Provost's Advisory Committee for Women's Concerns Meeting
November 26, 2018
10:00 – 11:00 a.m.
826 Cathedral of Learning

Present: Yu Cheng (Arts and Sciences, Statistics), Pam Connelly (Office of Diversity and Inclusion), Cynthia Golden (University Center for Teaching and Learning), Maggie Kennedy (Student Government Board), Laurie Kirsch (Office of the Provost), Nancy Niemczyk (Nursing, Health Promotion and Development), Heather Roesinger (Collegiate Panhellenic Association), Tenecia Ross (Human Resources), Jennifer Shang (Katz Graduate School of Business), Jessica Sun (University Center for International Studies), Brittany Witoslawski (Office of the Provost).

Welcome and Introductions

Laurie Kirsch and Pam Connelly, co-chairs, introduced themselves and welcomed the committee. Committee members introduced themselves. Pam and Laurie thanked committee members for their flexibility in rescheduling the earlier meeting due to the scheduling conflict with the Pitt Together gathering to pay tribute to the Tree of Life victims.

Minutes

Pam asked for a motion from committee members to approve the meeting minutes of October 4, 2018. The motion was made, seconded, and approved.

Leadership Programs Across Pitt

Laurie noted that for the past few years, PACWC has spent time and effort promoting leadership and mentoring across the University of Pittsburgh. PACWC created a spreadsheet compilation of available leadership programs at Pitt, which is available on the PACWC website. PACWC also created the "Spotlight on Women Leaders" program that honors women mentors, role models, and leaders who have dedicated themselves to the advancement of the Pitt community through personal and professional effort. PACWC also held a panel and luncheon on leadership in March 2018 during Women's History Month, which featured three women senior vice chancellors who had been highlighted in the "Spotlight" program.

Given PACWC's focus on leadership, Laurie and Pam asked three individuals, Maggie Kennedy, Tenecia Ross, and Doris Rubio, to attend this meeting to present overviews of three leadership programs or events that are available at Pitt. Maggie presented an overview of Women's Empowerment Week, which is held annually in March at Pitt. Maggie noted that this event is sponsored by Pitt's Student Government Board, and is scheduled for the week of March 18, 2019. A subcommittee of women students plans and coordinates Women's Empowerment Week, which features a variety of speakers, panels, and events throughout the week, and draws support and participation from a number of student organizations across campus.

Maggie added that Women's Empowerment Week also includes a leadership program, Pitt Women's Leadership Experience Retreat. This retreat was held in Fall 2018 off-campus and

featured Senior Vice Chancellor Kathy Humphrey as a keynote speaker. Around 90 undergraduate students were selected from an application process to be paired up as mentees/mentors, and were introduced during the retreat. Mentor/mentee pairs will continue to meet throughout the academic year.

Tenecia presented an overview of the Emerging Leaders program, which is an initiative created by Senior Vice Chancellor Greg Scott for the Business and Operations area of the University of Pittsburgh. This initiative was piloted in 2017 and was designed to serve as a model for other units on campus. Around 18 staff members participated in the pilot program. Staff were selected for the program under the criteria of being an emerging leader – either as a staff member who was new to a leadership role, or who had demonstrated as having potential to be a leader in their unit.

The Emerging Leaders pilot program was six to eight months in length, and was kicked off with a leadership retreat, which provided participants with an opportunity to meet each other and discover how their work informs others' work. The retreat consisted of four components – professional development, business sense, mentoring and leadership, and a project. The professional development portion consisted of a full-day professional development event that featured a different speaker or leader to present on different topics, such as interpersonal communication, making presentations, and more. The mentoring and leadership component paired each participant with a senior leader within the Business and Operations area to serve as a mentor and the pairs met on a monthly basis. There was also a coaching component where participants met individually with career coaches. The project component consisted of each participant creating a project proposal that would benefit the Business and Operations area and presenting that project. Tenecia noted that the program promoted reengagement, was energizing and a positive experience, adding that it made participants truly feel like Pitt Panthers. She added that while the program was created specifically with the Business and Operations area in mind, other departments could be shown how to implement a similar program.

Laurie presented an overview of faculty leadership and mentoring programs on behalf of Doris Rubio, and distributed a handout that outlined these programs (attached). Leadership and mentoring opportunities for faculty include the ACC Academic Leaders Network (ACC-ALN), Executive Leadership Training (ELiTE), Women IN Academic Leadership (WIN-AL), First Tuesday of the Month Workshops, the National Center for Faculty Development and Diversity (NCFDD), Institutional Mentoring Program Across a CommuniTy of Color (IMPACT), and the Center for Mentoring in the University Center for Teaching and Learning. Additional details of these programs are summarized in the attached handout that was distributed.

Discussion of PACWC Project/Initiative

Pam stated that PACWC typically identifies one or two key projects and initiatives to focus on during the academic year. She noted that reflective of the discussion at the previous PACWC meeting, the committee had a consensus on exploring resources and best practices relating to young parents. Pam added that the committee can benchmark key issues that impact faculty, staff, and students who are young parents, such as childcare and leaves, against peer institutions. PACWC members agreed with this approach, and Pam and Laurie discussed breaking the

committee into subcommittees with specific tasks related to this topic, and that they would reach out to committee members with additional information after the meeting.

Other Items

Maggie discussed with PACWC members to possibility of providing free menstrual products in some central restrooms on campus. Committee members agreed this was a good suggestion, and Laurie asked Maggie to look into the cost and feasibility aspects of this suggestion, and then bring the information back to the committee to review.

Adjournment

The meeting was adjourned at 11:04 a.m.

Career and Professional Development Programs for Faculty

The Office of the Provost sponsors many opportunities for career and professional development for faculty to support and advance their academic careers. The Office of the Provost is committed to providing a wide range professional development opportunities for the faculty. Learn more about opportunities with a focus on teaching, for professional development, and for academic leadership development.

https://www.provost.pitt.edu/faculty/career-and-professional-development-faculty

ACC Academic Leaders Network: ACC–ALN is designed to facilitate cross-institutional networking and collaboration among academic leaders while building leadership capacity for the participating institutions. It seeks to build upon existing campus programs to continue supporting leader development, but also to broaden awareness, create distinctive learning opportunities, and capitalize on networking and collaborative opportunities in ways that no single university can accomplish on its own. Each ACC institution can nominate up to 5 participants for the ALN program each academic year.

Executive Leadership Training (ELiTe): ELiTe is for Chairs, Associate Deans, and Vice Presidents (hereafter referred to executives for brevity), which is a nine-month fellowship that includes mentoring and leadership training and project-based learning. Our program depends on three key concepts. First, leadership training must actively engage executives and be directly relevant. Two, project-based learning will enable the executives to directly implement the skills they learn. Three, working in diverse teams will foster greater productivity and innovative solutions. We are working with the participants of ACC-ALN as a pilot and will launch this more broadly next year. The group identified a couple projects on which to focus for the year.

Women IN Academic Leadership (WIN-AL): WIN-AL is for mid-career women faculty who are leaders or aspiring leaders at the University. This program will be held once per year in May at an off-site location over two days. The ultimate goal is to provide women with the leadership skills necessary so that women can advance in academia and achieve more success in their careers. The program focuses on Strength-based Leadership.

First Tuesday of the Month Workshops: We have a workshop every month over lunch for all faculty, but mostly focused on leadership training. All of the workshops are LiveStreamed so that faculty on all campuses have access to the workshop. With the permission of the speaker, we post the video on the Provost website. The majority of the workshops are recorded and on the Provost Website.

National Center for Faculty Development and Diversity (NCFDD): The Office of the Provost supports an institutional membership for all campuses so that faculty and students can access this valuable resource. NCFDD is a national recognized, independent organization that provides online career development and mentor research resources for faculty, post-docs and graduate students. They provide a variety of virtual programs and research resources. Claim your free Institutional Membership here: http://www.provost.pitt.edu/faculty/NCFDD.

Mentoring:

- **Institutional Mentoring Program Across a CommuniTy of Color (IMPACT):** In an effort to enhance the experience of faculty at Pitt who are underrepresented in academia, we created a program that focuses on mentoring, professional development, and community. The mentoring program partners relatively new faculty with senior faculty where they will meet monthly. The inaugural program was launched in October with Celebrating Diversity. In January, we will have another event with a panel who will talk about their career success. In the January session, we will also invite any faculty candidates of diverse backgrounds to attend so that they can see what Pitt is doing for the faculty of color. The program will conclude in May with a reception. We will solicit their feedback about the program so that we can look for ways to improve the program or the following year.

- **Mentor Training**: The Office of the Provost in concert with the Institute for Clinical Research Education, Center for Mentoring, and the Office of Academic Career Development hosted a 'Train the Trainer' workshop. Experts from the National Research Mentoring Network trained 29 people across 11 schools to offer mentor training.

- **Panel on Mentoring**: Mentoring Faculty: A Facilitated Panel

- **Faculty Mentoring Book Discussion**: November 29: Faculty Mentoring Book Discussion. Please join Prof. Velpandi Ayyavoo from Public Health. Velpandi is Professor and Associate Dean for Research and faculty Affairs, and she will be leading a discussion of the book titled *Faculty Mentoring*. Participants will receive a copy of the book in advance