Present:
Patricia Beeson (Provost’s Office/Chair), Laura Ferlan (CBA), Irene Frieze (A&S/Psychology/Senate),
Irina Livezeanu (A&S/History), Patti Mathay (Office of the Registrar), Audrey Murrell (KGSB),
Kathleen O’Connor (CS), Ellen Olshansky (NURS), Ann Ostroski (GSPH), Karen Scanlon (UPJ),
Nancy Tannery (HSLS/Falk); Carrie Sparks (Provost’s Office)

Approval of Minutes
The minutes of the November 16, 2005 meeting were approved as written.

Announcements
Patty Beeson announced that the University of Pittsburgh has made it to the second round of the
selection for the Sloan Fellowship Award for Faculty Career Flexibility.

Patty Beeson told PACWC that she is working with Human Resources and General Counsel regarding
incorporating suggestions (provided by PACWC members and other women faculty) into the Human
Resources sexual harassment online educational test.

Presentation on Staff Development Cheryl Tomko
Cheryl Tomko gave a presentation on Staff Development and the new Leadership Development
Program Human Resources will be piloting. She said that the biggest complaint among staff at Pitt is
that there is no clear path of what the next steps are at Pitt. Lack of professional development is the
number three reason why people (nationally) leave their current positions. The sixth reason is
compensation. Developing and adding skills within the position makes employees want to stay.

Cheryl lead a question and answer session with PACWC and informed the committee about
professional development opportunities offered centrally, including a new Leadership Development
Program that will be piloted in the coming year. This will be open to any one in a supervisory or
management position.

Benchmarking Subcommittee Presentation
Nancy Tannery and Carrie Sparks presented the work of the Benchmarking Subcommittee discussing
the preliminary benchmark data on faculty family friendly policies. PACWC noted that Pitt seemed to
offer less leave to faculty when adopting children compared to the benchmark institutions, but that
overall Pitt seemed in line with what other institutions offer. They also made the following
suggestions:

1) that faculty must ask permission not to stop the tenure clock when taking FMFL as opposed to
requesting to stop the clock;
2) that parental leave be increased for faculty adopting children;
3) that domestic partners be specifically included in the FMFL policy with equal treatment to
spouses; and
4) that the subcommittee think about leave options for primary care givers
The Benchmarking Subcommittee will meet again to discuss the feedback from PACWC and will write a report that offers a list of suggested items for the administration to examine in regards to rethinking the current policies. This report will be made to Provost Maher at the Annual PACWC Luncheon with the Provost.

**New Business**
PACWC voted to send a memo to the President of the University of Pittsburgh at Greensburg regarding what they deemed an unprofessional photograph of a female student in mini skirt used in a campus advertisement.