

**Provost's Advisory Committee for Women's Concerns (PACWC)
Annual Report on 2013-2014 Activities**

Issues Discussed by PACWC

PACWC members formed three subcommittees, which addressed issues related to communication and mentoring, eldercare, and supporting excellence in women's research. The subcommittees presented their findings at the year-end meeting with the Provost.

Communication and Mentoring

The communications and mentoring subcommittee focused upon issues related to mentoring staff, faculty members, postdoctoral associates, graduate students, and undergraduate students at the Oakland and regional campuses. Subcommittee members determined that numerous programs exist but that these programs are not available equally to all individuals across campuses and schools. They recommended that the University create a centralized virtual mentoring hub to address this issue. Furthermore, the subcommittee recommended that:

- The University benchmark against other institutions to assess best practices
- Programs in Arts and Sciences and the Health Sciences be used as models
- The PACWC pilot program website be updated
- Communication about mentoring opportunities be improved
- Comprehensive and consistent topic coverage be provided for all constituencies
- Standardized mentor training (and related incentives) be developed

Eldercare

The eldercare subcommittee examined the University's benefits and services in this area. Caring for an elderly relative has been identified as one of the primary reasons that women leave the work force or reduce their work-force participation. Subcommittee members benchmarked University programs and policies against several peer institutions (Michigan, North Carolina, Ohio State, and Penn State). They subsequently suggested several potential solutions to address eldercare and dependent-care issues:

- Improve the promotion of existing Life Solutions and Aging Institute resources
- Add short-term case management services
- Provide expert training and advice through informational seminars and outlets
- Develop a time-donation policy and formal flex time benefits

Supporting Excellence in Women's Research

The excellence in women's research subcommittee provided recommendations that dovetailed with those of the communication and mentoring subcommittee. Subcommittee members focused upon strategies that would a) mitigate broader gender inequality issues that are replicated within the University and b) promote an active intellectual research environment at the University. They recommended that the Office of the Provost or PACWC:

- Create a centralized mentoring blog or webpage

- Sponsor meetings between female faculty members and prominent female visiting scholars
- Record and stream important on-campus lectures, conferences, and seminars
- Publicize data about female faculty members' research and teaching accomplishments

Events

PACWC and Women's Studies co-sponsored the Annual Reception Welcoming New Women Faculty on September 19, 2013. The event featured a lecture by Kathleen M. DeWalt, a professor of anthropology, which was entitled "Are We Developed Yet? Gender and Development 20 Years after Beijing."

PACWC and TIAA-CREF co-sponsored workshops from TIAA-CREF's "Woman to Woman Financial Empowerment" series. Two workshops were offered during 2013-2014. One focused on financial planning and investing strategies for early career women; this workshop was offered on April 9, 2014. A second workshop focused upon retirement issues that are of concern to mid-to-late career women, and was offered on May 21, 2014.

In previous years, PACWC sponsored a series entitled "Celebrating Pitt Women." The goal of this program is to highlight University of Pittsburgh faculty and staff achievements in areas that may or may not be related to an individual's teaching, scholarship, or administrative duties. PACWC members named several potential speakers, but these individuals were unavailable for lectures this year. The series will likely continue in future years.

PACWC hosted a Women's Networking Happy Hour for faculty, staff, and postdoctoral associates at the University Club.

Information Distributed by PACWC

The PACWC website provides links to 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 2012 University of Pittsburgh Campus Resources Cards were distributed to attendees at the Annual Reception Welcoming New Women Faculty.

PACWC Members

Faculty Members

Janet Grady, University of Pittsburgh at Johnstown
 Kristin Kanthak, Department of Political Science
 Laurie Kirsch, Vice Provost for Faculty Development (Co-Chair)
 Kacey Marra, Department of Plastic Surgery
 Giuseppina Mecchia, Department of French and Italian
 Mary Rauptis, School of Social Work
 Laura Schaefer, Department of Mechanical Engineering

Anna Vainchtein, Department of Mathematics
Jennifer Woodward, Department of Surgery (Co-Chair)

Staff

Natalie Arnold Blais, Department of Behavioral and Community Health Sciences
Leigh Culley, Disability Resource Services
Jean Hale, Graduate School of Public and International Affairs
Carolyn Kaempf, Student Financial Services

Students

Mizane Johnson-Bowman, Panhellenic Association/NPHC
Eleanora Kaloyeropoulou, Campus Women's Organization
Martha Merrill, Graduate and Professional Student Government
Sarah Winston, Student Government Board

Staff Support

Charles Lyon, Office of the Provost