Department of Intercollegiate Athletics presented its first ever strategic plan to the USF Board of Trustees Academics and Campus Environment workgroup in May 2016. The five-year plan outlines USF Athletics’ opportunities and challenges, strategies for success, and specified metrics that will be used to track progress for USF’s 19 varsity teams and nearly 500 student-athletes. It was approved by the USF Board of Trustees on June 2, 2016.

The assessment and implementation of a gender-equity plan was included as a strategy in the plan. USF Athletics will collaborate with the Office of DIEO for Title IX training and completion of the gender-equity plan. The addition of a new female sport program, women’s rowing, was also included as its 20th sport.

**The Title IX Committee will** continue serving as a resource to USF Athletics and assisting in the implementation and assessment of the gender-equity plan as needed. The Committee values continued, active membership, and representation from the Athletics Department.

F. **Establish Parenting Resources for Students and Employees and maintain webpage and resource management within the Office of DIEO to oversee its activities.**

**Status: Ongoing**

The need for safe and accessible parenting resources and information at USF is clear: At any given time, there are students who are planning a pregnancy, experiencing an unplanned pregnancy, currently pregnant, or have recently given birth. Nationwide, over 25% of
undergraduate students are parents with dependent children, most are women. However, less than 1 in 10 student parents will complete their bachelor’s degree within 6 years. When it comes to moms who work at USF, a survey conducted by the College of Public Health and Tampa General Hospital found that over 95% of mothers and soon-to-be-mothers planned to breastfeed. Unfortunately, nearly half of them did not provide breastmilk for as long as they wanted, citing lack of time and inconvenience to express milk at work as the most common reasons for not meeting their breastfeeding goals. A recent report on university lactation programs demonstrated parental absenteeism is 3x higher for formula fed infants and companies with lactation support programs experience less turnover and lower losses of employees after childbirth. The U.S. Department of Labor, Education, Health and Human Services and the Office of Personnel Management recommend at least 1 lactation room for every 100 female employees. Employers that support nursing mothers describe the return on their investment as including lower health care costs, absenteeism and turnover rates, as well as higher productivity, improved morale, and greater job satisfaction. With two designated lactation rooms, USF is well poised to continue improving.

Experts in the field of college parenting recommend resources specific to student parents. For example, many comparable universities provide a centralized, online listing of lactation rooms spread out around campus as a basic support service for new mothers who attend school, work there, or visit. The following universities stand out as leaders in maternal and child health with their number of designated lactation rooms: UCF: 7 rooms; UF: 8 rooms; UNC Chapel Hill: 11 rooms; UVA: 19 rooms; and NC State: 20 rooms, University of Iowa: 44 rooms. The Committee believes an increase in designated lactation rooms to be feasible after conducting a systematic environmental scan of a portion of campus and identifying appropriate rooms (i.e., lockable door, outlet, not a restroom). Examples include multiple rooms and key building personnel who agreed to support the effort in MUS, MDT, EDU, MHC and others.

As a first step toward establishing Parenting Resources for Students and Employees in this next academic year, the Title IX Committee recommends that the Office of DIEO, the Title IX Committee, and Facilities Management 1) create and offer 10 lactation rooms spread out around campus, 2) unify standards for the rooms to facilitate accessibility, and 3) provide a current, centralized, online listing of said lactation rooms.

G. Continue to work towards gender equity in parental leave policy by providing paid parental leave benefits to eligible staff.

Status: Ongoing
Providing high quality health benefits, campus wellness resources, and opportunities to be healthy are typically used as tools for employee recruitment and retention. Statistics from California’s Center for Economic and Policy Change show that paid parental leave had a positive effect (or no effect at all) on profitability for businesses. Access to paid parental leave increases the likelihood that mothers return to work and advance their career, offering an employer protection against the loss of human capital. Currently, USF offers faculty 19.5 weeks of paid parental leave.
The Title IX Committee identified several comparable universities, including the University of Florida, which provides 6 weeks of paid parental leave to all benefits-eligible staff. USF was one of the first universities in Florida to offer domestic partnership benefits at the height of the marriage equality movement, thus it seems fitting that the University would be poised to pioneer a paid parental leave program for staff ahead of comparable universities such as UCF and UF, which offer no paid leave and 6 weeks of paid leave, respectively.

_The Title IX Committee recommends_ that Office of Decision Support and the Title IX Committee explore amending the paid parental leave program to include 8 weeks of 100% paid parental leave to all benefits-eligible staff who have been continuously employed for at least 12 months as a first step toward establishing a Paid Parental Leave Program for Benefit-Eligible Staff in the next academic year.

**H. Plan, market, and co-sponsor the 3rd Annual Title IX Conference in September 2017.**

_**Status: In Process**_

A key initiative of the Committee included a commitment to support campus efforts to educate and train students, faculty, and staff in relevant and timely topics encompassing Title IX during 2016-2017. To this end, the Committee partnered with the Office of Diversity, Inclusion, and Equal Opportunity (DIEO) to bring the _University of South Florida System 2016 Title IX Conference_ entitled _Emerging Equality: Aligning Best Practices and Institutional Integrity_ to the campus, the Tampa Bay Region, and to SUS and private institutions of higher education in Central Florida. With over eighteen (18) USF System partners and six (6) institutional partners, the conference provided opportunities for students, faculty, and staff, especially, to develop hands-on experience in Bystander Intervention and technics to make Title IX a topic across the curriculum and the campus. Advanced topics in Title IX provided attendees with information from experts from a wide range of topic areas.

_The Title IX Committee will offer support in the form of membership in the Title IX Conference Planning Committee and support the 3rd Annual Title IX Conference: We are Title IX; My Role-Our Responsibility, September 13-15, 2017._

**I. Recruit member representatives from Human Resources, Student Government, and other groups.**

_**Status: Ongoing**_

The Committee has continued to diversify and expand our membership. This year the Committee reached out specifically to USF Human Resources, undergraduate and graduate students.

_The Title IX Committee will intensify our efforts to recruit a staff member from USF Human Resources as an ex-officio member of the Committee, an individual from residence life consistent membership from Student Government, and additional membership from male tenured faculty to further the goal of gender equity._
Closing Remarks

In closing, The Committee wishes to express gratitude to President Judy Genshaft, Provost Ralph Wilcox, Senior Vice Provost Dwayne Smith, and Dr. Jose Hernandez and the DIEO staff for continued work to monitor and adhere to Title IX.

Submitted By:

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