

**University of Mississippi Office of the Provost**  
**Response to 2017 Chancellor's Commission on the Status of Women Report**

The Office of the Provost thanks the Chancellor's Commission on the Status of Women for their efforts to enhance the status of all women at the University of Mississippi. We have reviewed the commission's report and considered the highest priority recommendations. The following strategies are being developed in response to these recommendations.

**Hire a Coordinator of Victim Advocacy to Support the Violence Prevention Office**

*The university is very concerned about sexual misconduct and interpersonal violence. The University Counseling Center employs an assistant director of violence prevention to specifically focus on educational outreach, training, and advisory support for students who experience violence (including sexual assault). The director of the University Counseling Center also has proposed the hiring of an additional psychiatrist who can specialize in sexual misconduct and interpersonal violence. We believe that is an appropriate next step for our university.*

*The university must also be mindful of its obligation to uphold Title IX, therefore equitable resources must be offered to complainants and respondents involved in these situations. Additional resources aimed at strictly supporting complainants could result in non-compliance with Title IX.*

*The Office of Conflict Resolution and Student Conduct has enhanced their process and now offers all students a trained advisor to assist them in conduct-related situations. Utilizing these advisors is highly encouraged with any sexual misconduct case. Likewise, the Student Health Center offers Sexual Assault Nurse Examiner-trained personnel and our University Police Department has received training on sexual misconduct specific cases, including trauma-informed training.*

**Work with Baptist Memorial Hospital to Secure a Sexual Assault Nurse Examiner**

*The Division of Student Affairs and the university's leadership will continue to encourage Baptist Memorial Hospital to secure a sexual assault nurse examiner. Currently, the University Health Center has five Sexual Assault Nurse Examiners. These five Sexual Assault Nurse Examiner-trained nurses are registered nurses who have completed specialized education and clinical preparation in the medical forensic care of patients who have experienced sexual assault or abuse.*

*The Division of Student Affairs maintains an after-hours, on-call protocol where staff members report to the hospital when a sexual assault complainant is being assessed (this is also done for other hospitalizations). More often than not, this is a UPD Officer and the assistant director for the Violence Prevention Office. We realize that this does not substitute for Sexual Assault Nurse Examiner training among ER staff, but it provides the student with a trained advocate. We have also use the first-hand observations from those visits to advocate (on behalf of students) to Baptist Memorial leadership.*

**Establish a Pay Equity Task Force to Implement Recommendations and Monitor Progress**

*The Office of the Provost has issued a response to the gender pay and advancement equity report. We will monitor gender equity progress annually, provide budget instructions about recommending wage increases to improve gender equity, support various events to increase awareness of gender pay and advancement equity, and assemble leaders across campus annually to evaluate gender equity and make recommendations.*

**Engage in Focused Talent Recruitment and Identification of Women Faculty and Staff with Leadership Aspirations**

*The Office of the Provost will work with Human Resources and the Vice Chancellor for Diversity and Community Engagement to develop mechanisms to improve talent recruitment with respect to women.*

**Educate Supervisors and Managers on the Time-Related Policies: Flextime, Breaks, and Participation in Wellness Activities, the Family and Medical Leave Act and the Employee Assistance Program**

*The Office of the Provost will continue to educate supervisors and managers on time-related policies. We will include programming in our Career-Life Connector Initiative and the department chair workshops. We will also request Human Resources to continue to include this material in the LEAD trainings.*

**Establish a Leadership Preparatory Program that Equips Women Faculty and Staff with the Skills Needed to Successfully Compete for and Excel within Upper Leadership Roles**

*The Office of the Provost will collaborate with the Vice Chancellor for Diversity and Community Engagement to explore ways to prepare women faculty and staff for leadership roles.*

**Allocate Space for UM-Sponsored Childcare Facilities, Potentially in the Hospital Space**

*The Office of the Provost continues to fund Laura Antonow as the childcare fellow. Antonow is developing a report with recommended options for how the University of Mississippi responds to childcare issues. Space in the old hospital is considered for a childcare facility.*