

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

Meeting Minutes - March 2, 2022

Online Meeting via Zoom

4:00 – 5:00 p.m.

### **Attendees: COMMITTEE MEMBERS**

Stefania Albanesi (School of Arts and Sciences, Economics)

Julie Bannister (Panther Central)

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 (School of Arts and Sciences, Statistics)

Paula Clemens (Medicine, Neurology)

Ann Cudd (Provost)

Cynthia Golden (University Center for Teaching and Learning)

Caroline Goodwin (Student Government Board Representative)

Rebecca Roadman (Business and Operations, Chief of Staff)

Lucy Russell (Office of the Provost)

Jennifer Shang (School of Business, Business Administration)

Marideth Tokarsky (Collegiate Panhellenic Association)

Lorie Johnson-Osho (Office of the Provost)

### **Welcome and Introductions**

Lucy Russell introduced herself and inquired from the committee if they had served on PACWC before. Each member responded to the question during their brief introduction.

### **Provost Ann Cudd's Charge to the Committee**

Provost Cudd expressed appreciation to the committee for their service and explained that diversity, equity, and inclusion are part of the Plan for Pitt. The University's aim is to create an inclusive and equitable campus environment. PACWC is important to this mission. Provost Cudd welcomed back previous committee members and provided an update on the former chair and co-chair. The previous chair retired, and the co-chair left the University. Provost Cudd said that she asked Lucy Russell to reconvene the committee.

Provost Cudd charged the committee with considering the lessons of the pandemic especially in relationship with equity concerns. She asked the committee to take an intersectional approach as they set the agenda and to examine what should be planned for fall 2022.

### **Minutes Approval from February 17, 2020**

Lucy asked for a motion from committee members to approve the meeting minutes of February 17, 2020. The motion was made, seconded, and approved.

### **Plan for Spring Term 2022 and Future Events**

Lucy informed the committee that there would be one more meeting during the spring term. She reviewed past events, Spotlight on Women Leaders Program and Celebration of Newly Promoted

Women Faculty, and explained that the hope is to start these events again during the 2022-23 Academic Year.

### **Discussion on the Pandemic's Impact on Women**

Stefania gave an overview of the differentiating impact of labor markets on faculty versus administrative support staff. She reported that challenges have included the level of workloads with a lack of support, burnout and decline in productivity levels.

Lucy asked the students to contribute to the discussion. Cara responded that as a nursing student, getting in clinical hours has been stressful. Marideth reported that she felt a year of her education had been missed including prerequisite courses.

Jen inquired if there were studies and data regarding students that had chosen not to continue their studies. She also said that there may be opportunities for PACWC to support students.

Lucy reported that the University's retention numbers from Freshman to Sophomore year is around 94%.

Marideth discussed the policy on staying home when ill. She said that students feel pressure to show up for class and she described hybrid versus in person class attendance as a balancing act.

Rebecca noted that the childcare issue also presents different types of pressures. Cynthia reported that the Teaching Center found that childcare responsibilities fell to women, and many had a need to alter their schedules. She said we learned that changes in scheduling worked okay, and increased flexibility was introduced.

Jen said that faculty in the tenure stream were given an extra year of time but questioned if the year was adequate time to get tenure. She noted that annual review time provides an opportunity for faculty to discuss how the pandemic impacted them.

Lucy discussed if there are any supporting articles that report that research has declined. Stefania responded that there are contradictory studies that indicate that female faculty research declined, and males' increased. She said more review of the data is needed. Yu commented that different fields may have varying impact on productivity. She suggested creating a survey to collect data on the impact. Jen noted that publications are only one measure of productivity but there are other metrics of evaluation based on field.

Stefania asked if there would be support for a Qualtrics survey posing key questions to measure how research has changed.

Paula suggested that the committee think about nontangible issues including networking opportunities and outcomes, since early career faculty may be the most vulnerable.

Lucy inquired if policy changes going forward from the pandemic are needed.

The committee will explore establishing policies around student illness, with an effort to make language clearer.

**Adjournment:** The meeting was adjourned at 5:00 p.m.