Provost’s Advisory Committee for Women’s Concerns Meeting  
October 18, 2007  
12:00 p.m. - 1:30 p.m.  
817 CL

Present:
Patricia Beeson (Provost’s Office/Chair), Maureen Beal (Financial Operations), Jean Ferguson Carr (A&S-English, Women’s Studies), Jan Dorman (NURS), Laura Ferlan (CBA), Irene Frieze (A&S-Psychology), Katie Greeno (Social Work), Julie Hoggarth (A&S-Anthropology), Zeynep Isvan (A&S-Physics), Kathleen O’Connor (A&S-CS), Kathleen Pratt (Human Resources), Maureen Porter (EDU/A&S-Anthropology & Women’s Studies), Kellie Robertson (A&S-English), Joanne Russell (GSPH), Nancy Tannery (HSLS/Falk), Stephanie Hoogendoorn (Provost’s Office)

Unable to Attend: Joan Lakoski (Medicine), Irina Livezeanu (A&S-History), Karen Cameron Scanlon (UPJ), Lynnett Van Slyke (Student Affairs)

Introductions  
Patty Beeson asked each member to introduce herself.

Approval of Minutes  
The minutes of the March 19, 2007 meeting were approved as written.

Approval of Annual Report  
The 2006-2007 Annual Report was approved as written.

Introduction to PACWC  
Patty Beeson explained to the committee that the main role of PACWC is to provide advice to the Provost and senior administrators. Although issues might initially be regarded as women’s concerns, recommendations from PACWC impact both men and women at the University. At the end the academic year, PACWC subcommittee chairs will present their reports to the Provost at an annual luncheon. Patty Beeson noted that this year is special as this spring will mark the 25th anniversary of PACWC.

Announcements  
As reported on the front page of the October 11, 2007 edition of the University Times, the Faculty Assembly endorsed a proposal to modify the University’s faculty medical and family leave policy. The proposed revisions reflect PACWC’s findings that the University’s policy differed from polices at AAU peer institutions in terms of length of paid leave for new parents, including male and adoptive, and the application of the policy to the tenure-track clock. The proposal will now be sent to the Provost who will make his recommendations to the Chancellor who has final approval.

A committee member asked if this proposal would cost money to implement. Patty Beeson answered yes and explained that because the Deans think this policy is the
right thing to do, they don’t mind paying for the added expense. She reminded the committee the proposed additional paid leave is valuable because faculty doesn’t have paid vacation or sick leave.

For our staff members, Human Resources is evaluating a recommendation that would allow staff to accumulate vacation days for family leave use only.

Patty Beeson announced that PACWC will participate in the search for the Director of the Learning Research and Development Center. Our participation in the search gives us the opportunity to share our concerns with the candidates and to provide the search committee input about the candidates.

PACWC members discussed the reception for new women faculty held on September 25, 2007. The members enjoyed meeting the new faculty in attendance and discussing the lecture given by Lise Vesterlund. Members are pleased that this reception has become a forum to highlight the research of talented women from our own faculty, especially given that several key administrators regularly attend. Members inquired about providing a list of all new women faculty that includes their contact information and a brief sentence or two about their research interests. Also, the food should be made available immediately following the lecture.

Report from 2006-2007
Nancy Tannery discussed the Benchmarking Subcommittee Report previously distributed to the committee. Last year this committee identified how to better communicate information on changes to the University’s family-friendly policies.

Update on the Women’s Studies Program
Jean Carr reported on the following activities:

- The names of the undergraduate and graduate certificates have been changed to Certificate in the Study of Women, Gender, and Sexuality in response to student requests for a broader content.
- The undergraduate expo to be held in the fall will include information about graduate school.
- This fall a conference about adoption was attended by a large number of participants from a varied number of fields. Participants were challenged to speak academically about personal and political issues.
- Women’s Studies is in the process of establishing a new award to honor the academy of Iris Marion Young, a former faculty member.

Update on the Ad hoc Committee for the Promotion of Gender Equity
Irene Frieze explained that the goal of this committee is to discuss concerns of faculty, staff, and students and to develop concrete recommendations for ways to enhance gender equity. This committee currently has three subcommittees which are focused on childcare, staff mentoring, and women and leadership. Patty Beeson commented that we should try to coordinate all efforts on women’s issues across the University.
Goals for PACWC 2007-2008

I. Long-term agenda for women’s issues
In the mid-1990s, the Provost’s Office developed a long-term agenda for women’s issues at the University. During 2006-2007, PACWC and the Provost’s Office reviewed the progress made on the long-term agenda. Meetings were held with senior women faculty members, undergraduate students, and graduate students to discuss the progress that has been made. Patty Beeson reviewed the agenda and explained the progress made towards each agenda item.

Patty Beeson would like the Benchmarking Committee to continue this work with the goal being to present a new agenda in conjunction with the 25th anniversary of PACWC in the spring of 2008. In particular, the committee should gather additional input from junior women faculty members, the regional campuses, and administrative and support staff members. It was noted that staff and student concerns need to be more visibly identified within the agenda.

II. Mentoring
In 2006-2007, PACWC piloted a mentoring program called the Pitt Partners Program. The program consisted of 21 new faculty members participating in 4 mentoring circles lead by senior faculty members. The initial evaluation of the program indicates that discussion topics should perhaps focus on broad common topics such as time management. More specific topics might be better addressed by individual departments and programs. This year the committee will determine if this mentoring program is needed and if so, how to best execute the program. The committee should develop materials that could be used by programs and departments and also think about how to reference these materials, perhaps as a website.

III. Survey of faculty who left the University
Faculty who left the University for reasons other than retirement or denial of tenure will be surveyed to identify any gender related concerns. A survey of faculty leaving the University from 2000-2002 was completed in 2003.

The meeting was adjourned at 1:25 p.m. The next meeting of PACWC will take place on November 15, 2007.