

Provost's Advisory Committee for Women's Concerns Report on 2008-2009 Activities

Issues Addressed by PACWC

Faculty Mentoring Resource Web Site

Janice Dorman, Chair

<http://www.provost.pitt.edu/mentoring>

The Mentoring Subcommittee completed their work on the Faculty Mentoring Resource Web site. The main goal of this site is to provide resources to help schools and departments build or expand their own faculty mentoring programs. This project addresses faculty concerns about hiring and advancement. The subcommittee believes that the site will help to encourage faculty to enter into mentoring relationships and to encourage discussion of mentoring practices. The main content of this site provides information and references that address the importance of mentoring, the roles of a mentor and a mentee, and effective mentoring relationships. Additional pages provide references to mentoring programs on and off campus, to general mentoring practices, and to existing resources for navigating the University. The Web site, which remains a work in progress, will be updated to highlight mentoring programs and activities on campus. Future work on this site could include adding mentoring resources for faculty after tenure.

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

Maureen Porter, Chair

In the mid-1990s, the Provost's Office developed a long-term agenda for women's issues at the University. Last year, the Benchmarking Subcommittee designed a survey that was distributed to a random sample of female faculty, staff, and students in order to assess the perceived progress on women's issues, to remove any issues from the agenda that have been addressed, to identify issues to add to the agenda, and to prioritize the issues. The top concerns identified are economic equity for faculty; support for career development for staff and professional students; work/life balance for staff, younger faculty, and graduate students; safety for undergraduates; hiring/advancement for faculty; and communication of resources and policies for all. This year the subcommittee focused on researching the current status of childcare and the SafeRider program at the University.

To better understand childcare issues at Pitt, the subcommittee reviewed existing benchmarking done by the University Senate ad hoc gender subcommittee, met with administrators responsible for the University Child Development Center, researched services available from Life Solution, and started to look at how similar urban campuses address childcare. The committee gained an appreciation of the complexities of issues surrounding childcare and formed some opinions how these issues might be different for faculty and staff, however, the subcommittee did not make any recommendations this year.

SafeRider provides safe transportation during the evening and early morning hours when special nonemergency needs arise for Pitt students, faculty, and staff. The subcommittee completed benchmarking of similar programs. They found that SafeRider's hours of operation surpassed three schools and are very similar to two others. However, ridership at Pitt appears to be much lower than all schools benchmarked. Next year, they plan to look factors that they think might explain this and hope to be able to make recommendations to forward to the SafeRider program.

Events

PACWC and Women's Studies co-sponsored the Annual Reception Welcoming Women Faculty on October 28, 2008. The event featured a lecture entitled "Seeing Stars: Bette Davis as Screen Actress in the 1930s" by Dr. Lucy Fischer, Distinguished Professor of Film Studies and the Director of the Film Studies Program, gave a lecture entitled at the 2008 reception.

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. New links added are to the Dual Career Assistance Program from Human Resources and to *LifeSolutions*.

The 2008 University of Pittsburgh Campus Resources Cards were distributed at the Annual Reception Welcoming Women Faculty and to PACWC members.

Awards

The 2009 Chancellor's Affirmative Action Award was presented to PACWC on June 10, 2009 at Senate Council. The award is given annually to the outstanding Pitt program area that, or individual who, has made a significant contribution in affirmative action. The award selection committee recognized PACWC "for the role the organization has played in promoting a campus climate in which sexual harassment and discrimination are not tolerated and for steadfastly supporting the recruitment, promotion and retention of female faculty, administrators and staff." Fourteen former and current PACWC members attended the award presentation.

PACWC Members

Maureen Beal, Budget and Controller
Patricia Beeson, Office of the Provost, Economics, Chair
Jean Ferguson Carr, A&S, English and Women's Studies
Janice Dorman, Nursing
Catherine Greeno, Social Work
Julie Hoggarth, A&S, Anthropology
Joan Lakoski, Medicine
Irina Livezeanu, A&S, History
Kathy O'Connor, A&S, Computer Science
Deirdre O'Rourke, A&S, Theatre Arts
Kelly Otter, College of General Studies
Maureen Porter, Education
Kathleen Pratt, Human Resources, Employee/Labor Relations
Anne Robertson, Engineering
Mary Beth Ruiz, Sexual Assault Services, Counseling Center
Joanne Russell, Graduate School of Public Health, Office of the Dean
Erin Schaefer, Arts and Sciences and Social Work
Frances Zauhar, University of Pittsburgh at Johnstown, Humanities
Stephanie Hoogendoorn, Office of the Provost, Staff