

## **Provost's Advisory Committee for Women's Concerns (PACWC) Annual Report on 2015-2016 Activities**

### **Issues Discussed by PACWC**

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PACWC committee members were divided into subcommittees throughout the 2015-2016 academic year and were charged with investigating and suggesting leadership spotlight and development opportunities for women faculty, staff, and students. Co-chairs Laurie Kirsch and Pam Connelly engaged the subcommittees to help identify ways to provide this content to the University and encouraged the subcommittees to make recommendations for current website content that would provide faculty, staff, students, and guests with valuable information about resources and programs for women at the University of Pittsburgh.

#### *Spotlight on Leadership: Women at Pitt*

This PACWC subcommittee researched various women-centric leadership websites to derive ideas about developing a site dedicated to spotlighting women leaders at the University of Pittsburgh. The subcommittee presented recommendations regarding a webpage that could be part of the PACWC website. The webpages would celebrate women faculty, staff, and student leaders and highlight them as role models and mentors. The subcommittee provided recommendations on a nomination and selection process, interview protocol and questions, and marketing and communication strategies. The final recommendation was to produce short videos of question and answer sessions with the selected leaders that could be used to inspire and promote the women at the University of Pittsburgh in addition to being a potential recruitment tool for faculty, staff, and students interested in the University.

#### *Leadership Development Programs for Women*

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 delivered a matrix of leadership programs that could be used as resources for the University. This matrix could be located on the PACWC site and could link directly to other leadership pages throughout the University. The subcommittee made recommendations to connect the various school specific leadership programs together to encourage synergy and collaboration at the broader University level. The participants of the various leadership programs could also be considered for the "Spotlight" videos that were suggested by the other subcommittee.

### **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 7, 2015. The event featured a lecture by Associate Professor of Human Genetics, Lisa S. Parker, entitled "Gender, Genes, and Justice." This annual event continues to be very popular with over 90 attendees this year.

PACWC sponsored two events during the Spring 2016 term in honor of Women's History Month. The first event was "Shaping Your Future through Mentoring." This was held on March

24, 2016, and featured a panel of women from across the University of Pittsburgh who have had successful experiences as mentors and mentees. The panelists shared their experiences on initiating, developing, and growing successful mentoring relationships. The panel was moderated by Colleen O. Fedor, Executive Director of the Mentoring Partnership of Southwestern Pennsylvania. The panelists included Dr. Bitá Moghaddam, Professor of Neuroscience and Psychiatry, and her two mentees: Dr. Anne-Marie Oswald, Assistant Professor of Neuroscience and Ms. Meredyth Wegener, graduate student. The other panelists were Coach Debbie Yohman, head coach of the Pitt Women's Gymnastics team and undergraduate student athlete Ms. Brittany West. The workshop had a very strong turnout with 35 in attendance and others participating via live stream.

The second PACWC sponsored event was entitled "Workshop on Negotiating Skills for Women" that was held on March 31, 2016. This event featured Ms. Ayana Ledford, the founding director of PROGRESS (Program for Research and Outreach on Gender Equity in Society). The workshop engaged participants in a thought-provoking discussion about the value of negotiation for women. The workshop attracted strong interest, with 52 in attendance and others participating via live stream.

### **Information Distributed by PACWC**

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The PACWC website was heavily revised in the summer of 2015, based on input and suggestions from PACWC. The site provides links to a variety of resources related to women's concerns, including University offices and programs, mentoring, child and elder care, diversity initiatives at Pitt, events, and more. The PACWC website can be accessed here: [www.provost.pitt.edu/pacwc/](http://www.provost.pitt.edu/pacwc/).

At the annual Lecture and Reception welcoming new women faculty to Pitt, the 2015 University of Pittsburgh Campus Resources Cards, a PACWC informational flyer with resources and links to various sites to support women's issues and concerns, and Life Solutions resource flyers were distributed. In addition, the Gender, Sexuality, and Women's Studies Program provided material about their program and upcoming events to attendees of this event.

At the two PACWC sponsored events on mentoring and negotiation, informational flyers about PACWC and about University-sponsored diversity programming were distributed to attendees.

### **PACWC Members (2015-2016)**

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#### ***Co-Chairs***

Laurie Kirsch, Office of the Provost  
Pam 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  
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***Staff***

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Carolyn Kaikaka, Student Financial Services  
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Lori Smith, Department of Epidemiology

***Students***

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