

**Provost's Advisory Committee for Women's Concerns (PACWC)
Annual Report on 2016-2017 Activities**

Issues Discussed by PACWC

PACWC committee members were divided into two subcommittees throughout the 2016-2017 academic year and were charged with furthering the projects that were initiated during the 2015-2016 academic year.

Spotlight on Leadership: Women at Pitt

This PACWC subcommittee was charged with refining and streamlining the nomination and selection process for choosing women leaders at Pitt to be highlighted in the “Spotlight on Women Leaders” series each year. Through this process, women leaders - faculty, staff, and students – will be identified each year for inclusion in the web series that will reside on the PACWC website, and this initiative will serve to celebrate a diverse and inclusive group of women leaders, highlighting them as role models and mentors. This will also serve as a potential tool for recruiting and retention of outstanding women faculty, staff and students.

To start the initiative, and with the help of Student Affairs, three “Spotlight” videos were filmed during 2016-2017, which feature three prominent and senior women leaders at the University: Patricia Beeson (Provost and Senior Vice Chancellor), Kathy Humphrey (Senior Vice Chancellor for Engagement, Secretary of the Board of Trustees, and Chief of Staff), and Geovette Washington (Senior Vice Chancellor and Chief Legal Officer). The “Spotlight” videos are posted on the PACWC website (<http://www.provost.pitt.edu/initiatives/spotlight-women-leaders>), and are also highlighted under the “Initiatives” page of the Office of the Provost website.

The subcommittee made recommendations for a proposed nomination and selection process for identifying women leaders at Pitt to be featured in future videos.

Leadership Development Programs for Women

During 2015-2016, this PACWC subcommittee created an inventory of women's leadership programs and identified the gaps and needs for new leadership programs for women faculty, staff, and students at the University. The subcommittee also delivered a matrix of leadership programs that could be used as resources for the University. During 2016-2017, this subcommittee met with several faculty at the University who are involved in the development of leadership programs to solicit their input. This subcommittee reviewed the programs to ensure they are current, and provided an updated spreadsheet which has been posted on the PACWC website on the Leadership page under “Resources.” This subcommittee also made recommendations for bridging any gaps in existing leadership development programs.

This subcommittee also proposed holding a “Women's Leadership Development Summit” to connect leaders of the various existing leadership development programs; disseminate, compare, and share information; create synergies; and nucleate the development of new leadership program(s) for women. The subcommittee worked on a possible program for this type of event.

Events

PACWC and the Gender, Sexuality, and Women's Studies Program co-sponsored the Annual Lecture and Reception Welcoming New Women Faculty on September 28, 2016. The event featured a lecture by Distinguished Professor of French, Renate Blumenfeld-Kosinski, entitled "Medieval Holy Women as Political Strategists." This annual event continues to be very popular; this year, 86 attended.

The IDEAL-N change team created and held the inaugural "Celebration of Newly Promoted Women Faculty" on March 2, 2017. This was a new event developed from the IDEAL-N project and was designed to recognize and celebrate the accomplishments of women faculty across the University (more information on the IDEAL-N project can be found here: <http://www.provost.pitt.edu/faculty/recruiting-retaining-and-recognizing-faculty/ideal-n>). The celebration featured a presentation by a panel of experienced women faculty who offered their perspectives and advice for successful academic careers. The panelists for the event were Professors Valire Carr Copeland (Social Work), Susan Meyer (Pharmacy), and Lise Vesterlund (Arts and Sciences), and the panel was moderated by Professors Anne Robertson (Engineering) and Kristin Kanthak (Arts and Sciences). More than 70 attended this event. The "Celebration of Newly Promoted Women Faculty" will be an annual event each spring and will be sponsored by PACWC.

Information Distributed by PACWC

The PACWC website provides links to a variety of resources related to women's concerns, including University offices and programs, University policies and guidelines, health and wellness, child and dependent care, and student groups.

The University of Pittsburgh Campus Resources Cards, an updated PACWC informational flyer with resources and links to various sites to support women's issues and concerns, the Gender, Sexuality, and Women's Studies Program provided material about their program and upcoming events, and Life Solutions resource flyers were distributed to attendees at the Annual Lecture and Reception Welcoming New Women Faculty.

Information about PACWC was also distributed throughout the academic years at faculty development workshops and programs hosted by the Office of the Provost. This includes the "Academics as Leaders" series, the "Recruiting a Diverse and Excellent Faculty" series, and the diversity in the curriculum programming offered through the University Center for Teaching and Learning.

PACWC Members (2016-2017)

Co-Chairs

Laurie Kirsch, Office of the Provost

Pamela Connelly, Office of Diversity and Inclusion

Faculty

Tia-Lynn Ashman, Department of Biological Sciences, Dietrich School of Arts & Sciences
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Students

Breana Barrera, undergraduate student, Pitt Bradford
Natalie Dall, undergraduate student, Student Government Board
Khadija-Awa Diop, undergraduate student, National Pan-Hellenic Council
Kimberly Lachell, graduate student, Graduate and Professional Student Government
Abby Meinen, undergraduate student, Campus Women's Organization
Kristine Ojala, graduate student, Graduate and Professional Student Government

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