

Provost's Advisory Committee on Women's Concerns (PACWC)

Meeting Minutes – April 19, 2022

Online Meeting via Zoom

3:00 – 4:00 p.m.

Attendees: COMMITTEE MEMBERS

Jennifer Brach (School of Health and Rehabilitation Sciences, Physical Therapy)

Cara Augustine (UPJ Student)

Sofia Brien (University of Pittsburgh at Bradford and Titusville)

Yu Cheng (Dietrich School of Arts and Sciences, Statistics)

Paula Clemens (Medicine, Neurology)

Cynthia Golden (University Center for Teaching and Learning)

Jackie Horrall (University of Pittsburgh at Greensburg)

Rebecca Roadman (Business and Operations, Chief of Staff)

Laurel Roberts (Dietrich School of Arts and Sciences, Biological Sciences)

Lucy Russell (Office of the Provost)

Marideth Tokarsky (Collegiate Panhellenic Association)

Lorie Johnson-Osho (Office of the Provost)

Welcome and Introductions

Lucy thanked the committee for joining the meeting. She said that next year a hybrid option will be introduced for the committee to meet in person and also have the regional campuses attend the meeting online. The meeting began with committee introductions.

Minutes Approval from March 2, 2022

Lucy asked for a motion from committee members to approve the meeting minutes of February 17, 2022. The motion was made, seconded, and approved.

Provost Cudd's Charge to the Committee, Meetings, and Annual Events

Lucy reviewed Provost's Cudd's charge to the committee to consider the lens of the pandemic when making plans. She said that the two events that the committee hosts each year are the Spotlight on Women Leaders Program and Celebration of Newly Promoted Women Faculty.

Lucy said that there will be four meetings during the next academic year, and they will be offered in person with a hybrid option.

Issues to Address During the Next Academic Year

Lucy asked what issues does the committee want to take on, and are there speakers and presentations that should be invited to the meeting. She asked if we should rely on the research and expertise of individuals who have already been attending the meetings.

Laurel responded that it would be nice to have speakers come in representing the faculty, staff, student body.

Marideth asked if there are graduate representatives on the committee. Lucy responded that there are graduate representatives, but they have not attended. She noted that their input would be helpful.

Lucy also commented that Lise Vesterlund has released a new book and it would be great to have her speak at the Fall event. Cynthia commented that she seconded that suggestion. She said that the book is titled "The No Club: Putting a Stop to Women's Dead-End Work" and that the book has been receiving good reviews. Jennifer Brach asked if Lise would speak at the fall event. Jackie inquired when the events are for the fall scheduled. Lucy responded that the events are not yet scheduled, and the Faculty Diversity and Development Office will schedule the events.

Effects of the Pandemic

Lucy suggested that the committee ask faculty, staff, and students to reflect on the effect of the pandemic. Cynthia said the committee should check into what information human resources has gathered in addition to other researchers. Jennifer Brach recommended that the data could drive the committee's efforts to review and address the impact of the pandemic. Rebecca suggested that the committee reach out to David Lebel for data on the pandemic effects. Paula said that committee member Stefania Albanesi has research information on this area. Jackie stated that one area on her mind is faculty wellness. She said that the focus is on students but there is limited information on the challenges that faculty experience, their overall welfare, and the impact of the pandemic on their work with students. Jennifer suggested that the wellbeing of staff also needs to be the focus. She also reported that the next "Year of" focus will be on emotional wellbeing, and this could also be the focus of the committee. Rebecca indicated that she supported the idea of wellness as the focus because there is a need for mental health resources made available for staff and faculty. Lucy suggested that the committee could sponsor a presentation by TIAA and Life Solutions. Sofia said that Life Solutions has a catalogue of presentations including stress management. Cynthia reported that a staff member in the Teaching Center started holding mindfulness sessions and has made an impact. She suggested that one session idea could center around how to lead wellness in your own department including strategies to get through the day. Lucy inquired if the sessions are remote, and Cynthia responded that they are on Zoom. Lucy asked Marideth and Cara to discuss their thoughts about the wellness of students. Marideth responded that female students often lack health care and more need more support in this area. Cara reported that in the Johnstown area resources are not readily available. Lucy thanked the students for their input. Sophia stated that there are resources out there for staff and faculty, but those who need the trainings do not always take advantage. She asked how we have meaningful conversations to change the status or the bigger issue to address a need for a change in the culture.

Lucy inquired if the committee had an opportunity to read the article from the Chronicle of Higher Education that she sent ([How the Pandemic Sparked an Academic Mother's Writing Career](#)). She said the article discussed how the author set aside time to write. Yu said setting aside time to write was a good thing to do.

Lucy asked the committee to send her any additional ideas for consideration and that she will be working with Lorie for planning the next academic year.

Lucy read passages from the bylaws regarding membership found on the webpage. She also noted that the webpage needs to be updated. She thanked the members that will be leaving for their service on the committee. Cynthia Golden will be leaving the University, and Jennifer Shang and Yu Cheng's term will end as committee members.

Cara asked if there is student representation from other campuses. Lucy responded that Cara is the regional campus representative.

Lucy stated that Melanie Hughes, Christel Temple, and Victoria Lancaster will be returning to the committee. She asked for recommendations of names for new members. Laurel said that she emailed a few names. Jennifer inquired if there was a need to submit the names of new graduate students. The committee agreed to email recommendations of new members including faculty, staff, and students.

Lucy thanked the committee and stated that she is looking forward to the next academic year.

The meet was adjourned at 4:00 p.m.