

## **Provost's Advisory Committee for Women's Concerns Meeting**

October 4, 2018

12:00-1:00 p.m.

826 Cathedral of Learning

**Present:** Julie Bannister (Panther Central), Pam Connelly (Office of Diversity and Inclusion), Cynthia Golden (University Center for Teaching and Learning), Jacqueline Horrall (University of Pittsburgh at Greensburg), Melanie Hughes (Arts and Sciences, Sociology), Maggie Kennedy (Student Government Board), Laurie Kirsch (Office of the Provost), Nancy Niemczyk (Nursing, Health Promotion and Development), Kristine Ojala (Graduate and Professional Student Government), Heather Roesinger (Collegiate Panhellenic Association), Jessica Sun (University Center for International Studies), Christel Temple (Arts and Sciences, Africana Studies), Brittany Witoslawski (Office of the Provost).

### **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 13, 2018. The motion was made, seconded, and approved.

Pam then asked for a motion from committee members to approve the 2017-2018 PACWC Annual Report (summarizing the activities of PACWC during the 2017-2018 academic year). Laurie noted that the Annual Report should be revised to include the PACWC luncheon celebration that was held in honor of Provost Emeritus Patricia Beeson. 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 being prepared. 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.

### **Spotlight on Women Leaders Program**

Laurie began by giving a brief history of the Spotlight on Women Leaders program, noting that the program began around 2015-2016 during PACWC's efforts and focus on leadership and professional development opportunities for women at Pitt. The Spotlight program was created to share and celebrate women in leadership roles and what these women do for Pitt. Laurie stated that the program was kick-started by producing three videos on three women senior vice

chancellors at Pitt, Patricia Beeson, Kathy Humphrey, and Geovette Washington, in which they talk about leadership and how they each rose to their leadership roles.

Laurie noted that after these videos on the three women senior vice chancellors were produced, a call for nominations was distributed across the regional campuses for the pilot of the Spotlight program, with PACWC supplementing the pilot with nominations from the Oakland campus. After receiving these nominations, PACWC reviewed the nominations and made recommendations to the Provost for who to feature in Spotlight videos. A total of 12 Spotlight videos have been produced and posted on the Office of the Provost website to-date, featuring three faculty, three staff, three students, and three senior leaders.

Pam and Laurie noted that they met over the summer to discuss logistics of the Spotlight on Women Leaders program, and brought two recommendations to PACWC based on their discussions. First, Laurie and Pam recommend that no current members on PACWC should be eligible for nomination to the Spotlight program during their service term on PACWC, since this can create a conflict of interest during the review process.

Pam and Laurie's second recommendation is that PACWC use a rolling nomination process for the Spotlight program to keep the nomination process up and active. With a rolling nomination process, PACWC can advertise the program as much as necessary, but can turn off the nomination link for short intervals in case PACWC receives too many nominations. PACWC members asked if there were quotas that needed to be filled for the nominations or if there was a cap to the number of videos that can be produced. Laurie responded that there are no quotas or a cap to the number of videos. Brittany Witoslawski added that the number of videos that are able to be produced in a given year is difficult to ascertain, since this is dependent on nominees' schedules for filming, in addition to the capacity and availability of Student Affairs and the Teaching Center staff who are in charge of filming the Spotlight videos.

Laurie asked if PACWC members approve of the first recommendation on the Spotlight program; PACWC members approved the recommendation with no concerns. PACWC members also approved the second recommendation to add the Spotlight nomination form to the website right away to implement the rolling nomination process.

PACWC members asked how the nominees are recognized or honored in the Spotlight program, which Laurie responded that the video on the website is the nominee's recognition, and that they can share the link to their video with whomever they would like. Laurie noted that PACWC engages the nominees in panels or other work, to which Pam added that PACWC did this with the three women senior vice chancellors by including them in a panel and luncheon on leadership back in March 2018 during Women's History Month. Laurie noted that units have also been using the Spotlight videos for outreach efforts, such as alumni relations. Brittany added that she had received an inquiry on the Spotlight program from an organization that focuses on high school students in STEM, who wished to create a program modeled after the Spotlight program to highlight STEM experts in order to better engage their students.

## **Discussion of Possible 2018-2019 PACWC Initiatives**

Laurie and Pam asked PACWC members for input on possible PACWC initiatives for 2018-2019. Maggie Kennedy suggested one possible venue for PACWC's participation is the annual women's empowerment week in March, noting a panel discussion would be a possibility. Laurie added that it may be useful for PACWC to have short presentations during their meetings by different faculty, staff, and student groups on leadership opportunities and programs. Pam noted that PACWC could update and refresh the leadership opportunities matrix that PACWC created a few years ago and was posted to the PACWC website.

PACWC members agreed it might be helpful to focus on identifying resources to assist faculty, staff, and students who are new parents, noting that new parents struggle with balancing their lives at work and school with their home lives. Julie Bannister noted that mentorship in this area could be helpful for new parents, since finding people in similar situations and shared experiences can benefit new parents. Other topics suggested by PACWC members were items focused around sexual harassment and diversity and inclusion. Laurie stated that hosting a panel or event around these broader topics would be a possibility. Laurie noted that she and Pam would compile a list of the suggestions from PACWC members, discuss the suggestions with the Provost, and then share feedback with PACWC to set a path to move forward.

### **Announcements**

Laurie reminded PACWC members that they are invited to attend the PACWC-sponsored annual lecture and reception welcoming new women faculty to Pitt on October 11, 2018, and that those planning to attend should RSVP to [women@pitt.edu](mailto:women@pitt.edu).

### **Adjournment**

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