Present:
Patricia Beeson (Provost’s Office/Chair), Laura Ferlan (CBA), Kathryn Flannery (A&S-Women’s Studies & English) Irene Frieze (A&S-Psychology/Senate), Elana Kornblit (GPSCA/Law), Joan Lakoski (Health Sciences), Irina Livezeanu (A&S-History), Patti Mathay (Office of the Registrar), Kathleen O’Connor (CS), Ellen Olshansky (NURS), Ann Ostroski (GSPH), Maureen Porter (EDU/A&S-Antropology & Women’s Studies), Nancy Tannery (HSLS/Falk), Jane Thompson (Office of Budget & Controller), Michele Colvard (Provost’s Office)

Approval of Minutes
The minutes of the March 16, 2006 meeting were approved as written.

Announcements
Patty Beeson informed the committee that the annual reception for new women faculty will be held on Wednesday, October 18th from 12:00 – 1:30 p.m. in 2501 Posvar Hall. Toi Derricotte, Professor of English, will provide a reading at noon entitled “Beginning Dialogues: Mother & Daughter.” A reception and light lunch will follow the reading. Committee members should be certain to introduce themselves to new faculty members at the reception.

Patty Beeson announced that search committees have been formed for a number of senior positions at the University. Volunteers from PACWC are requested to attend the interviews. The open positions are: Director, UCIS; Dean, GSPIA; President, UP Greensburg; President, UP Johnstown.

Patty Beeson informed the committee that the Senate Plenary session will occur on Thursday, October 19 from 2:00 – 5:00 p.m. The session will focus on mentoring. It will take place in the WPU Assembly Room.

Reports from 2005-2006
Patty Beeson informed the committee that a report of PACWC’s annual activities was presented to the Provost at a luncheon during July 2006. Several committee members attended the luncheon to present reports. Irene Frieze presented the annual Positive Climate Report. Ellen Olshansky, chair of the Mentoring Subcommittee, presented a report on the new mentoring program that is being piloted in 2006-2007. Nancy Tannery, chair of the Benchmarking Subcommittee, presented the findings and recommendations of the subcommittee’s work benchmarking family leave policies for faculty and staff members.

2005-2006 Annual Report
The 2005-2006 Annual Report of activities will be posted on the PACWC website.
Positive Climate Report
Patty Beeson presented the annual Positive Climate Report to the committee. The report acknowledges initiatives that are indicative of a more positive climate for women at the University of Pittsburgh. The report will be posted on the PACWC website.

Mentoring Subcommittee Report
Ellen Olshansky presented a report of the Mentoring Subcommittee’s progress in developing a pilot mentoring program for faculty. The program is called the Pitt Partners Program. It links groups of junior faculty members with senior faculty members outside of their field. The goal of the program is to provide new faculty members with a mentoring experience that is distinct from the mentoring process that occurs within departments. There are 21 new faculty members and 4 mentors participating in the pilot program. A website was developed for the program and can be found at http://www.pitt.edu/~provost/PittPartnersProgram.html.

Benchmarking Subcommittee Report
Nancy Tannery presented the findings and recommendations of the Benchmarking Subcommittee’s work on family friendly policies. Recommendations made by the subcommittee include:

1. Automatically stopping the tenure clock when taking FMFL as opposed to requesting to stop the clock;
2. Increasing the amount of parental leave available to faculty or allowing modified duties for a primary caregiver, particularly in cases of adoption;
3. Allowing staff members to accumulate vacation time that could be used to extend the paid leave for FMLA;
4. More effectively communicating family-friendly policies to current and prospective faculty and staff members.

Patty Beeson noted that discussions are continuing to determine any changes to policies and to better communicate information on policies to the campus community.

Goals for PACWC 2006-2007

1. Complete the pilot mentoring program and determine changes to be made for future years. Determine whether the program can be scaled up so more faculty members can participate. Determine how the program can be adapted for staff members and for faculty members who aren’t recently hired, such as Associate Professors or faculty seeking to become administrators.

2. Work to implement the recommendations of the Benchmarking Subcommittee. Continue to benchmark additional items, such as family leave policies for faculty and staff members with aging parents. Find ways to promote Pitt as a family-friendly place to work.

During discussion of the goals, PACWC members also suggested that the committee look into issues of child care at the University, including expanding the options available to faculty and staff members and participating in the UCDC search for a Director.