

**Provost's Advisory Committee on Women's Concerns (PACWC)
Report on 2012-2013 Activities**

Issues Discussed by PACWC

Childcare and Dependent Care

PACWC continues to monitor both childcare and dependent care issues including the efforts by University committees, schools, departments, the University Child Development Center, and Human Resources to address the issues. Updates from the past year include:

- To provide support for parents who work, but have a child who is mildly ill, the sick-child room at Magee-Women's Hospital reopened in January 2012. The facility provides care for children 6 months to 12 years and utilization has steadily increased.
- To provide support for working families who need child-care the University Child Development Center continues to update their waitlists for full-time and part-time care. There are over 500 currently on the waitlist.
- To provide support for women seeking lactation space on the University of Pittsburgh Oakland campus, a list of Lactation Room Locations had been compiled last year by the Senate Anti-Discriminatory Policies Committee's Gender Discrimination Initiatives (GDI) Subcommittee, with special assistance from the Office of Affirmative Action, Diversity and Inclusion. The list is accessed via the PACWC and Human Resources websites at <http://www.provost.pitt.edu/pacwc/LactationRoomLocations.pdf>. A lactation table was set up at the Pitt/UPMC Wellness fair to increase the visibility of existing resources.
- To provide support for families who need elder/dependent care, benchmarking of dependent care benefits and support services available to University faculty and staff against expert policy recommendations is being compiled. Pitt offers a number of supportive policies for dependent care needs and The Aging Institute and LifeSolutions provide an array of resources.

Communication of Existing Family-Friendly Programs and Policies

PACWC members continued their efforts to improve communication of campus family-friendly programs and policies aimed at faculty, staff, and students. Human Resources has updated its website to now include information for parents-to-be and new parents. The link to the site is: <http://www.hr.pitt.edu/node/763>. This is a comprehensive website that contains information for faculty and staff who are becoming new parents, including medical leave checklists for employees and departments, and information on Family Medical Leave Act and Short Term Disability leaves for staff. PACWC helped to communicate these changes.

Spousal Hiring/Dual Career

PACWC drafted and recommended the University adopt broad guidelines for a Dual Career hire/retention program that will address the following in order of significance:

- **Creating Opportunities** at the University of Pittsburgh (Primary Recommendation).
- **Creating Partnerships** in the Pittsburgh region (Primary Recommendation).
- **Creating Consortium** in Western Pennsylvania, Ohio and West Virginia (Secondary Recommendation)

Events

PACWC and Women's Studies co-sponsored the Annual Reception Welcoming New Women Faculty on October 18, 2012. The event featured a lecture by Professor of Law, Deborah Brake entitled "Getting (and Staying) in the Game: Title IX and the Women's Sports Revolution".

PACWC continued its series called "Celebrating Pitt Women." The goal of this program is to highlight the achievements of our faculty and staff in areas that may or may not be related to her teaching, scholarship, or administrative duties. This event aims to provide an opportunity for women to get to know each other in new contexts and to be inspired by each other.

- On February 13, 2013, Bria Walker, a Teaching Artist-in-Residence in our Department of Theater Arts, and professional actress and singer presented "NEXT!"
- On May 6, 2013, Jessie Ramey, ACLS New Faculty Fellow in Women's Studies and History, gave a talk about "scholactivism." That is, her efforts to merge public education policy scholarship and activism, while integrating the community and classroom.

PACWC continued hosting Women's Networking Happy Hours for faculty, staff, and post-docs at the University Club.

Information Distributed by PACWC

The Office of the Provost completed its third analysis of data comparing the progress of women faculty at Pitt both in terms of numbers and salaries. The presentation compares the University's Pittsburgh campus to its 33 public Association of American Universities (AAU) peers in the percentage of women faculty by rank and the ratio of the average of women's salaries to men's salaries by rank. Using University data, the second part of the presentation takes a closer look at Pitt faculty salaries, examining the ratio of the average woman's salary to the average man's salary by rank, controlling for tenure status, school and department. Vice Provost Alberta Sbragia presented this analysis to the Council of Deans, PACWC, and the Gender Discrimination Initiatives Subcommittee of the Senate Council. A presentation was also made at the Budget Policies Standing Committee of the Senate Council, and was reported in the University Times, available at <http://www.utimes.pitt.edu/?p=25629>. The Office of the Provost is committed to continue a formal analysis every five years. The next report is planned for the 2016-2017 year to analyze the 2015-2016 data.

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 2012 University of Pittsburgh Campus Resources Cards were distributed at the Annual Reception Welcoming New Women Faculty, at PACWC meetings, and to undergraduate and graduate student groups.

PACWC Members

Natalie Arnold Blais, Graduate School of Public Health
Leigh Culley, Disability Resource Services
Tran Doan, Graduate and Professional Student Government
Janet Grady, University of Pittsburgh at Johnstown
Jean Hale, Graduate School of Public and International Affairs
Julie Hallinan, Student Government Board
Stephanie Hoogendoorn, Office of the Provost
Kristin Kanthak, Political Science
Carolyn Lewis, Alpha Delta Pi Sorority
Sandra Mitchell, History and Philosophy of Science
Katie Parker, Graduate and Professional Student Government
Samantha Plummer, Graduate and Professional Student Government
Mary Rauptis, Social Work
Joanne Russell, Center for Global Health, Behavioral and Community Health - *Co-chair*
Bella Salamone, Campus Women's Organization
Alberta Sbragia, Office of the Provost, Political Science – *Co-chair*
Elsa Strotmeyer, Epidemiology
Anna Vainchtein, Mathematics
Janyce Wiebe, Computer Science
Jennifer Woodward, Surgery