Provost’s Advisory Committee for Women’s Concerns Meeting  
March 23, 2017  
12:00-1:00 p.m.  
826 Cathedral of Learning

Present:  Pam Connelly (Office of Diversity and Inclusion), Cynthia Caldwell (Institutional Advancement), Natalie Dall (Student Government Board), Deborah Galson (School of Medicine, Hematology, Oncology), Jacqueline Horrall (University of Pittsburgh at Greensburg), Laurie Kirsch (Office of the Provost), Christine Kush (Business, Executive MBA Program), Nancy Niemczyk (Nursing, Health Promotion and Development), Kristine Ojala (Graduate and Professional Student Government), Tenecia Ross (Human Resources), Lori Smith (Graduate School of Public Health), Amy Tuttle (Office of the Provost), Judy Yang (Engineering, Chemical and Petroleum).

Introduction of PACWC Members and Guest Attendee

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

Laurie introduced Kris Kanthak to the committee, who was attending the meeting as a guest. Kris is an Associate Professor of Political Science in the Dietrich School of Arts & Sciences; she also serves with Laurie and Professor Anne Robertson (Swanson School of Engineering) on Pitt’s participation as a partner institution in the IDEAL-N (Institutions Developing Excellence in Academic Leadership-National) project. This project, which is led by Case Western University, 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. Kris told the committee that Pitt’s IDEAL-N team has been leading many efforts to encourage and support the professional development and career advancement of mid-career women faculty. The March 2, 2017 “Celebration of Newly Promoted Women Faculty” Reception grew out of this initiative, and was designed to become an annual event to celebrate the accomplishments of women faculty at Pitt. Other ongoing efforts include studying and interpreting data from the 2016 administration of the COACHE survey of full-time faculty, as well as other quantitative and qualitative data to identify barriers and issues impacting career progression. The team is also developing a brochure outlining Pitt’s family-friendly programs for faculty.

Minutes

Laurie asked for a motion from committee members to approve the meeting minutes of February 9, 2017. The motion was made, seconded, and approved.

Gender Equity Salary Report

Amanda Brodish, Senior Data Analyst, Office of the Provost, presented an overview of the 2016 Gender Equity Salary Report. This report is completed every five years by the Office of the Provost. Amanda reported (based on 2015-2016 data) that 26% of full professors at Pitt are women, 43% of associate professors at Pitt are women, 52% of assistant professors at Pitt are women, and 58% of lecturers and instructors at Pitt are women. Amanda then presented a series
of analyses using internal Pitt data to compare the salaries of women with the salaries of men, controlling for tenure-status, school, and department (division). She noted that many of these analyses show little or no differences in salaries for men and women; where there are anomalies, the Office of the Provost will work directly with deans and campus presidents to address the issues. Relevant data are shared with the deans. In addition, the results of this study will be reported to the Senate Budget Policies committee.

Subcommittee Project Presentations Update

Amy Tuttle gave the general guidelines for the subcommittees’ final presentations to the Provost, which will take place at the PACWC Annual Luncheon with the Provost on Monday, April 10, 2017, from 11:30 a.m. to 1:00 p.m., in the Gold Room of the University Club. Amy explained that each subcommittee will have a total of 10 minutes (including Q&A) to present. There should be only one speaker for each presentation. She asked that the final Power Point slides, on a plain white background, be sent to her no later than Monday, April 3, 2017, so that she can transfer them to the PACWC background and collate them into a single presentation.

“Spotlight on Women Leaders” Subcommittee: Tenecia Ross said that the group has been coordinating their efforts via Blackboard, and they would be meeting in the next week to finalize their thoughts and develop their report.

“Leadership Development” Subcommittee: Judy Yang said that members of their subcommittee met with leadership program directors Anne Robertson, Audrey Murrell, and Marnie Oakley, who gave them valuable information on the design of an effective leadership program. The subcommittee is considering a breakfast meeting for the directors of area leadership programs, which is tentatively scheduled for the summer.

Announcements

Laurie announced that the “Spotlight on Women Leaders” videos are in the final stages of completion.

Judy told the committee that she has the slide presentation from the recent ELAM event that the School of Engineering hosted. Interested PACWC members can contact her for a copy. She also is organizing a storytelling event and is looking for volunteers to participate.

Adjournment

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