Provost’s Advisory Committee for Women’s Concerns Meeting  
May 20, 2009  
12:00 p.m. - 1:30 p.m.

Present: Maureen Beal (Budget and Controller), Patricia Beeson (Provost’s Office/Chair), Janice Dorman (Nursing), Katie Greeno (Social Work), Kathleen O’Connor (Computer Science), Joan Lakoski (Medicine), Kelly Otter (College of General Studies), Kathleen Pratt (Human Resources), Maureen Porter (Education), Mary Koch Ruiz (Sexual Assault Services), Joanne Russell (Public Health), Erin Schaefer (A&S), Frances Zauhar (UPJ/English Literature), Stephanie Hoogendoorn (Provost’s Office)

Approval of Minutes  
The minutes of the January 22, 2009 meeting were approved as written.

Announcements  
Members shared dates of upcoming events that may be of interest to others.

The Sexual Harassment Policy was revised on February 17, 2009.

The Provost nominated PACWC for the 2009 Chancellor’s Affirmative Action Award.

Dual-career hiring  
PACWC has identified dual-career hiring as a concern. The new Dual Career Assistance Program sponsored by Human Resources offers support and resources to help spouses or partners explore employment options at the University of Pittsburgh, as well as provide resources for obtaining employment in the greater Pittsburgh area. These services are available to spouses and partners of a University of Pittsburgh faculty or staff member hired within the past 365 days. The PACWC Web site includes a link to this program on the Life Balance page.

A PACWC member mentioned that dual-career hiring was the number one issue of concern at the recently held Women and Science Forum.

A PACWC member asked if Dual Career Assistance Program extended to all campuses.

Vice Provost Beeson informed members that Deans are working together on academic appointments for dual career couples, when possible. She also mentioned that the LifeSolutions Web site has added new sections to provide resources on childcare, child rearing, and elder care.

She asked if the committee should send a note to Ron Frisch letting him know that PACWC has noticed the many things HR has been doing, including the upcoming re-allocation of kindergarten spaces to toddlers. Members thought this would be a nice idea.

Vice Provost Beeson would like committee members to send her suggestions for  
• new members for 2009-2010  
• co-chairs (faculty and staff) for 2009-2010  
• a speaker for the 2009 Annual Reception Welcoming New Faculty
Members reviewed the Climate Report 2008-2009 draft and suggested the following additions:

- “In Sisterhood” exhibition
- Pitt Magazine’s recognition of 12 phenomenal Pitt women
- Children’s Hospital features a display of prominent women Pittsburgh leaders
- University of Pittsburgh Police Department security updates

The Office of the Provost annually updates data tables on monitoring gender statistics. The committee reviewed the data. One member suggested that Division Chairs be added to the data.

**Mentoring Subcommittee**
The subcommittee announced that the content development was complete and that the Web site will go live in summer 2009. Members had the following suggestions for the site:

- Include a link to the Institute for Clinical Research Education Mentoring Resources Web site
- Ask Carol Mohamed for suggestions on adding resources to address diversity
- Publicize the site at the Annual Reception Welcoming New Faculty
- Highlight the 25 mentees from the Pitt Partners program.

**Benchmarking Subcommittee**
The subcommittee summarized their efforts to investigate the issues surrounding childcare and SafeRider over the spring semester. Maureen Porter, chair, presented a set of seven principles that organize all the issues included in the long-term agenda in a new, general way. For each principle several possible action items are detailed. Members acknowledged that the subcommittee has accumulated a large amount of research over the past year and the principles are an interesting, new way to think about the issues and possible solutions.

Discussion turned to the upcoming presentation for the annual luncheon with the Provost. One member suggested that the presentation should remind the Provost of the all the issues on the agenda but focus on the issues surrounding SafeRider and childcare. Another member added that the mentoring Web site addresses the concern by faculty about hiring and advancement.

The meeting was adjourned. The next meeting of PACWC will take place in fall 2009.