

Provost's Advisory Committee for Women's Concerns Report on 2006-2007 Activities

Issues Addressed by PACWC

Faculty Mentoring

In 2006-2007, the Provost's Advisory Committee on Women's Concerns piloted a mentoring program called the Pitt Partners Program. The program divided new faculty members into Mentoring Circles consisting of 5 to 6 new faculty members and 1 senior faculty member. The major goals of the programs included:

- Developing support networks and building community across the University;
- Increasing satisfaction with the University work environment;
- Developing perceptions of organizational support;
- Increasing new faculty members' knowledge of resources available at the University;
- Helping new faculty understand the expectations of them and what is needed to succeed;
- Helping new faculty link their work to the mission and vision of the institution; and
- Enhancing the commitment of new faculty members to the University.

Several events were held for the participants in the mentoring program, and Mentoring Circles also met separately based on group interest and time. Based on feedback from participants, the program will continue to be piloted in 2007-2008 before expanding to allow more new faculty members to participate.

Communicating Family-Friendly Policies

In 2005-2006, the Benchmarking Subcommittee developed a set of recommendations for policy and procedural changes to enhance family-friendly policies to help attract and retain talented faculty and staff members. In 2006-2007, the subcommittee made a series of recommendations to developing better communication strategies to inform faculty and staff about the University's family-friendly policies.

Development of a New Long-Term Agenda for Women's Issues

In the mid-1990s, the Provost's Office developed a long-term agenda for women's issues at the University. During 2006-2007, PACWC and the Provost's Office reviewed the progress made on the long-term agenda. Meetings were held with senior women faculty members, undergraduate students, and graduate students to discuss the progress that has been made and to gather input for the next long-term agenda. Additional input will be sought from junior women faculty members, the regional campuses, and administrative and support staff members during 2007-2008, and a new agenda will be presented in conjunction with the 25th anniversary of PACWC in the spring of 2008.

Disproportionate Coverage of Men's Accomplishments vs. Women's Accomplishments in the University Times

The committee reviewed several years of publications and determined that overall, men's accomplishments were covered more often than women's accomplishments and were more likely to appear in prominent areas of the publication than women's. PACWC sent a letter to the

University Times noting the uneven coverage and requesting that women's accomplishments be featured more prominently in the future.

Reports Given to PACWC

University Monitoring of Women in Senior Positions and Recognition

Vice Provost Beeson reported data to the committee on the number of women in senior positions at the University and the number of women receiving University recognition. The data are used to make suggestions to individuals responsible for particular areas when the number of women seems low, and to make suggestions for new practices to increase the representation and recognition of women on campus. The Office of the Provost tracks these numbers and shares them with PACWC periodically.

Economic Status of Women Faculty at Pitt

Vice Provost Beeson presented the University of Pittsburgh's information from the 2005-2006 AAUP report on the economic status of women faculty. Between 1998-1999 and 2005-2006, the University of Pittsburgh had the largest percentage point increase in women as a percent of the faculty among AAU Public institutions. The University now has the second highest percentage of faculty who are women among AAU Public institutions.

The average salary of women faculty relative to the average salary of men faculty at the University of Pittsburgh was .748 in 2005-2006. Following the release of the AAUP data on salary inequities, an analysis was done to determine how to best address the issue at the University. Data was analyzed by rank, tenure status, and discipline, and data from each school was presented to the deans.

Report on the Mid-1990s Long-Term Agenda for Women

Vice Provost Beeson reported on the progress made on women's issues on the long-term agenda from the mid-1990s. The agenda included the following items:

- Develop a Statement of Commitment to Affirmative Action for Women concerning issues of hiring, retention, and all aspects of working conditions.
- Increase efforts to find, hire, and retain women faculty.
- Improve the quality of working conditions for women.
- Evaluate the salaries of women for comparative gender equity.
- Expand teaching and research on Women and Gender issues and improve the Women's Studies Program.
- Greater recognition of the many distinguished women already on the faculty, and improve the visibility of distinguished women.
- Increase the number of women in administrative and governing positions at Pitt.

Events and Other Outreach Activities

PACWC and Women's Studies co-sponsored the Annual Reception Honoring Women Faculty on October 18. The event featured a lecture titled "Beginning Dialogues: Mother & Daughter" by Toi Derricotte, Professor of English and Women's Studies.

PACWC members participated in interviews for four senior administrative searches during 2006-2007: UPG President, UPJ President, Dean of GSPIA, and Director of UCIS.

Hoopla, a networking opportunity for women that helps support women's basketball at Pitt, was sponsored by Jean Ferketish in the Chancellor's Office and PACWC.

Information Distributed by PACWC

The PACWC website provides links to a variety of resources related to women's concerns, including University offices and programs, University policies and guidelines, health and wellness, child and dependent care, partner employment opportunities, and student groups.

During 2006-2007, a PowerPoint entitled "Report on the Mid-1990s Long-Term Agenda for Women" was added to the PACWC website.

PACWC Members

Patricia Beeson, Office of the Provost, Chair
Richard Citrin, Faculty and Staff Assistance Program
Laura Ferlan, Katz/CBA
Kathryn Flannery, A&S, Department of English and Women's Studies
Irene Frieze, A&S, Department of Psychology and University Senate
Elena Kornblit, Graduate and Professional Student Association
Joan Lakoski, School of Medicine
Irina Livezeanu, A&S, History
Patti Mathay, Office of the University Registrar
Audrey Murrell, Katz Graduate School of Business
Kathy O'Connor, Computer Science
Josephine Olson, KGSB
Ellen Olshansky, Nursing, Health & Community Systems
Ann Ostroski, Graduate School of Public Health, Office of the Dean
Maureen Porter, School of Education
Karen Cameron Scanlon, UPJ
Nancy Tannery, Health Sciences Library System
Jane Thompson, Office of the Vice Chancellor for Budget and Controller
Lynnett Van Slyke, Student Affairs
Michele Colvard, Office of the Provost, Staff