

April 5, 2018  
Office of the Provost Inaugural e-newsletter for Faculty

Dear Colleagues,

The Office of the Provost has partnered with many groups across the University to introduce or enhance programs and resources for all faculty. As just one example, I am pleased to introduce this first edition of a new faculty e-newsletter to keep you informed of the many opportunities and developments of interest at Pitt. Keep reading to learn about ongoing initiatives, and where to find additional information.

**National Center for Faculty Development and Diversity (NCFDD):** The University of Pittsburgh has just become a member of NCFDD, which is designed to help faculty, postdocs, and graduate students thrive in academia. NCFDD focuses on helping academics "...achieve extraordinary writing and research productivity...." From webinars to mentoring to an intensive training program called the "Faculty Success Program," Pitt's faculty, postdocs and graduate students can now take advantage of all that NCFDD provides. For enrollment information, visit the Provost's Web site ([www.provost.pitt.edu/faculty](http://www.provost.pitt.edu/faculty)). You can also learn more about NCFDD here: <https://www.facultydiversity.org/>

**Recruiting an Excellent and Diverse Faculty:** A helpful guide to assist in faculty recruiting has been developed. The guide has suggestions for creating a fair faculty recruiting process, for interview questions, and for evaluating candidates: [https://www.provost.pitt.edu/sites/default/files/FADD\\_RecruitingDiverseFaculty\\_L.pdf](https://www.provost.pitt.edu/sites/default/files/FADD_RecruitingDiverseFaculty_L.pdf) [link updated to most recent document May 2021]

**Faculty Development Workshop Series Spring 2018:** Join us at noon on the first Thursday of every month to further develop your leadership skills! On April 5, the series continues with "Developing Others," followed by "Negotiation Tips, Skills, and Strategies for Academic Leaders" on May 3. Boxed lunches are provided. Register here: <http://provost.pitt.edu/faculty/career-development-and-resources-faculty/professional-development-offerings>

**Institutions Developing Excellence in Academic Leadership – National (IDEAL-N):** Our work is ongoing as a partner institution in the [IDEAL-N](#) NSF-ADVANCE project to seed gender equity among STEM faculty. Pitt's effort is focused on encouraging and supporting the professional development and career progression of faculty, particularly mid-career faculty. Learn about the faculty writing groups, workshops, and other ways in which this initiative might help you.

**Provost's Advisory Committee on Women's Concerns (PACWC):** PACWC continues to focus on general issues of campus climate and programs as they affect women throughout the University. PACWC recently hosted a TIAA workshop on financial planning for women, and a panel discussion and workshop on leadership featuring Senior Vice Chancellors Patty Beeson, Kathy Humphrey, and Geovette

Washington. On March 1, PACWC and IDEAL-N co-sponsored the second annual "Celebration of Newly Promoted Women Faculty." Learn more about PACWC and the climate for women at Pitt here: <http://www.provost.pitt.edu/pacwc2>

**COACHE Update:** In 2016, the University of Pittsburgh partnered with the Collaborative on Academic Careers in Higher Education (COACHE) to administer COACHE's Faculty Job Satisfaction Survey to full-time faculty. Since then, we have focused on analyzing and disseminating survey results, and meeting one-on-one with deans and campus presidents to discuss findings. Custom presentations were given to several Senate committees. We are also systematically addressing areas in need of improvement. For example, compared to our peers, Pitt faculty are less satisfied with the clarity of tenure and promotion processes. To address this, we have created infographics highlighting survey results and offering good practices around specific topics, including:

- [Tenure Guidelines and Expectations](#)
- [Promotion from Associate Professor to Full Professor](#)

In addition, on March 1, we sponsored "An Overview of Tenure and Promotion Processes," in which panelists provided information and perspectives about tenure and promotion processes at the school-level and the University-level, and for faculty in the tenure-stream, tenured, and outside the tenure-stream. Plans are underway to offer this again in 2018-2019.

Visit [COACHE Survey of Full-Time Faculty](#) for more information about COACHE and to see University-level results, presentations, and infographics.

**Career Ladders for Faculty Outside the Tenure Stream:** Most schools and regional campuses now have career pathways and promotion processes in place for faculty outside the tenure stream. We continue to work with schools and regional campuses that have not yet finalized their promotion guidelines.

**Part-Time Faculty:** In the fall, the *University Times* published an article highlighting part-time salaries showing where progress has been made in adjustments to salaries on all campuses: <http://www.utimes.pitt.edu/?p=45688>. This spring we will be launching a survey of part-time faculty. Watch for additional information on this initiative.

**The Provost's Personalized Education Grant Program:** The Office of the Provost invited proposals from faculty, advisors, staff, and students to identify opportunities to enhance learning through tailored engagement in educational activities that reflect each student's unique identities, experiences, interests, abilities, and aspirations. Many

outstanding RFPs were submitted and awardees have been notified:

<http://personaled.pitt.edu/projects/grants-spring-2018>

**Innovation in Education Awards:** In support of the *Plan for Pitt*, in particular the strategic goal to advance educational excellence, the instructional grants program, Innovation in Education Awards, was again available this year to all faculty members. Awardees were recently announced. The eight proposals funded this year represent the Dietrich School of Arts and Sciences, Social Work, the Swanson School of Engineering, SHRS, Public Health, Pitt Bradford and Pitt Johnstown.

**Course Incubator Grants:** The Office of the Provost and the University Center for Teaching and Learning have established a grants program to assist faculty in transforming large enrollment classes to increase the success of our students. Pre-proposals from four faculty teams have been chosen to move on to the next phase of the grants program. Learn more here: <https://teaching.pitt.edu/course-incubator/>

I look forward to sharing the next newsletter with you soon. In the meantime, I encourage you to visit the Office of the Provost's Website for continuing updates: <https://provost.pitt.edu/faculty>. As always, your input, suggestions, and comments are most welcome!

Best wishes as we approach the end of the Spring semester.

Laurie

**Laurie J. Kirsch**

Vice Provost for Faculty Affairs, Development, & Diversity

Professor of Business Administration

826 Cathedral of Learning

University of Pittsburgh

Pittsburgh, PA 15260

[faculty@pitt.edu](mailto:faculty@pitt.edu)