

## **Provost's Advisory Committee for Women's Concerns Report on 2009-2010 Activities**

### **Issues Addressed by PACWC**

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#### *Faculty Mentoring Resource Web Site*

*Janice Dorman, Chair*

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

The Mentoring Subcommittee completed its three-year initiative to create 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 will be updated to highlight current mentoring programs and activities on campus.

This year, two new sections were added to the Web site. The first section provides a model of a school-wide mentoring program implemented by the School of Nursing. This program was motivated by the administration's identification of changing faculty demographics and was supported by the Dean with buy-in from the faculty. The program was designed to provide support to help faculty obtain tenure. The model is presented on the Web site in order to illustrate the steps that a school might take to implement their own program. The second section provides resources for postdoctoral fellows and associates including links to information about diversity, general information, science and engineering, and Pitt. The committee recommends that next year PACWC promote the site and expand its content to address feedback from users when appropriate resources can be found.

#### *Safety Concerns Subcommittee*

*Mary Ruiz, Chair*

In 2007-2008, PACWC identified that undergraduate students have concerns about the operation of SafeRider, which provides safe transportation during the evening and early morning hours when special nonemergency needs arise for Pitt students, faculty, and staff. In 2008-2009, the subcommittee completed a benchmarking report 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.

This year, the subcommittee established a very good working relationship with the Department of Parking, Transportation, and Services (PT&S) that included meeting every two weeks. To address concerns discussed in these meetings, PT&S decided to expand the 10A Upper Campus shuttle by an additional 50 minutes and the 30C South Oakland shuttle by an additional 30 minutes. These expanded routes will best meet the needs of students who live in Oakland and will allow the SafeRider shuttle to focus on the services that is intended to provide. The new routes were advertised via FaceBook, the Pitt News, digital signs located in the William Pitt Union, and e-mail announcements sent by the undergraduate and graduate student governments. Incoming students who start in fall 2010 will receive updated brochures. Also, PT&S decided to

equip the SafeRider shuttles with an electronic swiper system to verify eligibility of riders as they board the shuttles. (Note that before this technology was added, students had to provide their “2P number” which is listed on their student id when they called to request a pick-up. This number had to be verified before a shuttle would be dispatched.)

On April 5, 2010, Computing Services and Systems Development launched Pitt Mobile (<http://m.pitt.edu>) which provides access to essential Pitt information and services on web-enabled mobile devices. Over the summer, shuttle bus schedules and route maps were added to Pitt Mobile, along with other useful services including campus maps, laundry availability, dining hours and locations, and events calendar. Also note that the emergency information page includes one-click access to campus police, sexual assault services, SafeRider, medical services and other emergency phone numbers.

#### *Childcare Subcommittee*

*Jean Ferguson Carr, Chair*

In 2007-2008, PACWC identified childcare to be a pressing issue for faculty and some graduate and professional students. Ongoing activities of this subcommittee included publicizing the services of [LifeSolutions](#) (provided by Human Resources) and maintaining communications with the administrators responsible for the University Child Development Center and with members of the University Senate ad hoc gender subcommittee. Discussions focused on understanding the how these issues might be different for faculty, students, and staff. The subcommittee continues to acknowledge the complexities of issues surrounding childcare (and elder care).

#### *Economic Subcommittee*

*Jean Ferguson Carr, Chair*

In 2007-2008, PACWC identified economic equity to be a pressing issue for faculty and staff. In particular, faculty and staff frequently comment that they do not know what policies the University has in place for hiring and advancement. This year, the subcommittee reviewed and identified the compensation processes for the hiring and promotion of our staff, health sciences faculty, and Provost area faculty. The subcommittee broadly considers compensation to include monetary compensation as well as any other resources that are needed for faculty and staff to be successful. The subcommittee found that considerable information is available. However, information is difficult to find and is not centrally located. As a result, most faculty and staff rely on undocumented information about these issues. The subcommittee has collected resources on information that is publically available.

### **Events**

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PACWC and Women’s Studies co-sponsored the Annual Reception Welcoming New Women Faculty on October 1, 2009. The event featured a lecture entitled “Breast Cancer in the Molecular Era” by Dr. Nancy Davidson, who is the Director of the University of Pittsburgh Cancer Institute and UPMC Cancer Centers, and a reception to honor new women faculty members.

PACWC started a monthly Women’s Networking Happy Hour for faculty, staff, and post-docs which is typically held on the third Wednesday of each month at the University Club.

## **Information Distributed by PACWC**

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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. This year links to the publically available Economic Status Reports from the American Association of University Professors were added.

The 2009 University of Pittsburgh Campus Resources Cards were distributed at the Annual Reception Welcoming Women Faculty, at PACWC meetings, and to undergraduate and graduate student groups.

## **PACWC Members**

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Emily Bailey, Religious Studies  
Maureen Beal, Budget and Controller, Co-chair  
Patricia Beeson, Office of the Provost, Economics  
Jean Ferguson Carr, English, Women's Studies, Co-chair  
Janice Dorman, Nursing  
Catherine Greeno, Social Work  
Joy Horner, Social Work  
Kristen Lauterbaugh, College of Business Administration  
Marguerite Matthews, Neuroscience  
Carol Mohamed, Affirmative Action, Diversity, and Inclusion  
Kelly Otter, College of General Studies  
Kathleen Pratt, Human Resources, Employee/Labor Relations  
Anne Robertson, Engineering  
Mary Beth Ruiz, Sexual Assault Services, Counseling Center  
Joanne Russell, Behavioral and Community Health  
Elsa Strotmeyer, Epidemiology  
Erin Schaefer, Social Work  
Jennifer Woodward, Medicine, Surgery  
Frances Zauhar, University of Pittsburgh at Johnstown, Humanities  
Stephanie Hoogendoorn, Office of the Provost, Staff