

Provost's Advisory Committee on Women's Concerns Meeting

February 17, 2020

12:00-1:00 p.m.

826 Cathedral of Learning

Present: Julie Bannister (Panther Central), Jennifer Brach (School of Health and Rehabilitation Sciences, Physical Therapy), Sofia Brien (University of Pittsburgh at Bradford and Titusville), Paula Clemens (Medicine, Neurology), Cynthia Golden (University Center for Teaching and Learning), Laurie Kirsch (Office of the Provost), Katie Pope (Office of Diversity and Inclusion), Amanda Ritchie (Graduate and Professional Student Government), Laurel Roberts (Arts and Sciences, Biological Sciences), Kristen Steffes (Feminist Empowerment Movement), Brittany Witoslawski (Office of the Provost).

Welcome and Introductions

Laurie Kirsch introduced herself and welcomed the committee. Committee members introduced themselves.

Minutes

Laurie asked for a motion from committee members to approve the meeting minutes of December 12, 2019. The motion was made, seconded, and approved.

Provost's Charge to PACWC – Next Steps

Laurie reminded committee members of Provost Cudd's challenging charge to PACWC to review the mission of PACWC, and consider whether PACWC should be re-envisioned more broadly in terms of diversity and inclusion. Laurie distributed a handout outlining a brief history of PACWC, noting that PACWC's mission began as one to ensure a productive work environment for women. In more recent years, PACWC has focused on strengthening programs and resources for mentoring, leadership, and caregiving across the lifespan. Laurie also added that PACWC sponsors a number of events and programs, such as the annual lecture and reception to welcome new faculty to Pitt each fall; the panel discussion and reception to celebrate newly promoted women faculty each spring; the Spotlight on Women Leaders videos; and a number of other events and programs.

To begin working on the Provost's charge, Laurie suggested that it might be useful to start with some internal benchmarking, asking individuals from around the University to present information about programs and resources for women. This would help lay some groundwork for working on the charge. PACWC members agreed with this suggestion. Laurie indicated that she and Brittany would identify potential speakers for the next PACWC meeting.

Overview of the Gender Equity Report

Laurie introduced Amanda Brodish, who was invited to present an overview of the Gender Equity Report to PACWC. Amanda is the Director of Data Analytics and Pathways for Student Success. Amanda presented the Gender Equity Report and noted that the report is conducted

every three years by the Office of the Provost and presented to various groups on campus. A copy of the full report is available here: <https://www.provost.pitt.edu/sites/default/files/Gender%20Equity%20Report.pdf>. It was pointed out that the Office of the Provost has been doing these analyses for some time. After the analyses are completed, the Office of the Provost shares results with deans and regional campus presidents, and discuss any concerns or issues stemming from the analyses as well as ways to address the concerns.

Spotlight on Women Leaders Program

Laurie reminded PACWC of its Spotlight on Women Leaders program with a brief history of the program. She encouraged members to review the number of Spotlight videos that are currently on the Office of the Provost website. She added that there has been a rolling nomination process for the Spotlight program, and encouraged PACWC members to nominate women leaders and share the nomination link with their colleagues.

Given the time constraints – especially as we are getting closer to the end of the academic year – Laurie reported that she formed an ad hoc subcommittee of PACWC members to review the current pool of nominations to keep the momentum going for the Spotlight program. The nomination pool included several staff and faculty nominations, but no students, so the ad hoc subcommittee also solicited additional student nominations. After reviewing and discussing all nominations to date, the ad hoc subcommittee unanimously recommended moving forward with producing Spotlight videos for 3 faculty, 3 staff members, and 4 students (undergraduate and graduate) nominees. Laurie and Brittany will work and schedule the filming, focusing first on students to ensure the video footage is captured before the end of the Spring term.

Announcements

Brittany reminded PACWC members of the upcoming “Celebration of Newly Promoted Women Faculty” on Tuesday, March 3 from 3:00 – 5:00 p.m. in Posvar Hall, which is sponsored by Provost Ann Cudd and PACWC. The fourth annual “Celebration” will feature three senior women faculty who will offer their perspectives and advice for successful academic careers. Following the panel will be a reception at which the newly promoted women faculty who are present will be introduced.

Brittany announced that PACWC will be sponsoring a TIAA financial planning webinar titled “Charting Your Course” on Monday, March 16 from 3:00 – 4:00 p.m., and that more details would be sent out soon. Laurie added that TIAA is always eager to partner with PACWC, and in the past has co-sponsored several financial planning workshops and webinars with PACWC.

Katie Pope added the Office of Diversity and Inclusion has several events taking place in February for Black History month.

Adjournment

The meeting was adjourned at 1:06 p.m.