Present:
Patricia Beeson (Provost’s Office/Chair), Richard Citrin (FSAP), Laura Ferlan (CBA), Kathryn Flannery (A&S-Women’s Studies & English), Joan Lakoski (Health Sciences), Irina Livezeanu (A&S-History), Patti Mathay (Office of the Registrar), Kathleen O’Connor (CS), Ellen Olshansky (NURS), Maureen Porter (EDU/A&S-Anthropology & Women’s Studies), Karen Scanlon (UP Johnstown), Jane Thompson (Office of Budget & Controller), Michele Colvard (Provost’s Office)

Approval of Minutes
The minutes of the October 3, 2006 meeting were approved as written.

Announcements
Committee members discussed the tasks for subcommittees in 2006-2007. The Benchmarking Subcommittee will work to recommend ways to better communicate the University’s family friendly policies to current and prospective faculty and staff members. The Benchmarking Subcommittee will continue to be chaired by Nancy Tannery. The Mentoring Subcommittee will continue to monitor the newly created Pitt Partners Program. The subcommittee will recommend modifications for the program for 2007-2008. Ellen Olshansky will continue to chair the Mentoring Subcommittee.

The Sexual Harassment Taskforce has met several times during the fall semester. The members of the taskforce are working to more effectively communicate the policies and procedures regarding sexual harassment allegations. The taskforce revised several brochures to ensure that a common, up-to-date message is being sent. The taskforce is in the process of revised the guidelines for administrators. The revised version will include information about faculty-student relationships. The taskforce also suggested revisions and updates for the online course about sexual harassment offered through Human Resources, and those changes have been made.

Patty Beeson updated the committee on the ongoing searches for the Director of UCIS, the Dean of GSPIA, the President of UP Greensburg, and the President of UP Johnstown. PACWC members have been participating in interviews for the searches. Dr. Beeson asked committee members to notify her office if they cannot attend an interview for which they were scheduled so she can attempt to find a replacement. The committee also discussed the types of questions that they should ask during candidate interviews.

Reports
Reception for New Women Faculty
Kathryn Flannery gave a brief report on the 2006 reception for new women faculty. The reception featured a reading by Pitt English professor Toi Derricotte. The reception was very well attended, and PACWC received extremely positive feedback on the event. Committee members made a number of suggestions for possible speakers for the 2007 reception.
Senate Plenary Session on Mentoring
Ellen Olshansky reported on the fall 2006 Senate Plenary Session, which focused on mentoring. The program featured several speakers plus a panel. The committee watched a short video developed for the plenary session which featured four faculty and staff members discussing their experiences with mentoring. Several committee members stated that they would be interested in showing the video at other University functions.

2006 University Wide Monitoring of Women in Senior Positions and Recognition
Patty Beeson presented the annual monitoring report for women in senior positions and recognition at the University. The University Wide Monitoring Subcommittee was a PACWC Subcommittee that began in 2001 and was chaired by Elizabeth Baranger. The subcommittee chose items to benchmark and Dr. Baranger provided the data prior to 2001 for comparison. The data has been used to remind members of the University that someone is keeping track of this type of data, to make suggestions to individuals responsible for particular areas when the number of women seems low, and to make suggestions for new practices to increase the representation and recognition of women on campus. The Office of the Provost now updates these numbers and shares them with PACWC.

- There were five more senior women administrators as of December 8, 2006 than there were in 1996. This includes the Vice Provosts, whom PACWC asked to be included in the report beginning this year.
- From 1996-2006 the number of tenured women full professors has increased by 5.6% in the Provost Area Schools, 5.6% in the Schools of the Health Sciences, and 5.4% at the Pittsburgh Campus. The number of tenured women full professors has remained constant at the Regional Campuses.
- A&S went from 0 to 4 women department chairs since 2003. SOM has increased their number of women chairs by 3 since 2003. The School of Dental Medicine reorganized from divisions to departments and now has 4 women department chairs. The overall percentage of women chairs has increased by 8.6% since 2003 and is at an all time high since we began collecting the data in 1996.
- The number of women serving on the Board of Trustees has remained relatively constant since 2002. In 2001 PACWC sent a letter to the Secretary of the BOT noting the lack of women on the Board. The following year there was an increase from 7 to 10 women serving on the Board.
- Considering the number of women faculty, the distribution of the Chancellor’s Distinguished Awards is more equitable since 2001 when PACWC began collecting the data.
- Since 2001 there has been a marked improvement in the numbers of women speaking at Honors and Commencement Convocation.
- There have been marked increases in the number of women on the Advisory Council on Instructional Excellence and on the University Planning and Budget Committee, both of which are University-wide committees.

Economic Status of Women Faculty at Pitt
Patty Beeson presented the University of Pittsburgh’s information from the 2005-2006 AAUP report on the economic status of women faculty. Between 1998-1999 and 2005-2006, the University of Pittsburgh has seen a 12.5 percentage point increase in women as a percent of the faculty. This is the largest increase among AAU Public institutions. The University now has the second highest percentage of faculty who are women among AAU Public institutions.
The average salary of women faculty relative to the average salary of men faculty at the University of Pittsburgh was .748 in 2005-2006. Additional data is being collected and reviewed to more fully understand this distribution.

Discussion

The committee discussed updating its long-term goals for the University. It has been more than 10 years since PACWC developed a set of long-term goals. In order to gather wider input into the development of goals, PACWC will set up meetings with faculty, staff, and students to ask for input. These meetings will be scheduled for early in the spring semester.