

Annual Climate Report
July 1, 2014-June 30, 2015
Prepared by the Provost's Advisory Committee on Women's Concerns

The Provost's Advisory Committee on Women's Concerns (PACWC) wishes to acknowledge the following initiatives as indicative of a more positive climate for women at the University of Pittsburgh.

Increasing and Promoting Diversity among Faculty and Administration

The Provost's Office continues to monitor gender distribution in key areas of the University, including full professors, deans and department chairs.

- Of the department/division chairs, 84 are men and 29 are women, which is 26 percent women. This is a 2 percent increase over last year's numbers.
- From 1996-2014 the percentage of full professors with tenure who are women has increased by 7 percentage points, from 14 percent to 21 percent in the Provost Area Schools (a 48 percent increase); by 9 percentage points, from 13 percent to 22 percent (a 74 percent increase) in the Schools of the Health Sciences; and by 8 percentage points, from 14 percent to 22 percent overall at the University (a 55 percent increase).

The Provost's Office continues to monitor appointments of women to higher administration and faculty leadership positions:

- Eva Blum was appointed Chairperson of the Board of Trustees
- Kathy Humphrey was named Senior Vice Chancellor for Engagement, Chief of Staff and Secretary to the Board of Trustees
- Geovette Washington was selected as Senior Vice Chancellor and Chief Legal Officer
- Rebecca Bagley was appointed as Vice Chancellor for Economic Partnerships
- Pam Connelly was appointed Associate Vice Chancellor of Diversity and Inclusion
- Jennifer Woodward was named Associate Vice Provost for Research
- Jean Burgess was named Associate Dean of Administration and Finance for the School of Health and Rehabilitation Sciences
- Lindsay Matsumura was appointed Associate Dean in the School of Education
- Lara Putnam was named Chair of the History Department
- Donna Sanft was appointed as the Associate Dean of Students for Special Projects and Compliance

The Provost's Office continues to monitor appointments of women to distinguished faculty positions:

- Anne B. Newman was named Kathrine M. Detre Endowed Chair of Population Health Sciences
- Mary L. Phillips was named Pittsburgh Foundation-Emmerling Endowed Chair in Psychotic Disorders
- Marcia Landy was named Emeriti Distinguished Professor of English

The Provost's Inaugural Lectures included five women celebrating their appointments:

- Ivet Bahar as Distinguished Professor of Computational and Systems Biology
- Anne B. Newman as the Kathrine M. Detre Endowed Chair of Population Health Sciences
- Jacqueline Dunbar-Jacob as Distinguished Service Professor of Nursing
- Nancy Davidson as Distinguished Professor of Medicine
- Beatriz Luna as Staunton Professor of Psychiatry and Pediatrics

On the Board of Trustees, there are 11 voting members who are women out of a total of 50 voting members. This is 22 percent women and is the highest percentage since the data was first collected in 2001, when 9 percent of the members were women.

Awards and Rankings

Among the notable rankings, the University of Pittsburgh School of Nursing is ranked number 5 nationwide in an inaugural annual ranking of nursing schools that offer master's or doctorate degrees by *U.S. News & World Report* and the Graduate School of Public Health was ranked 13th among the schools of public health across the U.S. as listed by the *U.S. News Best Grad School* rankings. Also listed in the *U.S. News* report, Pitt's graduate programs in education, engineering and business all ranked in the top 25 among public universities. For the fifth year, Pitt was listed as one of the best colleges as ranked by *Princeton Review's Best Colleges* and ranked a "Best Value" by *Money Magazine*.

University Recognition

One woman faculty member out of four was named as a recipient of the Provost's Award for Excellence in Mentoring (Catherine Palmer-of the Department of Communications, Science and Disorders in the School of the School of Health and Rehabilitation Sciences).

Two women faculty member out of five were named as recipients of the Chancellor's Distinguished Research Award (Jane Cauley of the Department of Epidemiology in the Graduate School of Public Health, and Marlene Cohen of the Department of Neuroscience in the Dietrich School of-Arts and Sciences).

Three women faculty members out of five were named as recipients of the Chancellor's Distinguished Teaching Award (Gretchen H. Bender of the Department of History of Art and Architecture in the Dietrich School of Arts and Sciences, Giselle Hamad of the Department of General Surgery in the School of Medicine, and Melissa McGivney of the Healthy Policy Institute in the School of Pharmacy).

No women faculty members out of three were named as recipients of the Chancellor's Distinguished Public Service Award.

One woman alumnae out of two was named as a recipient of the Distinguished Alumni Fellow Award (Eva Tansky Blum– A&S 1970, School of Law 1973).

Two women staff members out of two were named as recipients of the Chancellor's Excellence in Service to the University Award (Philippa K. Carter, Manager of Diversity Initiatives, from the Dietrich School of Arts and Sciences, and Barbara J. Early, Director of the Multidisciplinary Acute Care Research Organization).

Two women staff members out of three were named as recipients of the Chancellor's Award for Staff Excellence in Service to the Community (Tami Haslett, a pre-press technician from the Office of University Communications, and Sharen Radzavich, an administrative assistant from the University of Pittsburgh at Bradford)

Networking and Professional Development

PACWC and the Gender, Sexuality, and Women's Studies program co-sponsored the Annual Lecture and Reception Welcoming New Women Faculty on October 13, 2014. The event featured a lecture by Professor of History Lara E. Putnam and was entitled "Can We Worry about Children without Pathologizing Parents? Evidence from Transnational Black History." Over 65 attended the event, including 16 new women faculty members who were welcomed at this year's event.

PACWC and TIAA-CREF co-sponsored several workshops which focused upon financial planning and retirement issues that are of concern to women. TIAA-CREF presented three workshops. The first was held on April 16 and focused on mid-to-late career women with 94 attendees, the second workshop was held on May 13 that focused on early career women and had 47 attendees, and the third workshop was a webinar presented on June 18 which allowed for a broader reach to female faculty and staff who were not able to attend the on-campus workshops. This webinar had 81 attendees log on and participate in the event.

The Provost's Office sponsored end-of-semester receptions for senior women administrators (in December and April).

The Office of Academic Career Development for the Health Sciences offered a two-day Women in Medicine and Science Forum on April 23rd and 24th. The event celebrated and highlighted the presence and accomplishments of women in medicine and provided workshops on skills for negotiating and networking.

Preventing Sexual Harassment and Discrimination

The University launched the Campus Climate Survey on April 2, 2015. All degree-seeking students on all Pitt campuses received an invitation to participate in the survey. Pitt is one of 28 AAU universities participating in this standardized survey to understand the campus climate on sexual assault and harassment and to provide valuable insight into ways to address these issues.

The Provost has also convened an ad hoc committee on sexual assault and harassment to undertake a comprehensive review of existing University policies, procedures and guidelines

related to sexual harassment, sexual violence and discrimination to ensure they are current and are in conformance with current regulations and expectations, including those surrounding Title IX, the Violence Against Women Act, and other related legislation.

Diversity Programming for Faculty Development

Following the success of the June 2014 Diversity 2020 Summit,¹ the 2015 Provost's Diversity Institute for Faculty Development was created in collaboration with CIDDE. The Diversity Institute was designed to offer the University of Pittsburgh faculty the opportunity to increase awareness about diversity in the curriculum and inclusion in the classroom. Several events were offered to help faculty develop the skills needed to teach in a diverse, multicultural environment.

This year's Institute began with a kick-off event in May entitled "Who Needs This?" This interactive theater performance and workshop focused on race relations in the classroom and was led by Theater Delta, Interactive Theater for Social Change. The performance was a thought-provoking session designed to enlighten participants about race relations and the student experience. There were 48 attendees at the theater performance and 33 attendees at the follow-up interactive workshop.

The Institute also included three, two-day faculty development workshops. Attendance was capped at these three workshops due to pedagogical design as well as space constraints. The first, "Building Faculty Awareness and Capacity – Discovering the Role of Unconscious Bias in Classroom Pedagogy and Dynamics" attracted 35 attendees (with a waitlist of 30).

The second workshop was titled "An Inclusive Classroom: Practical Lessons and Techniques for Constructing a Truly Open Learning Environment for LGBTQIA Students" which had 34 attendees (with 13 on the waiting list). The third workshop on "Race in America" attracted 39 attendees (with a waitlist of 13).

Provost Patricia Beeson convened a Task Force on Diversity Programming for Faculty Development in January 2015. The Provost directed the task force to build on the momentum of the Diversity 2020 Summit and the Diversity Institute to develop recommendations for faculty development programs and activities to offer in the 2015-2020 timeframe focusing on diversity in the curriculum and inclusion in the classroom.

¹ The Diversity 2020 Summit was designed to kick off a year-long conversation within the University of Pittsburgh community about diversity in the curriculum, and ways to promote diversity awareness across the faculty and in the curriculum. The event included reflections from Diversity Fellows who had participated in past Diversity Seminars, external speakers, a student panel, and facilitated small-group discussions and exercises. Over 70 people attended this event.

