

## **PACWC Meeting**

**April 3, 2023**

### **Attendees**

Sofia Bednez

April Belback

Lorie Johnson-Osho

Corrine Kliment

India Krug

Michelle Manni

Victoria Lancaster

Lucy Russell

### **Welcome, Introductions and Approval of Meeting Minutes**

Lucy called the meeting to order at 12:06 p.m. and invited Michelle Manni to introduce herself to the committee. Michelle explained that she became interested in PACWC through the Mothers Leading Science leadership development program.

The meeting minutes from February 16th were approved by the committee.

### **PACWC 40<sup>th</sup> Anniversary Celebration**

Sophia provided a description of the PACWC anniversary event that took place on the Bradford campus. She said that it was a small gathering, and it was fun to hear from the students and colleagues. Lucy asked if there were discussions and Sophia responded that there were serious discussions within small groups.

April reported that the small discussion groups, on the main campus, were rated as the most favored session of the event. There were also other breakout sessions and people enjoyed learning about various resources available on campus and in the community. The day ended with a reception. There was a good turnout that was fluid, as people came and returned. The beginning of the event had about 100 people.

Lucy thanked Corrine and April for planning the event. Corrine asked April if there was feedback about the educational portion of the program and April said there was not much feedback.

### **Mothers Leading Science Program and Cultural Shifts**

Michelle presented information about the Mothers Leading Science (MLS) Leadership Development Program. She noted a common theme that comes up frequently in the group is cultural shift development and the ways the culture is shifting back to pre-pandemic beliefs and behaviors. Developing cultural shifts is an area of interest for MLS and they hope to keep the momentum going so

that women feel supported as they also manage their responsibilities as mothers. Lucy asked if there was a presence of MLS on the regional campuses. Michelle said that members of MLS are primarily from the health sciences schools on the main campus.

Describing the program, Michelle said that there are monthly informal sessions with a leadership focus. Faculty discuss their career advancement and use curricula founded in Brene Brown's book, "Dare to Lead." Sofia said that she is excited to hear about the program and that it is much needed because culture shift is important. She also said that different groups such as staff, administrative assistants, and athletic departments, have different concerns. Sofia inquired what can be done to increase membership in MLS and ways to make PACWC more inclusive.

Victoria said single mothers often must play catch up and need resources to thrive at the University. She asked how PACWC can bring a supported network for all mothers.

Corrine said a survey could be developed to get a sense of what are the needs that women may have and then consider ways to address those needs.

Victoria also said that we can partner and assist by engaging our neighbors and resources.

Lucy asked for ideas for next year and if we should earmark assessing the needs of women on campus. She also said that PACWC could start a seminar series designed for women on campus. Sofia suggested that PACWC brainstorm with Michelle to gather ideas.

Lucy inquired if there are ideas on ways to develop culture shift. She also noted that we have a new Chancellor-elect that is a woman. Michelle said that it takes time for culture shift. Cultural shifts include areas like not replying after normal business hours and use of pronouns.

Sofia said that staff may be expected to respond after hours. This may result in shame or concern when they are not available to reply.

#### **Ideas for 2023-24**

Lucy asked for ideas for next year. Victoria said that she is curious about what the new chancellor will bring. She noted that considering ways to support working mothers at the university is a good idea and PACWC could take the direction from the new chancellor.

Lucy said there are two items for PACWC to work on- working mothers and following the new chancellor's lead.

Sofia said that she would like the new items to be meaningful to the committee. Lucy responded that meetings may be required with various groups. Victoria said she would put a call out for topics and send out a survey to collect a vote for topics for PACWC to work on.

Lucy recognized the departing members of the committee, and she requested nominations for new members.

Lorie announced that the HerStory Slam, one of the signature events for Women's History Month in March, has been rescheduled for 6 to 8 p.m. April 17 at the Frick Fine Arts Building.

Lorie also inquired if PACWC would provide recognition to Provost Cudd, as she is leaving the University. Lucy said that a luncheon was given for Patty Beeson when she was leaving. Victoria said that she

planned the luncheon for Patty Beeson. She also said that all former PACWC members were invited, and it took place in Alumni Hall. It was a surprise party.

Lucy said that we should do something for Provost Cudd.

Lorie inquired if there are funds left from the budget and Lucy responded that she will follow-up with Suzanne. She also said a statement or proclamation could be prepared and read at the Council of Deans Meeting.

Meeting was adjourned at 12:44 p.m.