Present:
Pamela Beeson (Provost’s Office/Chair), Corrie Berk (Undergraduate-Rainbow Alliance), Laura Ferlan (Katz/CBA), Kathryn Flannery (A&S-Women’s Studies), Heather Frost (Undergraduate-CWO), Irina Livezeanu (A&S-History), Patti Mathay (Office of the Registrar), Kathleen O’Connor (CS), Ellen Olshansky (NURS), Josephine Olson (KGSP), Ann Ostroski (GSPH), Karen Scanlon (UP-Johnstown), Nancy Tannery (Health Sci. Library System), Kelly Wilkinson (Undergraduate-CWO, Panhellenic), Michele Colvard (Provost’s Office)

I. Approval of Minutes
The minutes of the January 17, 2007 meeting were approved as written.

II. Old Business
The committee reviewed a draft of a letter to the University Times requesting that the publication provide consistent and extensive coverage of women’s accomplishments. The letter was approved and will be sent to the editor of the University Times.

III. Reports
A. Women’s Studies (Kathryn Flannery)
   Jean Ferguson Carr will become the new director of Women’s Studies following the 2006-2007 year.

   The Women’s Studies steering committee recommended changing the names of the program’s certificates to Certificate in the Study of Women, Gender, and Sexuality. The name change is currently in process in the School of Arts and Sciences.

   The Women’s Studies Internship Fair will be held on Thursday, March 1 from 3:00 – 5:00 p.m. in the WPU Lower Lounge. Faculty doing research related to Women’s Studies can request an intern.

   Katherine Wisner, Department of Psychiatry, will give a lecture on “Depression in Women During Childbearing” on March 14 at noon in 2201 Posvar Hall.

B. Benchmarking Subcommittee – no report

C. Mentoring Subcommittee (Ellen Olshansky)
The subcommittee held a meeting with the four University Mentors in the program to discuss progress to date and any issues they may have encountered. The mentors discussed the strong desire for advice on tenure, but they could only provide general
advice since the mentors and mentees come from different programs. PACWC members suggested finding ways to have faculty help themselves find support for the tenure process. The subcommittee will be discussing the future of the mentoring program in the upcoming weeks.

D. Pitt Women Connect (Kelly Wilkinson)
The Campus Women’s Organization, PanHellenic, Career Services, the Alumnae Association, and Women’s Studies are sponsoring a networking event for women called Pitt Women Connect. Faculty, alumnas, and students have been invited. Eva Blum, Pitt trustee and Senior Vice President at PNC Bank, will provide the keynote address. The event will take place on March 25, 2007.

E. Analysis of women’s salaries
Patty Beeson discussed an analysis of data on discrepancies between women’s and men’s salaries at the University. Following the release of the AAUP data on salary inequities, an analysis was done to determine how to best address the issue at the University of Pittsburgh. Data was analyzed by rank, tenure status, and discipline, and it is being presented to the deans.

IV. Discussion: Long-term goals and agenda for women’s issues

A. Report on the meeting with Provost’s area faculty, 2/2/07
The first in a series of meetings to gather input on the long-term agenda was held on February 2nd with faculty members from the Provost’s area schools. The discussion included issues such as mentoring, childcare, sexual harassment, the salary gap, promotions of women to senior ranks, spousal hires, and partner benefits. The women attending noted that they were mostly senior women faculty, and they suggested holding a focus group specifically with junior women faculty so they can feel free to speak out.

B. Report and feedback from the meeting with undergraduate women leaders, 2/9/07
Following a meeting with the Undergraduate Women’s Leadership Summit on February 9th, Kelly Wilkinson gathered responses from undergraduate groups on potential issues for the long-term agenda. The issues include: sexual assault (more education for prevention); and childcare (a registry of babysitters or perhaps work study); birth control (dramatic increase in costs, even through student health). Corrie Berk from the Rainbow Alliance also attended the meeting to discuss amending the Antidiscrimination Policy to include an individual’s actual or perceived gender identification. Patty Beeson is researching how to go about amending the policy.

C. Future meetings
The committee discussed other meetings that should be held to gather input on the agenda. Suggestions include the health sciences faculty, staff, graduate students, postdocs, and part-time faculty. Committee members recommended getting separate input from academic staff in schools and departments and administrative staff in more central offices such as the registrar’s or business office. They also suggested splitting
staff members into administrative staff and support staff categories, as each may have
different issues that need to be address.

The meeting was adjourned at 1:20 p.m. The next meeting will occur on Monday, March 19
from 12:00 to 1:30 p.m. in 817 CL.