

Provost's Advisory Committee for Women's Concerns Report on 2011 Activities

Issues Discussed by PACWC

PACWC held two meetings in the spring 2011 term and during this time focused their attention on the following two areas.

Childcare and Dependent Care

In 2007-2008, PACWC identified childcare to be a pressing issue for faculty and some graduate and professional students. Since this time members have continued to monitor both childcare and dependent care issues including the efforts by university committees, schools, departments, the University Child Development Center (UCDC), and Human Resources to address the issues. The UCDC has been working to streamline the waiting list, and as a result, time on the list has decreased to 2-3 years. In 2010, 52 new families enrolled in UCDC. Lactation spaces were added in the Graduate School of Public Health, the Department of English, and the Department of Chemistry.

Future initiatives will likely include continuing to provide support for women seeking lactation space, in accordance with the University Senate Council Resolution available online at <http://www.pitt.edu/univsenate/scminutes/Resolution%20on%20Breast%20Pumping.pdf>, providing references for before and after school childcare, and benchmarking current University benefits and services against expert recommendations for employee dependent care benefits.

Communication of Existing Family-Friendly Programs and Policies

PACWC members have begun to develop a comprehensive and centralized website to communicate family-friendly programs and policies to faculty, staff, and graduate students. The website will provide needed information for faculty, staff, and graduate students and will also function as a recruitment and retention tool. A recent, informal survey of universities indicates that such a website would be unique and would place Pitt at the forefront in family-friendly communication. Members are also working on a family-friendly brochure that could be used for recruiting faculty, students and staff to Pitt. PACWC hopes to implement both of these next year.

Events

PACWC and Women's Studies co-sponsored the Annual Reception Welcoming New Women Faculty on September 29, 2010. The event featured a lecture by Dr. Nicole Constable, Professor of Anthropology and Associate Dean for Graduate Studies and Research, Arts and Sciences, entitled "Telling Tales of Migrant Workers: Religion, Activism, and Women's Life Scripts."

PACWC continued its 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

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.

The 2010 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

Emily Bailey, Religious Studies

Nancy Israel, Learning Research and Development Center

Kristine Kashmere, Panhellenic Association

Marguerite Matthews, Neuroscience

Sandra Mitchell, History and Philosophy of Science

Carol Mohamed, Affirmative Action, Diversity, and Inclusion

Daniya Nixon, National Panhellenic Council

Kelly Otter, College of General Studies

Anne Robertson, Engineering

Mary Beth Ruiz, Sexual Assault Services, Counseling Center

Joanne Russell, Center for Global Health, Behavioral and Community Health, **co-chair**

Alberta Sbragia, Office of the Provost, Political Science, **co-chair**

Elsa Strotmeyer, Epidemiology

Janyce Wiebe, Computer Science

Jennifer Woodward, Medicine, Surgery

Frances Zauhar, University of Pittsburgh at Johnstown, Humanities

Stephanie Hoogendoorn, Office of the Provost, Staff