

## **PACWC Meeting**

**December 6, 2022**

Room 817-CL/Hybrid

### **Attendees**

Stefania Albanesi  
Eva Ashbaugh  
Julie Bannister  
Sofia Bednez  
April Belback  
Jennifer Brach  
Paula Clemens  
Aditi Guruprasad  
Lorie Johnson-Osho  
Corrine Kliment  
Reagan Koury  
India Krug  
Victoria Lancaster  
Sera Matthew  
Lipika Mazumdar  
Isabella Messersmith  
Morgan Polen  
Rebecca Roadman  
Laurel Roberts  
Lucy Russell

### **Welcome and Report on New Faculty Welcome Event**

Meeting was called to order at 12:03 p.m. Lucy gave a welcome and provided a report on the New Faculty Welcome event. Unfortunately, several people RSVP'd but did not attend. New faculty's inability to locate the Provost's Suites in Posvar Hall was cited as one potential reason for low attendance.

### **Provost's Charge to the Committee and Child Care Benefit**

During the last PACWC meeting, Provost Cudd invited the committee to take up the ongoing issue of childcare once again. Lucy explained that childcare is a benefit and a mandatory subject of bargaining with the faculty union. She said that the childcare charge from the provost must be omitted from the list areas for the committee to address.

Laurel asked if issues around childcare also applied to staff. Lucy responded that childcare also applies to staff.

### **October 20<sup>th</sup> Minutes approved**

Minutes from the meeting held on October 20<sup>th</sup> were approved and adopted by the committee.

### **PACWC Anniversary Program**

Corinne said that March 1<sup>st</sup> is the date scheduled for the PACWC anniversary program from 1:00 p.m. to 6:00 p.m. The tentative location is the University club.

The program will focus on the Year of Emotional Well-Being. A potential primary speaker for the program is Dr. Jennifer Grandis, otolaryngologist and associate vice chancellor for clinical and translational research at UCSF. Provost Cudd will be invited to introduce the primary speaker and a fireside chat may take place during the second portion of the program with the SGA president serving as the moderator.

In addition, the program events may include a mentoring breakout session with senior staff serving as leaders for the session, a wellness breakout session, a session on financial wellbeing held by PNC, a session on nutritional wellbeing, a yoga session and a reception led by Provost Cudd.

April submitted a funding request application to the Year of Wellbeing committee for the anniversary program. April said that the committee welcomed the proposal but would only fund half of the submitted budget. She suggested that we also ask UPMC for funding. April inquired if there was funding available through the Provost's Office.

Faculty, staff, and students will be invited to participate in the anniversary event. Mentoring and resources tables will be arranged with a creative setup.

Corrine asked if there is a primary name for the event and requested suggestions for other speakers and topics for the breakout tables. She said that there will also be a need to heavily promote the event to draw people. Attracting attendees to events is often a challenge.

Laurel commented that the location is central and other services must also be available. She said that newly promoted staff can be recognized during the program.

Sera asked if the event is solely in person. She suggested that some portion of the event should be hybrid, to include other regional campuses.

Laurel suggested that the regional campuses also host a program at the same time.

Sofia commented that partners such as UPMC and staff assistant programs support the efforts on their campuses. The HR directors at the regional campuses are all women.

Lipika commented that she would like to come to campus to support the event. She suggested Dr. Martha Terry from the School of Public Health as a speaker.

Lipika also suggested alternating the days of the PACWC meetings to correspond with different schedules.

Sofia said that she can be the contact person for the regional campuses and will work to make connections.

Lucy said that if there is a reception at the Bradford campus, PACWC funds can provide for the reception.

Sera asked will there be a discussion of next steps and recommended the focus of celebrating the past and looking toward the future.

The fireside chat was recommended as a time to discuss the future and the opening of the breakout sessions.

Laurel said younger voices need to share what they think about the future. Sera said PACWC is not just about cis women.

April suggested the anniversary theme, "Reflecting on our past and celebrating our future."

The committee will work with the Provost Office's communication and marketing team to promote the event.

Lucy asked whether we want to invite everyone and have them register. There is some consideration about including students because of the large number. Laurel suggested reaching out to undergrad women organizations to avoid going too broad with invitations.

Sera asked whether the event and offerings align with students' interests and needs. A breakout session for future leaders was suggested to include the students. It may be helpful to have subtopics that would be of benefit to students.

Sofia added that when she talks to young students, sometimes their path is not so clean. Our real story is important.

Lipika said, on the regional campuses, the young women just want to feel connected. There is a sense of isolation. India commented that it would be helpful to have an emotional check-in with students. Many students have differing needs that have to be met since they come from different communities. She suggested that intergeneration support was needed. Students are experiencing fear for several reasons.

Lucy asked Victoria about celebrating newly promoted women. Victoria said that it is important to celebrate the promotions, but the levels must be determined. The Provost's office could run data to inquire about the promotions. Laurel suggested that it could be a focus on leadership.

Sofia commented that many women have been working at the University for over 20 years as administrative assistants. She said that they do the business of the university and could be recognized during the event. Lucy asked if we would recognize years of service or accept nominations. Years of service would not be exclusionary and women with 20 years of service or more could be recognized. Lucy asked if a gift is required. Members of the committee commented that newly promoted faculty do not get gifts, but recognition would be appreciated. Lucy responded that including administrative assistants would be a new direction for the committee.

### **PACWC Webpage**

Laurel reported that the issue with the webpage is determining if the purpose is to provide an explanation of PACWC or to serve as more of a resource. Laurel reported that the idea is to do retooling and to keep the webpage in line with the other pages. Lucy recommended that the webpage undergo a cleanup and that Amy Woodall is willing to clean it up and organize the historical areas. Laurel said that as we move forward, we can decide what the webpage needs to show. Maybe it needs to be more showcase on staff and include faculty.

Lucy asked the committee to review the webpage and send comments to indicate what they think the page is for and give their overall impression. Laurel said that although the PACWC webpage is for all the campus, it does have a faculty focus.

**PACWC Branding**

Victoria asked about inclusion and the composition of the committee. She also inquired if there is a need for a new name and branding. Lucy responded that the provost on last year said we should take a broad view of our mission. Sofia said she would like PACWC to still be for women who identify as women. India commented that the inclusion of other voices does not mean the exclusion of current voices. She suggested that a resource guide would be helpful and that she would be happy to help develop a PDF guide. Lucy asked for India to send the document that she has, and she will think about putting it on the webpage.

Lucy said she will investigate alternating days of the week for future meetings.

The meeting was adjourned at 12:44 p.m.