

**Provost's Advisory Committee for Women's Concerns (PACWC)  
Annual Report on 2017-2018 Activities**

**Issues Discussed by PACWC**

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During the 2017-2018 academic year PACWC committee members were charged with furthering the “Spotlight on Women Leaders” program and developing other events for women at the University of Pittsburgh.

*Spotlight on Women Leaders Program*

This PACWC subcommittee was charged with continuing to refine and streamline the nomination and selection process for choosing women leaders at Pitt to be highlighted in the “Spotlight on Women Leaders” program each year, which was created to celebrate, share, and inspire women’s leadership across the University of Pittsburgh. The goal of the program is to honor women mentors, role models, and leaders who have dedicated themselves to the advancement of the Pitt community through personal and professional effort. These are women of impact who have modeled leadership through their actions, who have made significant contributions to Pitt programs and initiatives, and who have made a difference to the Pitt community. 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.

PACWC launched a pilot for the “Spotlight” program, receiving 17 nominations that included three students, four staff, and ten faculty. PACWC members reviewed the nominations in depth and discussed the nominations in detail at a meeting, selecting several participants for videos. The completed “Spotlight” videos are posted on the PACWC website here: <https://www.provost.pitt.edu/initiatives/pacwcs-spotlight-women-leaders>, which is also highlighted under the “Initiatives” page of the Office of the Provost website.

*Leadership Event for Women*

PACWC planned and co-sponsored a panel discussion and leadership event with the Office of Diversity and Inclusion on March 15, 2018 during Women’s History Month. The panel consisted of three senior vice chancellors, Patricia Beeson, Kathy Humphrey, and Geovette Washington, and was moderated by Dean Valerie Kinloch (Education). During the panel discussion, the three senior leaders spoke to faculty and staff about their experiences as women leaders at Pitt and in past leadership roles, as well as challenges they faced. The panel was followed by a leadership workshop led by Audrey Murrell (Business) and Doris Rubio (Office of the Provost), during which faculty and staff were led through mock scenarios to see how they would respond to and handle certain situations in a leadership capacity. The event was highly attended with over 140 faculty and staff in attendance, and it was very well-received. The event was covered by the University Times, article available here: <http://utimes.pitt.edu/news/first-jobs-challenges>.

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## Events

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PACWC and the Gender, Sexuality, and Women's Studies Program co-sponsored the Annual Lecture and Reception Welcoming New Women Faculty on October 25, 2017. The event featured a lecture by Professor of English Education and Language, Literacy and Culture, Amanda Godley, entitled "Gender, Intersectionality, and Equity in U.S. Schools." This annual event continues to be very popular; this year, 65 attended.

PACWC sponsored a TIAA financial planning session for women on February 27, 2018. The session was entitled "Attention to Detail: Financial Finishing Touches for Women." The financial planning session explored the financial tools that can help provide women with a deeper perspective into financial security, and provided women faculty and staff with an opportunity to ask questions regarding their own financial planning. More than 90 women faculty and staff attended this event, and attendees were thoroughly engaged in the session and participated in lively discussion throughout.

PACWC planned and co-sponsored a panel discussion and leadership event with the Office of Diversity and Inclusion on March 15, 2018 during Women's History Month – see the full description of this event on page one of this report.

The IDEAL-N change team, in conjunction with PACWC, held the second annual "Celebration of Newly Promoted Women Faculty" on March 1, 2018. 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 IDEAL-N 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 Diane Denis (Business), Shelome Gooden (Arts and Sciences), and Marnie Oakley (Dental Medicine), and the panel was moderated by Professors Anne Robertson (Engineering) and Kristin Kanthak (Arts and Sciences). More than 50 attended this event. The "Celebration of Newly Promoted Women Faculty" will be an annual event each spring and will be sponsored by PACWC. The celebration was also covered by the University Times, article available here: <https://www.utimes.pitt.edu/archives/?p=47888>.

PACWC planned and held a surprise luncheon in April 2018 in honor of Provost Patricia Beeson, who announced her plans to return to the faculty in Summer 2018, which celebrated her continuous dedication to and support of PACWC during her time as provost and as a vice provost. Former PACWC members were invited to attend this celebration, during which Provost Beeson was celebrated with a speech by Dean Kathleen Blee and a welcome provided by Dr. Jennifer Woodward. About 50 people attended the luncheon and celebration.

## Information Distributed by PACWC

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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.

A new website for PACWC's Spotlight on Women Leaders program has been created, which houses the videos of faculty, staff, students, and senior leaders who have been selected to be featured in the Spotlight program.

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 on Title IX and sexual misconduct has been widely distributed. This information details what it means to be a "responsible employee", the process for reporting sexual misconduct, how to schedule on-site sexual misconduct educational session at your unit, and a link to a wealth of resources on Title IX can be found here: <http://www.titleix.pitt.edu/resources>.

### **PACWC Members (2018-2019)**

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#### ***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  
Sabina Deitrick, Graduate School of Public and International Affairs  
Daniela Donno, Department of Political Science, Dietrich School of Arts & Sciences  
Deborah Galson, Department of Medicine (Hematology and Oncology), School of Medicine  
Jacqueline Horrall, University of Pittsburgh at Greensburg  
Nancy Niemczyk, Department of Health Promotion and Development, School of Nursing  
Anitha Potluri, Department of Diagnostic Sciences, School of Dental Medicine  
Jennifer Shang, Katz Graduate School of Business and College of Business Administration  
Judy Yang, Department of Chemical and Petroleum Engineering, Swanson School of Engineering

#### ***Staff***

Cynthia Caldwell, Institutional Advancement  
Chris Kush, Center for Executive Education, Katz Graduate School of Business  
Tenecia Ross, Office of Human Resources

#### ***Students***

Gabrielle Foley, undergraduate student, Collegiate Panhellenic Association  
Madeline Guido, undergraduate student, Student Government Board  
Megan Heintz, undergraduate student, Campus Women's Organization  
Helena Malyarsky, undergraduate student, University of Pittsburgh at Johnstown  
Jonna Morris, graduate student, Graduate and Professional Student Government  
Kristine Ojala, graduate student, Graduate and Professional Student Government

*Office of the Provost Staff Support*  
Brittany Witoslawski