Provost’s Advisory Committee for Women’s Concerns Meeting  
October 31, 2017  
12:00-1:00 p.m.  
826 Cathedral of Learning

Present: Tia-Lynn Ashman (Arts and Sciences, Biological Sciences), Pam Connelly (Office of Diversity and Inclusion), Daniela Donno (Arts and Sciences, Political Science), Deborah Galson (School of Medicine, Hematology, Oncology), Madeline Guido (Student Government Board), Laurie Kirsch (Office of the Provost), Nancy Niemczyk (Nursing, Health Promotion and Development), Anitha Potluri (Dental Medicine, Diagnostic Sciences), Tenecia Ross (Human Resources), Meridia Sanders (Student Life), Jennifer Shang (Katz Graduate School of Business), Brittany Witoslawski (Office of the Provost), Judy Yang (Engineering, Chemical and Petroleum).

Introduction of PACWC Members

Laurie Kirsch and Pam Connelly, co-chairs, introduced themselves and welcomed the committee. Committee members introduced themselves. Pam opened the meeting by giving a brief discussion of the history of PACWC and its goals.

Minutes and Annual Report

Pam asked for a motion from committee members to approve the meeting minutes of March 23, 2017. The motion was made, seconded, and approved.

Pam then asked for a motion from committee members to approve the 2016-2017 PACWC Annual Report (summarizing the activities of PACWC during the 2016-2017 academic year). The motion was made, seconded, and approved.

Climate Report

Pam reported to the committee that the Annual Climate Report, which is prepared annually by the Office of the Provost 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 in the coming weeks.

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

Update on the 2016-2017 Initiatives

During the 2016-2017 academic year, the PACWC committee members were divided into two subcommittees: Spotlight on Women Leaders and Leadership Development Programs for Women. Laurie opened a discussion of last year’s initiatives with committee members by giving an overview of the activities of each of these subcommittees as well as a status report on their projects.
During 2016-2017, the “Spotlight on Women Leaders” subcommittee made recommendations for a proposed nomination and selection process for identifying women leaders at Pitt to be featured in future videos. To kick-start the project, three videos were created, produced, and posted on the PACWC website for the “Spotlight on Women Leaders” program during 2016-2017. The three videos featured Provost and Senior Vice Chancellor Patricia Beeson, Senior Vice Chancellor Kathy Humphrey, and Senior Vice Chancellor Geovette Washington. The three videos were well received, and the video featuring Dr. Humphrey won a Bronze Telly Award in the category of “Biography for Non-broadcast Productions.”

Building on the subcommittee’s work, a draft call for nominations for the “Spotlight on Women Leaders” program for the 2017-2018 academic year, as well as a review process timeline, were distributed and discussed (call for nominations is attached). Discussion included questions on whether to target a specific group (faculty, staff, or students) with the call each year; whether the timeline allowed sufficient time for submitting nominations and for the review process; and suggestions were given for how to best distribute the call for nominations for maximum impact. Committee members were asked to further review the call for nominations, and to submit their feedback to Laurie within a week, in order to move the program forward.

In 2016-2017, the subcommittee on “Leadership Development Programs for Women” created and updated a matrix of all current leadership programs available at the University, which has been posted on the PACWC website. The subcommittee also met with faculty at the University who have developed or run leadership programs to solicit their input. The subcommittee also discussed some details regarding holding a networking program, which could be held during the 2017-2018 academic year.

**Events for 2017-2018**

PACWC and the Gender, Sexuality, and Women’s Studies Program co-sponsored the annual lecture and reception to welcome new women faculty to the University of Pittsburgh on October 25, 2017. The lecture featured a talk by Dr. Amanda Godley, from the School of Education, titled “Gender, Intersectionality, and Equity in U.S. Schools.” The event was well-received and around 65 attended, including the Chancellor, deans, and faculty.

In the Spring, PACWC will also sponsor the “Celebration of Newly Promoted Women Faculty,” which will be held on March 1, 2018. The inaugural “Celebration” was held on March 2, 2017, which featured three senior women faculty as panelists – Dr. Valire Carr Copeland (Social Work), Dr. Susan Meyer (Pharmacy), and Dr. Lise Vesterlund (Arts and Sciences). Dr. Anne Robertson (Engineering) and Dr. Kristin Kanthak (Arts and Sciences) served as moderators. The “Celebration” was designed to complement the annual lecture and reception for new women faculty held annually in the Fall.

The “Celebration of Newly Promoted Women Faculty” was initiated by the IDEAL-N (Institutions Developing Excellence in Academic Leadership – National) project, which is led by Case Western University, and is funded by an ADVANCE grant from the National Science Foundation to increase the participation and advancement of women in academic science and engineering careers. Pitt is a partner institution to Case Western’s NSF grant. Professor Kris
Kanthak, an Associate Professor of Political Science in the Dietrich School of Arts & Sciences, attended the March 2017 PACWC meeting and gave an update on the IDEAL-N project’s ongoing efforts. Kris, Anne Robertson (Swanson School of Engineering) and Laurie form Pitt’s “core team” for the IDEAL-N project, and work with other groups to advance its goals. More information on IDEAL-N can be found here: http://www.provost.pitt.edu/faculty/recruiting-retaining-and-recognizing-faculty/ideal-n.

Laurie noted that the last TIAA workshops on financial planning for women were previously held in 2014 and 2015, and suggested that the 2017-2018 academic year would be an ideal time to hold additional workshops. The workshops held in 2014 and 2015 were very well attended. Brittany Witoslawski will coordinate with the Office of Human Resources to schedule the workshops for Spring 2018.

Other potential events for 2017-2018 could include the networking program and a leadership panel.

**Discussion of 2017-2018 Initiatives**

Committee members made several suggestions and discussed what they would like to focus on during the 2017-2018 academic year. Suggestions included making PACWC more visible across campus, so that faculty, staff, and students are aware of the resources on PACWC’s website and scheduling open forums.

**Announcements**

Pam announced that staff would receive a climate and engagement survey sometime in November to complete. Pam also reminded the committee that they received flyers via email for an upcoming Title IX event on November 6 and for Hoopla on November 16. Laurie distributed flyers on the upcoming faculty development workshops that are being co-sponsored by the Office of the Provost, the University Center for Teaching and Learning’s Center for Mentoring and Leadership, and IDEAL-N (flyer is attached).

**Adjournment**

The meeting was adjourned at 1:00 p.m.