

Provost's Advisory Committee for Women's Concerns Meeting

March 13, 2018

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), Gabrielle Foley (Collegiate Panhellenic Association), Deborah Galson (School of Medicine, Hematology, Oncology), Madeline Guido (Student Government Board), Jacqueline Horrall (University of Pittsburgh at Greensburg), Laurie Kirsch (Office of the Provost), Jonna Morris (Graduate and Professional Student Government), Nancy Niemczyk (Nursing, Health Promotion and Development), Kristine Ojala (Graduate and Professional Student Government), Anitha Potluri (Dental Medicine, Diagnostic Sciences), Jennifer Shang (Katz Graduate School of Business), Brittany Witoslawski (Office of the Provost), Judy Yang (Engineering, Chemical and Petroleum).

Welcome

Laurie Kirsch, co-chair, welcomed the committee. Committee members introduced themselves.

Minutes

Laurie asked for a motion from committee members to approve the meeting minutes of February 22, 2018. The motion was made, seconded, and approved.

Updates on PACWC Events

Pam Connelly provided an update on the PACWC leadership panel and luncheon that is scheduled for March 15, 2018. Pam noted that the event will feature the three women senior vice chancellors who were in the first "Spotlight on Women Leaders" videos in a panel that will be moderated by Dean Valerie Kinloch. The second hour of the program will be a lunch and leadership discussion led by Associate Dean Audrey Murrell and Associate Vice Provost Doris Rubio. Pam stated that over 160 faculty and staff were registered for the event.

Brittany Witoslawski provided an update on other events that PACWC has been sponsoring in conjunction with Women's History Month. "A Celebration of Newly Promoted Women Faculty" was held on March 1, 2018. Brittany noted that the event was well-attended with over 60 faculty in attendance, noting that there were some no shows due to heavy rain that day. The event itself was very positive and uplifting; Brittany noted that she also sent an email to the committee with a link to a University Times article published about the event. Brittany shared that the TIAA financial planning for women session, "Attention to Detail: Financial Finishing Touchings for Women," was held on February 27, 2018. The session had about 100 attendees, with three-quarters of the attendees being staff, and was also very well-received.

Update on 2017-2018 Spotlight on Women Leaders Nominations

Laurie noted that PACWC received 17 nominations for the pilot “Spotlight on Women Leaders” program, which included three student, four staff, and ten faculty nominations. After PACWC reviewed the nominations during the February meeting, PACWC narrowed down their recommendation to five nominees for the Provost for “Spotlight” videos, who was pleased with the process and nominations for the program. After reviewing with the Provost, there was some discussion to identify some additional resources add another nominee, so that six videos could be created and added to the “Spotlight” website. Laurie asked if PACWC agreed with this suggestion; PACWC members discussed this suggestion, concurring with the suggestion and recommended a sixth nominee for a “Spotlight” video.

Suggestions for Spotlight Program and Nomination Review Process for 2018-2019

Laurie asked PACWC members for suggestions for the “Spotlight on Women Leaders” program for 2018-2019. PACWC members noted that it was difficult to review nominees if the nominator did not provide enough information about a nominee. PACWC suggested looking into a two-stage process for nominations, in order to solicit additional materials during the second stage. Additional materials could include a short CV or a letter of support from a chair or supervisor of the nominee, but noted that the amount of additional information should be limited. PACWC members also discussed keeping nominations on file for future iterations of the program, so that individuals could have the opportunity to update and resubmit nominations in the future, and would also give PACWC a continuous pool of nominations. PACWC noted that it would be helpful to do due diligence for nominees.

PACWC discussed updating the nomination form for 2018-2019, but did not have any specific recommendations at this point, other than making sure the nominations form was not too lengthy so as not to dissuade nominators from completing the form. PACWC also discussed their review process for the nominations, agreeing that it made the most sense to compare nominations by their affiliation, such as student, staff, and faculty affiliation. PACWC members also explored the idea of expanding the nomination review committee, such as adding male reviewers, to ensure that there is a broad and diverse audience who reviews the nominations.

Announcements

There were no new announcements.

Adjournment

The meeting was adjourned at 12:53 p.m.