Provost’s Advisory Committee for Women’s Concerns Meeting  
October 31, 2016  
12:00-1:00 p.m.  
817 Cathedral of Learning

Present: Breana Barrera (University of Pittsburgh at Bradford student), Cynthia Caldwell (Institutional Advancement), Pam Connelly (Office of Diversity and Inclusion), Sheila Corrall (School of Information Sciences), Natalie Dall (Student Government Board), Sabina Deitrick (Graduate School of Public and International Affairs), Daniela Donno (Arts and Sciences, Political Science), Deborah Galson (School of Medicine, Hematology, Oncology), Laurie Kirsch (Office of the Provost), Chris Kush (Katz Graduate School of Business, Center for Executive Education), Nancy Niemczyk (Nursing, Health Promotion and Development), Kristine Ojala (Graduate and Professional Student Government), Anitha Potluri (Dental, Diagnostic Services), Tenecia Ross (Human Resources), Amy Tuttle (Office of the Provost), Judy Yang (Engineering, Chemical and Petroleum Engineering).

Introduction of PACWC Members

Laurie Kirsch and Pam Connelly, co-chairs, introduced themselves and welcomed the committee. Committee members introduced themselves.

Minutes and Annual Report

Laurie asked for motions from committee members to approve the meeting minutes of February 23, 2016, and April 18, 2016. The motions were made, seconded, and approved.

Laurie then asked for a motion from committee members to approve the 2015-2016 PACWC Annual Report (summarizing the activities of PACWC during the 2015-2016 academic year.) The motion was made, seconded, and approved.

Climate Report

Laurie reported to the committee members that the Annual Climate Report, which is prepared by the Provost’s Office each year to note and acknowledge the progress of women at the University of Pittsburgh, is in the process of being finalized. She stated that the Annual Climate Report will be circulated to the committee members within the next week.

The minutes and both updated reports will be posted on the PACWC website.

Updates on the Recommendations from 2015-2016 Subcommittees

During the 2015-2016 academic year, the PACWC committee members were divided into two subcommittees. Brief recaps of the activities of each of these committees were given.

Chris Kush presented a recap of the work of the subcommittee entitled, “Leadership Development Programs for Women.” The subcommittee developed a robust inventory of the
known offerings of leadership development programs across the University and regional campuses. It was noted that there are many programs offered specifically at the individual schools but there is little cross-over between the programs. There were also gaps identified, such as few resources for junior faculty members or for staff. The subcommittee identified ways to promote these existing programs. These included (1) developing a matrix on the programs that have been offered, identifying who these programs target, and making this information available via the website, and (2) creating a connection of the leaders of these programs to help facilitate a network and set up an environment of collaboration through sponsoring events that could highlight the various programs. The subcommittee also proposed the development of a university-wide leadership training program.

The PACWC members also recapped the work of the “Spotlight on Women” subcommittee. This subcommittee focused on developing a mechanism to highlight women leaders at Pitt who are having an impact on the University. The purpose of the initiative is to celebrate women leaders, highlight them as role models and mentors, and also serve as a potential tool for recruiting and retention of outstanding women faculty, staff and students. Last year’s subcommittee presented recommendations regarding a webpage that could be part of the PACWC website. 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, which would be uploaded to the PACWC website. Laurie informed the committee that the first three women leaders had been identified: Senior Vice Chancellor and Provost Patricia Beeson, Senior Vice Chancellor Kathy Humphrey, and Senior Vice Chancellor Geovette Washington. Student Affairs staff will produce the videos. The goal is to have the videos of these three senior women leaders produced and added to the website in the coming months.

After discussion by the committee, it was decided that the committee would like to further develop and build on the work of last year’s two subcommittees. The members were asked to indicate their subcommittee preference to Amy Tuttle after the meeting.

**Potential Events for 2016-2017**

The committee discussed at length several ideas for potential events this academic year, which could be developed from the work of the two subcommittees. The committee would like to host a networking event for members of the leadership development programs that were identified last year. The event could be in the form of a structured luncheon at which the groups can be formally introduced to each other and opportunities for collaborations can be explored.

Another potential event that was discussed is to host a Leadership Panel which will feature the three women leaders highlighted in this year’s “Spotlight on Women” series. This would be an opportunity for women faculty, staff, and students to learn from three distinguished University administrators the factors that are important in successful leadership. This panel could then potentially become an annual event, which will be led by the women leaders highlighted in the “Spotlight on Women” campaign for that year.
Announcements

The PACWC website has been updated for the start of this academic year. Committee members are encouraged to review it.

The results of the Collaborative on Academic Careers in Higher Education (COACHE) survey of full-time faculty, which was undertaken this past year, will be presented to the committee at a future meeting. Laurie explained that the survey was being used to help assess faculty perceptions on their experiences as faculty members here at the University of Pittsburgh. The data from the survey will be used to identify areas of improvement and best practices.

Chris Kush stated that she received information about an upcoming workshop on negotiating skills for women, which will be held at the Consol Energy Center in November. She thought this might be of interest to the committee members, because last year’s PACWC workshop on the same topic was so well received. She will send the meeting invitation to Amy Tuttle, who will forward it to all committee members.

Adjournment

The meeting was adjourned at 1:00 pm.