Change and suggestions for change produce controversy and change often comes slowly within traditional institutions like universities. That’s not always such a bad thing, but, if we proceed with careful discussion, identification, and exploration into the issues, problems, and concerns— with people like yourselves— we should be able to significantly improve the situation of women and men and Pitt.

As faculty and administrators who work with students and colleagues, you are in touch with the day-to-day realities of the University and those of you who have been here a while or bring similar experience from other institutions are aware of the histories, patterns, and the experience over time in a university. I would like you to be a forum that encourages critical discussion of the issues, to educate yourselves, me, and the rest of the University about these issues, to identify those areas where we fall short, and allow us to gain from those experiences where we have been more successful.

Members of the First Committee

Elizabeth Baranger    Frances Drew    Anne Levenson    Wilma Smith    Cynthia Vanda
Glema Burke           Marigold Edwards  Josephine Olson  Lucile Stark  Joyce White
Pat Crosson           Beverly Harris-Schenz Elizabeth Segel  Julia Thompson  Jo Ann Woodson
Ellen Detlefsen       Anne Jones       Barbara Shore
PACWC Membership, A-K

Mervat Abdelhak
Dollie Aiken
Cynthia Atman
Roberta Astroff
Gail Austin
Kit Ayars
Carol Baker
Anna Balazs
Elizabeth Baranger
Maureen Beal
Rita Bean
Karen Beck
Patricia Beeson
Theresa Benedek
Linda Ann Berardi-Demo
Susan Berk-Seligson
Brenda Berrian
Shirley Biggs
Donna Blackmond
Kathleen Blee
Catherine Brennen
Mary Louise Briscoe
Lisa Brush
Glema Burke
Dione Cahillane
Jennifer Calabrese
Holly Callendar
Carol Calloway
Martha Calloway
Karen Cameron-Scanlon
Martha Chamallas
Cathy Chami
Daryl Chapman
Pat Chew
Shenaz Choudhury
Richard Citrin
Rebecca Claycamp
Sherry Cleary
Carol Coffee
Ruth Colker
Rachel Collins
Michele Colvard
Nicole Constable
Phyllis Coontz
Valerie Copeland
Pat Crosson
Julie Crowell
Natalie D'Amora
Kerry Daley
Lynn Davidman
Tammy Dennis
Toi Derricotte
April Detar
Ellen Detlefson
Kathleen DeWalt
Janice Dorman
Frances Drew
Luann Driscoll
Theresa Dunn
Marigold Edwards
Jean Ferguson-Carr
Jenna Ferrara
Laura Ferlan
Sara Fine
Sharon Flake
Kathryn Flannery
Kathy Fleissner
Ana Forcinito
Angela Ford
Ellen Frank
Renee Frazier
Irene Frieze
Monica Frohlander-Ulf
Heather Frost
Jere Gallagher
Mary Gardner
Patricia Geary
Ingrid Glasco
Susan Godfrey
Janelle Greenberg
Catherine Greeno
Deborah Gould
Jessica Grol
Sabine Hake
Mary Hamler
Susan Hansen
Beverly Harris-Schenz
Kristen Hartman
Joan Harvey
Shira Hassan
Mary Heath
Janet Helfand
Pamela Hefple
Leyla Hirschfield
Cindy Hoffman
Julie Hoggart

Provost’s Advisory Committee on Women’s Concerns
<table>
<thead>
<tr>
<th>PACWC Membership, L-Z</th>
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<tbody>
<tr>
<td>Joan Lakoski</td>
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<tr>
<td>Carrie Leana</td>
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<tr>
<td>Anne Levenson</td>
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<tr>
<td>Katheryn Linduff</td>
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<tr>
<td>Diane Litman</td>
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<tr>
<td>Irina Livezeanu</td>
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<td>Patrizia Lombardo</td>
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<tr>
<td>Peggy Lovell</td>
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<tr>
<td>Diane Luci</td>
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<tr>
<td>Jyotsna Mainkar Diwadkar</td>
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<tr>
<td>Kate Maloy</td>
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<tr>
<td>Victoria Machtay</td>
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<tr>
<td>Candace Mason</td>
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<tr>
<td>Georgine Materniak</td>
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<td>Patti Mathay</td>
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<td>Aurelia Matthews</td>
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<tr>
<td>Carol McAllister</td>
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<tr>
<td>Maureen McClure</td>
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<tr>
<td>Margaret McCormick-Pipko</td>
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<tr>
<td>Kathleen McIntyre-Seltman</td>
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<td>Melissa McNeil</td>
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</tbody>
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Demographics Then and Now

Full-time Faculty (All Campuses)

Student Enrollment (All Campuses)

Full-time Staff (All Campuses)

Two Firsts

Sisters Margaret and Stella Stein, the first full-time female students, enrolled in 1895.

Chancellor Holland admitted the Stein sisters to the College believing that two women could look after each other and keep each other company. When they graduated with BA degrees in 1898, they tied for first in their class. Both women were “firsts” again when they returned for their master’s degrees in 1901.

Source: The History of Women at Pitt Exhibit; credits available at http://www.provost.pitt.edu/whistory/credits.html

Blossom Henry, the first woman faculty member, was hired in January 1918. (photo 1944)

When a reporter asked Professor Henry about her first impression of the university, she replied, “The university was full of men.” She didn’t know until she arrived that she would be the only woman on the college faculty. Henry would remain at Pitt until 1955.

Source: The History of Women at Pitt Exhibit; credits available at http://www.provost.pitt.edu/whistory/credits.html

Provost’s Advisory Committee on Women’s Concerns
Efforts to Recruit & Retain Women Faculty

Women as a Percent of Faculty (All Ranks*) in 2005-2006

Women as a Percent of Full Professors in 2005-2006

In 1983-1984, 27% of faculty (all ranks*) were women.
In 2005-2006, 38% of faculty (all ranks*) were women.

In 1983-1984, 13% of the tenured faculty were women.
In 2005-2006, 24% of the tenured faculty were women.

* Asst, Assoc, Full (including T/TS/NTS)

Salary Gap
Controlling for rank, tenure status, and disciplinary differences, the ratio of women's to men's salary at Pitt is:

- Full: 92.4%
- Associate: 97.1%
- Assistant, 0-3 years: 96.9%
- Assistant, 4-6 years: 99.97%

In an effort to address inequities:
- 1994 Salary Equity Study
- 2006 Report on Salary Equity

Training and Education
- 2004 Chairs Retreat
- Recruitment Workshops
- Research on Bias in Hiring
- Pitt Partners Mentoring Pilot
- Web Site Resources for New Faculty

Pittsburgh Council on Higher Education Faculty Partner Resume Exchange Program
Initiated in 2003, the resume exchange program is designed to provide an opportunity for partners of newly recruited faculty members at any PCHE institution to apply for positions within all PCHE institutions.

Provost’s Advisory Committee on Women’s Concerns
Visibility of Women on Campus

**Higher Administrative Positions**

<table>
<thead>
<tr>
<th>Year</th>
<th>Males</th>
<th>Females</th>
</tr>
</thead>
<tbody>
<tr>
<td>1983</td>
<td>10%</td>
<td>29%</td>
</tr>
<tr>
<td>2007</td>
<td>0%</td>
<td>20%</td>
</tr>
</tbody>
</table>

**Deans**

<table>
<thead>
<tr>
<th>Year</th>
<th>Males</th>
<th>Females</th>
</tr>
</thead>
<tbody>
<tr>
<td>1983</td>
<td>11%</td>
<td>20%</td>
</tr>
<tr>
<td>2007</td>
<td>0%</td>
<td>0%</td>
</tr>
</tbody>
</table>

**Board of Trustees (Voting Members)**

<table>
<thead>
<tr>
<th>Year</th>
<th>Males</th>
<th>Females</th>
</tr>
</thead>
<tbody>
<tr>
<td>1983</td>
<td>8%</td>
<td>0%</td>
</tr>
<tr>
<td>2007</td>
<td>13%</td>
<td>0%</td>
</tr>
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</table>

In 2007 **Sharon Smith** became the fourth president of the University of Pittsburgh at Greensburg. Photo credit: http://www.upg.pitt.edu/upg/PresidentInstallation.aspx

In 2003 **Suzy Broadhurst** became the Vice Chairperson for the Board of Trustees. Photo Credit: http://www.carnegiemuseums.org/cmag/bk_issue/2006/summer/

**Women Speakers at Honors Convocation and Commencement**

<table>
<thead>
<tr>
<th>Period</th>
<th>Convocation</th>
<th>Commencement</th>
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<tr>
<td>1980 - 1989</td>
<td>10%</td>
<td>20%</td>
</tr>
<tr>
<td>2000 - 2007</td>
<td>38%</td>
<td>25%</td>
</tr>
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**Catherine DeAngelis**, pediatrician, delivered the honors convocation address in 2004. DeAngelis was the first woman to be appointed editor of the *Journal of the American Medical Association*. When she was made a full professor in 1984, DeAngelis was only the twelfth woman in Johns Hopkins’ 94-year history to receive that rank. Photo credit: University Times

**Helen Faison**, trailblazing educator, delivered the commencement address in 2005. During more than 43 years of service with the Pittsburgh School District, Faison was one of the first African-American teachers and the first female and African-American high school principal. Her appointment as deputy superintendent was the highest administrative position ever held by a female in the school district. Photo credit: Pitt Chronicle

Provost’s Advisory Committee on Women’s Concerns
Networking Opportunities

PACWC Outreach Meeting 1983
There is a need for more networking and more support systems among women.

Established Events
- The Annual PACWC and Women’s Studies Reception honors the new women faculty at the start of each year.
- Vice- Provost Beeson convenes a group of Senior Women Administrators that meets each term.
- *Hoopla* provides a networking opportunity for female staff, faculty, and students that helps to support women’s basketball at Pitt. The event was initiated in 2005 by Jean Ferketish, Secretary of the Board of Trustees.

Student Organizations
- Association of Women in Public Health
- Campus Women’s Organization
- Graduate Women in Business National Organization
- Organization for Women in Science
- Pitt Law Women’s Association
- Rainbow Alliance
- Society of Women Engineers

Annual PACWC and Women’s Studies Reception
The event typically includes a lecture by a distinguished women faculty member followed by a reception where new women faculty are introduced.

Provost’s Advisory Committee on Women’s Concerns
Staff Concerns: PACWC Outreach Meeting 1983

- The perpetuation of occupational segregation results in poorly compensated female job ghettos
- There is no consideration given to the concept of “comparable worth.”
- There are no rewards, either in status or compensation, for the executive functions that are performed in many secretarial positions
- Limited opportunities for upward mobility
- Uneven application and access to University benefits such as educational benefits and maternity leave
- Lack of respect and recognition

Actions Taken by the University

Salary Administration - Effective 1994
“A systematic analysis should be undertaken to determine where and to what extent salary inequities exist (such as salary compression or differentials attributable solely to gender, race, or other inappropriate factors), and funds should be allocated each year to units where inequities are documented until they are removed.” (Policy 07-09-01)

Staff Education Benefits - Effective 1994
“Regular, full-time staff are eligible to receive a tuition scholarship at the University of Pittsburgh, in any academic degree program. . .” (Policy 07-11-01)

Staff Classification System - Effective 1999
“. . . job classification is determined based upon the duties performed, scope of responsibility, level of skill, education requirements, and the potential impact the position has on the University’s operations.” (Human Resources)

Chancellor’s Awards for Staff Excellence in Service to the Community, Effective 1997 and in Service to the University, Effective 2003
Theses awards are given to staff members in recognition of their dedication to making their community a better place to live and in recognition of their outstanding contributions to the University.

Elaine Mormer from SHRS, was among the first to be honored with the Chancellor’s Award for Staff Excellence in Service to the Community in 1997.

Faculty and Staff Development Program
The Faculty & Staff Development Program offers a variety of workshops including free workshops on Career Development at the University of Pittsburgh and Completing an Undergraduate Degree.

Kathy Tosh, Budget & Financial Reporting, was among the first to be honored with the Chancellor’s Award for Staff Excellence in Service to the University in 2003.
Family Leave for Faculty

In 1996 the Faculty Medical and Family Leave Policy was established. This policy benefits both male and female full-time faculty (both inside and outside the tenure stream) and part-time faculty in the tenure-stream.

Some features of the policy include:
- Full pay with benefits in accordance with what the faculty member’s physician advises (typically 6-8 weeks; up to 26 weeks) for the birth of a child
- Full pay with benefits for two work-weeks for parental leave for new mothers and fathers
- One year of unpaid leave with benefits for routine childcare for new mothers and fathers
- Tenure clock stoppage for one year for new mothers and fathers
- Full pay with benefits for four work-weeks to care for an ill family member
- One year of unpaid leave with benefits to care for an ill family member

Faculty Medical and Family Leave Usage

September 1996 – March 15, 2008
Leave for Child Birth – utilized 238 times
Family and Parental Leave – utilized 307 times

Childcare

In 1995, the University Child Development Center was expanded and upgraded to provide greater access.

Life Solutions, the Faculty and Staff Assistance Program (FSAP), is a confidential service to assist University of Pittsburgh faculty, staff, and members of their households with day-to-day matters at home and work. Experienced professional counselors provide support, consultation, and information.

Provost’s Advisory Committee on Women’s Concerns
Efforts to Promote Diversity

Provost James V. Maher’s Directive on Faculty Diversity
Excerpt from Memo to Deans and Campus Presidents
March 29, 2002

- Deans and other top administrators will embrace an active leadership role in recruiting and retaining colleagues who add to the diversity of our faculty.

- Deans and faculty appointment committees will actively, creatively and aggressively identify and pursue historically underrepresented candidates for faculty positions, refusing to move searches forward without first making every effort possible to include potentially qualified minority and women candidates.

- Units will develop specific employment assistance strategies for spouses and partners.

- Administration and faculty will establish and nurture mentoring programs designed to promote success and to fully integrate minority and women faculty members into the academic community.

- Administration and faculty will create a scholarly, intellectual and social environment that would be attractive to a diverse faculty and a diverse student body.

- Deans will commit the salary funds necessary to effectively recruit and retain a diverse faculty.

Read memo in its entirety at www.provost.pitt.edu/memo/03-29-2002.html

Faculty Diversity Seminar Created in 1995
Sponsored by the Office of the Provost with assistance from the Provost’s Advisory Committee for the Faculty Diversity Seminar and CIDDE, the annual Faculty Diversity Seminar offers ten faculty members seminar fellowships to redesign their courses to be more inclusive in terms of race and gender.

“The Diversity Seminar creates a venue for people to talk seriously about these complicated topics: race and gender.” Dennis Looney, Associate Professor of Italian, on his experience with the Diversity Seminar

Domestic Partner Benefits
In 2004 the following benefits were extended to certified domestic partners of eligible faculty and staff:

- Health Insurance (medical, dental and vision)
- Educational Benefits
- Bereavement leave in the case of death of the domestic partner or a parent of the domestic partner

(Source: Policy 07-06-08)
Women’s Studies Program
Created in 1972

The Bulletin of the University of Pittsburgh (1972-73) announced the establishment of a Women’s Studies Program, the hiring of three faculty--Mary Briscoe (English), Irene Frieze (Psychology), and Maureen Greenwald (History) and the affiliation of other faculty (Professors Landy, Berry, Goldman, Matlack, and Siporin).

The Bulletin reports: “What had been only a pipe dream of dedicated and creative women in the University and surrounding community will begin operation in the Fall Term 1972 and will be one of the first programs of its kind in the country.”

Photo Credit: The History of Women at Pitt Exhibit
see www.provost.pitt.edu/whistory/credits.html

Certificates in Women’s Studies

In 2006-07, there were 32 MA, 30 PhD, and 108 undergraduate students enrolled in the Women’s Studies Program.

In that year, the program awarded 11 graduate certificates and 21 undergraduate certificates.

In 2007, Women’s Studies Certificates were renamed: Certificates in the Study of Women, Gender, and Sexuality

An Interdisciplinary Academic Program
The Women’s Studies Program is an interdisciplinary academic program focusing on women, gender, and sexuality. Women’s Studies courses together with cross-listed courses in various departments across the university provide opportunities for students and faculty to explore the changing roles of gender in the United States and globally as it intersects in complex ways with such factors as race, class, ethnicity, ability, and sexual orientation.

Audrey Murrell, professor of business administration, was the recipient of the inaugural Iris Marion Young Award for Political Engagement.

Photo Credit: Pitt Chronicle

Provost’s Advisory Committee on Women’s Concerns