

## **Provost's Advisory Committee for Women's Concerns Report on 2007-2008 Activities**

### **Issues Addressed by PACWC**

---

#### *Faculty Mentoring Resource Web Site*

The Mentoring Subcommittee began developing a Faculty Mentoring Resource Web site. This Web site was inspired by the overwhelming response from newly hired faculty to participate in the 2006-2007 Pitt Partners Program, a pilot mentoring program. The main goal of the site is to provide resources to help schools and departments build or expand their own mentoring programs. This year the subcommittee completed Web pages which detail why mentoring is important, the role of a mentor, the role of a mentee, the elements of effective mentoring, and how to begin and sustain mentoring relationships. The subcommittee will continue to work on the site in 2008-2009, including adding pages to highlight existing programs on campus and providing links to existing resources for navigating the University. Once the site is complete, it will go live and the subcommittee will begin to promote the new site. The subcommittee believes that the site will help to encourage faculty to enter into mentoring relationships and to encourage discussion of mentoring practices. The subcommittee will continue to revise the site as schools and programs provide feedback.

#### *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 and started to gather input for the next long-term agenda. This year the Benchmarking Subcommittee designed a survey that was distributed to a random sample of female faculty, staff, and students. The survey goals were to assess the perceived progress on women's issues, to remove any issues that have been addressed, to identify issues to add to the agenda, and to prioritize the issues. The survey completion rates were as follows: 505 staff members, 437 faculty members, 304 undergraduate students, and 357 graduate students. In 2008-2009 the subcommittee will finish analyzing the survey results, update the long-term agenda, and start to address those issues identified as having the highest priority.

### **Events and Other Outreach Activities**

---

PACWC and Women's Studies co-sponsored the Annual Reception Honoring Women Faculty on September 25. The event featured a lecture entitled "How Costly is Diversity? Affirmative Action in Light of Gender Differences in Competitive Attitudes" by Dr. Lise Vesterlund, Andrew W. Mellon Chair in Economics.

PACWC hosted a reception to celebrate its 25th Anniversary on March 25. The event featured a series of posters that highlighted several areas where the University has made progress. Members reflected on these accomplishments, some of which are:

- The overall percentage of women faculty increased from 27% in 1983 to 38% in 2006. Compared to other AAU public institutions, the University of Pittsburgh had the second highest percentage of women faculty in 2006.

- The overall percentage of women holding higher administrative positions has increased from 10% in 1983 to 29% in 2007.
- In 1999 Human Resources implemented a staff classification system.
- In 1996 the Faculty Medical and Family Leave Policy was established.
- The Office of Human Resources continues to expand its Faculty and Staff Development workshops, and provides other programs, such as *LifeSolutions*, that offer assistance on a variety of work/life issues.

PACWC members participated in interviews for the senior administrative search for the Director of the University's Learning Research and Development Center.

*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. This spring 245 women administrators, faculty, and staff attended *Hoopla*.

### **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, and student groups.

A PDF document of the posters displayed at PACWC'S 25th Anniversary Reception was added to the Web site.

### **PACWC Members**

---

Patricia Beeson, Office of the Provost, Chair  
 Maureen Beal, Associate Vice Chancellor for Financial Operations  
 Jean Ferguson Carr, A&S, English and Women's Studies  
 Janice Dorman, Nursing  
 Laura Ferlan, Katz/CBA  
 Irene Frieze, A&S, Psychology and University Senate  
 Catherine Greeno, Social Work  
 Julie Hoggarth, A&S, Anthropology  
 Zeynep Isvan, A&S, Physics & Astronomy  
 Joan Lakoski, Medicine  
 Irina Livezeanu, A&S, History  
 Kathy O'Connor, A&S, Computer Science  
 Kathleen Pratt, Human Resources, Employee/Labor Relations  
 Maureen Porter, Education  
 Kellie Robertson, A&S, English  
 Joanne Russell, Graduate School of Public Health, Office of the Dean  
 Karen Cameron Scanlon, UPJ, Education  
 Nancy Tannery, Falk Library  
 Lynnett Van Slyke, Student Affairs  
 Stephanie Hoogendoorn, Office of the Provost, Staff