

**Annual Climate Report
July 1, 2015-June 30, 2016**

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 Gender Diversity among Faculty and Administration

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

- Of the department/division chairs, 87 are men and 29 are women, which is 25 percent women. This is a 1 percent decrease from last year's numbers.
- From 1996-2016, the percentage of full professors with tenure who are women has increased by 7 percentage points, from 14 percent to 21.5 percent in the Provost Area (a 51% increase); by 10 percentage points from 13 percent to 23 percent (an 80% increase) in the Schools of the Health Sciences; and by 8 percentage points, from 14 percent to 22 percent overall at the University (a 59% increase).
- In the fall of 2016, there are approximately 1,881 women faculty, representing 41.6% of all of the faculty. This is an almost 1 percentage point increase from last year, when women made up 40.7% of all faculty. Women make up 47% of all assistant professors, an increase of more than 1 percent point from last year. Women make up 28.9% of all tenured faculty, an increase of more than 0.5 percentage point from last year. Women make up 38.5% of all associate professors with tenure, an almost 1 percentage point increase from last year.

Note: Fall 2016 data are current as of September 30, 2016

The Office of the Provost continues to monitor appointments of women to higher administration and faculty leadership positions. During fiscal year 2016:

- Susan Rogers was appointed as Vice Chancellor for Communications
- Cynthia Moore was appointed as Deputy Secretary and Senior Associate General Counsel
- Jane Cauley was appointed Associate Dean for Research in the Graduate School of Public Health
- Velpandi Ayyavoo was appointed Associate Dean for Faculty Affairs in the Graduate School of Public Health
- Kellie Anderson was appointed as Interim Vice Chancellor for Health Sciences Development
- Debora Miller was appointed Associate Dean for Strategic Initiatives in the School of Health and Rehabilitation Sciences
- Melissa McGivney was appointed Associate Dean for Partnerships in the School of Pharmacy

- Kay Brummond was named Chair in the Department of Chemistry
- Kathleen Musante was named Chair in the Department of Anthropology
- Elizabeth Skidmore was named Chair in the Department of Occupational Therapy
- Lise Vesterlund was named Chair in the Department of Economics

Appointments of women to distinguished faculty positions include:

- Renate Kosinski was named Distinguished Professor of French in the Dietrich School of Arts and Sciences
- Patricia Kroboth was named Distinguished Service Professor of Pharmacy and also named the Dr. Gordon J. Vanscoy Endowed Chair in Pharmacy in the School of Pharmacy
- Sarah L. Gaffen was named as the Gerald P. Rodnan Rheumatology Professorship Endowed Chair in the School of Medicine
- Alison Gimbel was named the UPMC Chair in Translational Pulmonary and Critical Care Medicine in the School of Medicine
- Elizabeth Lyon was named the interim Doreen E. Boyce Chair in the School of Information Sciences
- Nancy Minshew was named the University of Pittsburgh Endowed Chair in Autism Research in the School of Medicine
- Sally Morganroth was named the UPMC Chair in Airway Biology in the School of Medicine
- Anuradha Ray was named the Chair in Lung Immunology in the School of Medicine
- Shari Rogal was named the John J. Fung/Astellas Pharma US, Inc., Assistant Professorship in Transplant Surgery in the School of Medicine

The Provost's Inaugural Lectures included one woman celebrating her appointment:

- Dr. Angela Gronenborn as Distinguished Professor of Structural Biology in the School of Medicine

University Recognition

No women faculty members were named as a recipient of the 2016 Provost's Award for Excellence in Mentoring.

Three women faculty member out of five were named as recipients of the 2016 Chancellor's Distinguished Research Award:

- Lucy Fischer of the Department of English in the Dietrich School of Arts and Sciences
- Xu Liang of the Department of Civil and Environmental Engineering in the Swanson School of Engineering
- Cecilia Lo in the Department of Developmental Biology in the School of Medicine

Two women faculty members out of five were named as recipients of the 2016 Chancellor's Distinguished Teaching Award:

- Vicky Hoffman of the Joseph M. Katz Graduate School of Business and College of Business Administration

- Nancy Pfenning of the Department of Statistics in the Dietrich School of Arts & Sciences

One woman faculty member out of two was named as a recipient of the 2016 Chancellor's Distinguished Public Service Award:

- Lauren Jonkman, Department of Pharmacy and Therapeutics in the School of Pharmacy

No women alumnae were named as a recipient of the Distinguished Alumni Fellow Award.

In place of the annual Chancellor's Award for Staff for Excellence in Service to the University and the Chancellor's Award for Staff for Excellence in Service to the Community, the University has instituted a wider array of Chancellor's Staff awards, including awards in categories that align with the goals of Pitt's strategic plan. Categories are: career achievement, early career achievement, administrative and operational efficiency, diversity and inclusion, student impact, institutional citizenship, support and service to the University, community impact, research impact and mentoring.

Five women staff members out of ten were named as recipients of the 2016 Chancellor's Staff Awards:

For the career achievement award:

- Margaret A. Havran, managing editor of the journal boundary 2, from the Dietrich School of Arts and Sciences

For the diversity and inclusion award:

- Macrina Chelagat Lelei, acting director of the African studies program, from the University Center for International Studies

For the early career award:

- Elizabeth S. Stoye, graduate administrator, from the Dietrich School of Arts and Sciences

For the mentoring award:

- Joelleen P. Yerace, senior director of constituent relations, from the Office of Institutional Advancement

For the research impact award:

- Shannon Valenti, research facilitator, from the Clinical and Translational Science Institute

Networking and Professional Development for Women

PACWC and the Gender, Sexuality, and Women's Studies program co-sponsored the Annual Lecture and Reception Welcoming New Women Faculty on October 7, 2015. The event featured a lecture by Associate Professor of Human Genetics Lisa S. Parker and was entitled "Gender, Genes, and Justice." Over 90 attended the event, including 27 new women faculty members who were introduced and welcomed at this year's event.

PACWC sponsored two events during the Spring 2016 term in honor of Women's History Month. The first event was "Shaping Your Future through Mentoring" that was held on March 24, 2016 and featured a panel that highlighted women from across the University of Pittsburgh who have had successful experiences as mentors and mentees. The panelists shared their

experiences on initiating, developing, and growing successful mentoring partnerships. The panel was moderated by Colleen O. Fedor, Executive Director of the Mentoring Partnership of Southwestern Pennsylvania and the panelists were Dr. Bitá Moghaddam, Professor of Neuroscience and Psychiatry with her two mentees, Dr. Anne-Marie Oswald, Assistant Professor of Neuroscience and graduate student Meredyth Wegener. The second mentoring partnership was Coach Debbie Yohman, Head Coach of the Pitt Women's Gymnastics and her student athlete, undergraduate student Brittany West. The workshop had a very strong turnout with 35 attendees and others attending via live stream.

The second PACWC sponsored event was entitled "Workshop on Negotiating Skills for Women" that was held on March 31, 2016 and featured Ayana Ledford, the founding director of PROGRESS (Program for Research and Outreach on Gender Equity in Society). The workshop engaged participants in a thought-provoking discussion about the value of negotiation for women. The workshop quickly filled to capacity with an in-person attendance of 52 and others participating via live stream.

The Office of the Provost continued to sponsor end-of-semester receptions for senior women administrators, during which specific accomplishments of women are shared and recognized. Two events were held during the 2015-2016 academic year: one in December 2015 and one in April 2016. Approximately 35 women attended each reception.

The Office of Academic Career Development for the Health Sciences offered a two-day Women in Medicine and Science Forum on April 7 and 8. The event celebrated and highlighted the presence and accomplishments of women in medicine and provided workshops on skills for negotiating and networking.

The Pitt Women's networking tradition of "Hoopla" was continued this year. Over a hundred Pitt faculty, administrators and staff members gathered at the Peterson Events Center to network, break bread, listen to Coach McConnell-Serio and support the Pitt Women's basketball team.

University-wide Research Initiatives Focused on Improving the Climate for Women

Case Western Reserve University has received an IDEAL-N grant from the National Science Foundation to seed and institutionalize gender equity transformation in science and engineering disciplines by creating a networked learning community. The University of Pittsburgh has joined this effort as a partner institution, along with nine other academic institutions in Ohio and Pennsylvania. Each partner institution was asked to identify a core change team of three faculty who could serve as the project co-director, a change leader, and a social scientist. Serving in those roles for Pitt are Professors Laurie Kirsch (Office of the Provost) as co-director, Anne Robertson (Swanson School of Engineering) as change leader, and Kris Kanthak (Dietrich School of Arts and Sciences) as social scientist. The core team works broadly with others throughout the University of Pittsburgh to advance the IDEAL-N effort.

As a partner institution in this exciting initiative, Pitt is participating in a 3-year effort to identify and implement specific change efforts related to gender equity for faculty in science and engineering. The specific focus of Pitt's project is to build a culture that encourages and supports the professional development and career progression of mid-career women faculty. Pitt is

committed to creating an environment of encouragement and support to propel mid-career women faculty to their fullest potential.

The IDEAL-N project seeks to strengthen the culture at the University of Pittsburgh for women faculty in STEM disciplines (and by extension for all faculty) through collaboration with academic units and University committees such as PACWC. This means recognizing, and creating awareness about, the contributions of women faculty; providing opportunities for networking, interactions, and interdisciplinary collaborations among women faculty; removing barriers that slow the career progression of women faculty; supporting efforts to achieve work-life balance; and developing and offering a wide range of professional development programs designed to support personal growth and career progression. Ultimately, the goal is to strengthen the retention of women faculty in STEM disciplines, and improve faculty satisfaction with the workplace.

Preventing Sexual Harassment and Discrimination

In Spring 2015, Provost Patricia Beeson 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. In November 2015, the ad hoc committee submitted recommendations to Provost Beeson for review: a revised policy and new procedure on sexual misconduct (to replace the existing policy on sexual harassment), and a revised policy on faculty-student relationships (with a proposed new title of Consensual Sexual, Romantic, and Intimate Relationships with Students and Between Employees).

The revised policy and procedure on sexual misconduct were formally approved by Chancellor Pat Gallagher on June 30, 2016, following their endorsement by the Council of Deans (March 17, 2016), Faculty Assembly (May 10, 2016) and Senate Council (May 18, 2016). Policy 06-05-01 and Procedure 06-05-01 can now be accessed at www.policy.pitt.edu, under the category of “Health, Safety and Sexual Misconduct.” Plans are underway to communicate broadly about the revised policy and procedure. Relevant information is being incorporated into different venues for faculty, staff and students (e.g., orientations, retreats, websites, training workshops), and communications about the revised policy and procedure will be sent to the Pitt community in a variety of forms.

The revised policy on consensual relationships (Policy 02-04-03) proposed by the ad hoc committee has been presented to and discussed with Provost Beeson, the Council of Deans, and the Equity, Inclusion and Anti-Discrimination Advocacy Committee of the University Senate. It will be presented to Faculty Assembly in Fall 2016.

This past year, the Council of Deans endorsed the ad hoc committee’s proposal to require all faculty and graduate teaching and research assistants to complete training on the prevention of sexual harassment, “Discrimination and Harassment Prevention,” at least once every four years, in addition to completing training upon hire. The Office of Diversity and Inclusion, the Office of the Provost, and Human Resources are developing a plan to implement this new requirement.

Other Diversity and Inclusion Initiatives

The COACHE Survey of Faculty

The University of Pittsburgh joined the Collaborative on Academic Careers in Higher Education (COACHE), based at Harvard University. In February 2017, the COACHE survey of full-time faculty was launched by the Office of the Provost. All full-time tenured, tenure-stream, and non-tenure stream faculty (who are not new to the University and who are not in administrative roles) received a request to participate in the survey. The survey assesses individuals' perceptions about their experiences as faculty members at the University of Pittsburgh. The results of the survey will provide insight into how different groups of faculty, including women faculty, perceive the climate at Pitt. The survey closed in April 2015. Results are expected in the 2016-2017 academic year.

Diversity Programming for Faculty Development

Building on the success of the 2014 Diversity 2020 Summit¹ and the 2015 Provost's Diversity Institute for Faculty Development, and based on the 2015 recommendations of the Task Force for Diversity Programming, the Office of the Provost worked with the Center for Instructional Development and Distance Education (now known as the University Center for Teaching and Learning) to plan the 2016 Provost's Diversity Institute for Faculty Development. 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. As recommended by the Task Force, programs of differing lengths (from ½ day to an extended experience involving meetings throughout fall term) and of differing formats (interactive theater, traditional workshop, and movie viewing and discussion) were designed. Two "kick off" events were held in April 2016, sponsored by the Office of the Provost: first, an encore presentation and workshop from Theater Delta on race relations in the classroom; and second, in collaboration with the Office of Diversity and Inclusion, a viewing and facilitated discussion of a movie titled "What's Race Got To Do With It?" The movie viewing and discussion were open to all faculty, staff, and students.

The remaining workshops comprising the 2016 Provost's Diversity Institute for Faculty Development, offered in May and June 2016, were designed for, and promoted to, faculty and instructors, including full-time and part-time faculty across all campuses. These workshops were designed to build faculty awareness and capacity to teach a diverse, multicultural audience, to develop curricular materials reflecting a diverse audience, and to create a classroom environment that is inclusive, welcoming and respectful to all.

¹ The Diversity 2020 Summit, organized by the Office of the Provost and the Center for Instructional Development and Distance Education, 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.

An explicit goal of the 2016 Provost's Diversity Institute for Faculty Development was to expand both the scope of the programming beyond race and gender (which had been the focus of much of the prior diversity programming), and the reach of the programming to a broader group of faculty. A total of 288 individuals attended the 2016 Provost's Diversity Institute for Faculty Development, up from 197 who attended the 2015 Institute. Of the 288 attendees, 151 unique individuals attended, as compared to 102 unique individuals attending the 2015 Institute. This represents a 48% increase in individual attendees. Not only was there a significant increase in the number of attendees in 2016, but 80 new faculty – faculty who had not attended diversity programming in the past – attended at least one workshop in 2016.

University Senate & Diversity and Inclusion

Chancellor Gallagher challenged the Senate Council to consider the issues of diversity and inclusion, specifically as how they should be understood and practiced at Pitt and deal with these matters proactively, rather than reactively. A working group was formed made several recommendations, several of which were accepted and effectuated, such as engaging in an open discussion at a Council Meeting and designating a Year of Diversity. During the 2016-2017 year, an expanded committee will explore the remaining issue of developing institutional statement of values.

Office of Diversity and Inclusion Initiatives

During the 2015-2016 academic year, the Office of Diversity and Inclusion:

- Launched Office of Diversity and Inclusion website containing a central resource for policies, procedures, resources and events;
- Hosted Vice President Joe Biden who spoke to the University community about sexual misconduct;
- Launched an on-line bias incident reporting system;
- Created and delivered several new training modules relating to discrimination, harassment, Title IX, searching for excellence and diversity, and microaggressions;
- Brought to campus nationally acclaimed speaker on consent Mike Domish;
- Updated the campus wide directory of lactation rooms and created a map which can be found at www.diversity.pitt.edu/diverse-populations/lactation-rooms;
- Held a university-wide diversity retreat. Over 120 people attended, including members of administration, faculty and staff from every school at the University; and
- Created a Diversity Resource and Reference guide.

Additional Information

For more information about gender equity, the climate for women, and other diversity and inclusion initiatives at the University of Pittsburgh, visit:

Office of Diversity and Inclusion
Provost's Advisory Committee on Women's Concerns

www.diversity.pitt.edu
www.provost.pitt.edu/pacwc/