

**Annual Climate Report
July 1, 2016–June 30, 2017**

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. The following charts show data for recent years, as well as data over time so that trends can be observed.

- In 2017, 87 department and division chairs are men and 30 are women. This corresponds to 26 percent of chairs who are women, which is a 1 percent increase from the prior year. The number and percentage of women serving as department and division chairs across the University of Pittsburgh has continued to increase over time, from 17 chairs (20%) in 1996 to 30 chairs (26%) in 2017.

Number and Percentage of Department/Division Chairs: 1996 to 2017

	1996		2006		2016		2017	
# Women / % Women	17	20%	22	22%	29	25%	30	26%
# Men / % Men	69	80%	76	78%	87	75%	87	74%

- From 1996 to 2017, the percentage of full professors with tenure who are women has increased in the Provost area schools, in the schools of the Health Sciences, and in the University overall. In the Provost area schools, the percentage of women full professors with tenure increased by 9 percentage points, from 13 percent to 22 percent (a 69% increase). The schools of the Health Sciences saw an increase of 11 percentage points from 12 percent to 23 percent (a 92% increase). For the University overall, the percentage of full professors with tenure who are women increased by 10 percentage points from 1996 to 2017, from 13 percent to 23 percent (a 77% increase).

Percentage of Women Full Professors with Tenure: 1996 to 2017

	1996	2006	2016	2017
Provost Area	13%	20%	22%	22%
Health Sciences	12%	19%	23%	23%
University Overall	13%	20%	22%	23%

- From 1996 until 2017, the percentage of women faculty increased from 31 percent in 1996 to 43 percent in 2017. From 2016 to 2017, there is a 1 percentage increase in women faculty: of the approximately 4600 full-time faculty in the fall of 2017, about 1980 are women. Considering the various faculty ranks, there are small changes in percentages from last year to this year. Specifically, in 2017, women make up 41 percent of tenure stream assistant professors, a decrease of one percentage point from the prior year. In 2017, women make up 39 percent of all associate professors with tenure, with no change from last year. In 2017, women make up 23 percent of all full professors with tenure, compared to 22 percent in 2016. Women make up 49 percent of all faculty outside the tenure stream, an increase of two percentage points from the prior year.

While there are few differences in recent years in terms of the percent of women in various faculty ranks, there are noticeable differences over time in the percentages of tenured associate and full professors who are women: since 2006, the percentage of tenured associate professors who are women rose to 39 percent from 30 percent, while the percentage of tenured full professors who are women increased from 20 percent to 23 percent.

Percentage of Women Faculty by Rank: 1996 to 2017

	1996	2006	2016	2017
All Women Faculty	31%	37%	42%	43%
Tenure Stream Assistant Professors	37%	43%	42%	41%
Associate Professors with Tenure	25%	30%	39%	39%
Full Professors with Tenure	13%	20%	22%	23%
Faculty Outside the Tenure Stream	39%	43%	47%	49%

Note: Fall 2017 data are current as of September 30, 2017

As part of the University of Pittsburgh’s participation in the IDEAL-N project to seed gender equity in the STEM disciplines, an initiative led by Case Western and funded by an NSF ADVANCE grant (see detailed description later in this report), we also monitor gender distribution across faculty in Science and Engineering (S&E) departments, beginning in 2014.

For the purpose of the IDEAL-N effort, S&E departments at Pitt include (by school):

Kenneth P. Dietrich School of Arts and Sciences (Departments of: Biological Sciences; Chemistry; Computer Science; Economics; Geology and Environmental Science; Mathematics; Neuroscience; Physics and Astronomy; Political Science; Psychology; Sociology; and Statistics)

Swanson School of Engineering (Departments of: Bioengineering; Chemical and Petroleum Engineering; Civil and Environmental Engineering; Electrical and Computer Engineering; Industrial Engineering; and Mechanical Engineering and Materials Science)

School of Information Sciences (Programs: Information Science and Technology; Library and Information Science; and Telecommunications and Networking Programs)

- From 2014 to 2016, the time period of reporting for IDEAL-N, the number and percentage of tenured women faculty in the IDEAL-N-defined science and engineering departments increased from 56 to 64, or from 19 percent of the tenured faculty to 21 percent. The number and percentage of tenure-stream faculty, however, decreased from 29 to 27 (or from 29 percent to 26 percent). The number of women faculty outside the tenure stream increased from 64 to 83, which represents a 2 percent increase (from 42 percent to 44 percent). In total, from 2014 to 2016, the number of women faculty in science and engineering departments increased from 149 to 174, which represents a 2 percent increase (from 27 percent to 29 percent).

Faculty Composition in IDEAL-N S&E Departments: 2014 to 2016

		2014		2015		2016	
		N	%	N	%	N	%
Tenured	Female	56	19%	59	19%	64	21%
	Male	246	81%	251	81%	243	79%
Tenure-Track	Female	29	29%	28	29%	27	26%
	Male	70	71%	69	71%	76	74%
Tenured and Tenure-Track	Female	85	21%	87	21%	91	22%
	Male	316	79%	320	79%	319	78%
Non-Tenure Track	Female	64	42%	75	45%	83	44%
	Male	88	58%	91	55%	106	56%
Total	Female	149	27%	162	28%	174	29%
	Male	404	73%	411	72%	425	71%

- Between 2014 and 2016, the number of women who are full professors in the IDEAL-N science and engineering departments increased from 30 in 2014 to 33 in 2015 to 35 in

2016. The number of endowed chairs who are women remained constant at one, while the number of distinguished faculty who are women increased from three to four during this time period. The number of female department chairs also increased from 3 in 2014 to 4 in 2016. During this time period, the deans of the Dietrich School, the Swanson School, and the School of Information Sciences are men. In 2016, two associate deans of these schools are women, up from one in 2014.

Leadership Positions in IDEAL-N S&E Departments: 2014 to 2016

	2014			2015			2016		
	All	Female	URM	All	Female	URM	All	Female	URM
Full Professors	176	30	4	187	33	6	186	35	6
Endowed Chairs & Distinguished Faculty	31	4	2	33	4	2	36	5	2
Department Chairs	15	3	0	18	4	0	18	4	0
Deans	3	0	0	3	0	0	3	0	0
Associate Deans	8	1	1	9	2	1	9	2	1

University Leadership

The Office of the Provost continues to monitor appointments of women to higher administration and faculty leadership positions across the University. During fiscal year 2017:

- Three of the four new appointees to the Board of Trustees are women:
 - Tamara M. Haddad
 - Jeannine T. Schoenecker
 - Hon. Shawndya L. Simpson
- Cheryl Johnson was appointed Vice Chancellor for Human Resources
- Heather Lyke was appointed as Director of Athletics
- Kathleen Blee was named the Bettye J. and Ralph E. Bailey Dean of the Kenneth P. Dietrich School of Arts and Sciences and Dean of the College of General Studies
- Valerie Kinloch was named the Renée and Richard Goldman Dean of the School of Education
- Kornelia Tancheva was named Hillman University Librarian and Director of the University Library System

- Mary Besterfield-Sacre was appointed Associate Dean for Academic Affairs in the Swanson School of Engineering
- Jessica Burke was appointed Associate Dean for Academic Affairs in the Graduate School of Public Health
- Jacqueline Horrall was appointed Vice President for Academic Affairs at the University of Pittsburgh at Greensburg
- Debora Miller was appointed Vice Dean in the School of Health and Rehabilitation Sciences
- Nancy Tannery was appointed Assistant Provost in the Office of the Provost
- Leanne Bowler was named co-Chair in the Department of Information Culture and Data Stewardship
- Elizabeth Lyon was named co-Chair in the Department of Information Culture and Data Stewardship
- Yu Cheng was named Interim Chair in the Department of Statistics
- Julie Fiez was named Chair in the Department of Psychology
- Gwendolyn Sowa was named Chair in the Department of Physical Medicine and Rehabilitation
- Christel Temple was named Chair in the Department of Africana Studies

University Recognition and Awards

Appointments of women to distinguished faculty, endowed chairs, and endowed professorships include:

- Tia-Lynn Ashman was named Distinguished Professor of Evolution and Ecology in the Dietrich School of Arts and Sciences
- Jennifer Whiting was named Distinguished Professor of Philosophy in the Dietrich School of Arts and Sciences
- Vivian Curran was named Distinguished Professor of Law in the School of Law
- Jane Cauley was named Distinguished Professor of Epidemiology in the Graduate School of Public Health
- Sharon Alvarez was named the Thomas W. Olofson Chair in Entrepreneurial Studies in the Joseph M. Katz Graduated School of Business
- Catherine Lamberton was named the Ben L. Fryrear Chair in Marketing in the Joseph M. Katz Graduate School of Business
- Vanitha Swaminathan was named the Thomas Marshall Chair in Marketing in the Joseph M. Katz Graduate School of Business
- Catherine Bender was named the Nancy Glunt Hoffman Endowed Chair in Oncology Nursing in the School of Nursing
- Hulya Bayir was named the Chair in Critical Care Pediatric Research in the School of Medicine
- Gwendolyn Sowa was named the Physical Medicine and Rehabilitation Chair in the School of Medicine

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

- Renate Blumenfeld-Kosinski as Distinguished Professor of French in the Dietrich School of Arts and Sciences
- Vivian Curran as Distinguished Professor of Law in the School of Law
- Sarah Gaffen to the Gerald P. Rodnan Rheumatology Professorship in the School of Medicine
- Beatriz Luna as Staunton Professor of Psychiatry and Pediatrics in the School of Medicine

One woman faculty member out of four was named as a recipient of the **2017 Provost's Award for Excellence in Mentoring:**

- Andrea Kriska of the Department of Epidemiology in the Graduate School of Public Health

One woman faculty member out of five was named as a recipient of the **2017 Chancellor's Distinguished Research Award:**

- Kara Anne Bernstein of the Department of Microbiology and Molecular Genetics in the School of Medicine

Two women faculty members out of four were named as recipients of the **2017 Chancellor's Distinguished Teaching Award:**

- Melissa Marks of the Division of Behavioral Sciences at the University of Pittsburgh at Greensburg
- Cindy Skrzycki of the Department of English in the Dietrich School of Arts & Sciences

No women faculty members out of one were named as a recipient of the **2017 Chancellor's Distinguished Public Service Award.**

Two women alumnae out of four were named as recipients of the **Distinguished Alumni Fellow Award:**

- Carol McGrevin – School of Education 1964
- Marna Cupp Whittington –Dietrich School of Arts and Sciences 1970 & 1974

In 2016 the University replaced existing staff awards and 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. Recipients of the **2017 Chancellor's Staff Awards** have not yet been announced.

The **Diversity in the Curriculum Awards** were created and announced to celebrate and reward Pitt faculty who are making diversity and inclusion a part of their teaching practices. Sponsored by the Office of the Provost and the University Center for Teaching and Learning, the awards recognize impact and excellence in areas such as updated curriculum, expanded cultural awareness, development of teaching methods that are especially inclusive and interactive,

consciously created learning environments that are welcoming and inclusive, and other changes that positively impact aspects of diversity and inclusion in the classroom. Faculty who have participated in the Provost's Diversity Institute for Faculty Development or in the University Center for Teaching and Learning's faculty development programs in diversity are eligible to apply for the Diversity in the Curriculum Awards. Faculty award winners will be announced at the annual diversity luncheon in Fall 2017.

Recognizing and Celebrating Contributions of Women Faculty

PACWC and the Gender, Sexuality, and Women's Studies program co-sponsored the **Annual Lecture and Reception Welcoming New Women Faculty** on September 28, 2016. The event featured a lecture by Distinguished Professor of French Renate Blumenfeld-Kosinski and was entitled "Medieval Holy Women as Political Strategists." Over 85 attended the event, including 19 new women faculty members who were introduced and welcomed at this year's event.

To complement the Fall event, a new Spring event was created to recognize and celebrate the accomplishments of women faculty across the University. The inaugural **Celebration of Newly Promoted Women Faculty** was held on March 2, 2017. The celebration featured a presentation by a panel of experienced women faculty who offered their perspectives and advice for successful academic careers. The panelists for the event were Professors Valire Carr Copeland (Social Work), Susan Meyer (Pharmacy), and Lise Vesterlund (Arts and Sciences), and the panel was moderated by Professors Anne Robertson (Engineering) and Kristin Kanthak (Arts and Sciences). This event emanated from Pitt's participation in IDEAL-N (see below). About 71 attended the event, including 36 newly promoted women faculty who were introduced. PACWC will sponsor this event going forward.

Networking, Communication, and Outreach

The Pitt Women's networking tradition of **Hoopla** was continued this year. 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.

A flyer was created to highlight diversity and inclusion resources available to faculty through the Office of the Provost. This flyer has been distributed at multiple events, including the Office of Diversity and Inclusion's annual Diversity Retreat, PACWC-sponsored events, and faculty development programs.

The Office of the Provost's faculty website (<http://www.provost.pitt.edu/faculty>) has been extensively updated to provide faculty with more and updated information about resources, programs, policies, guidelines, and procedures. A significant amount of content was added to the website, and the material was reorganized to improve its accessibility. Content is provided in four categories: Recruiting, Retaining, and Recognizing Faculty; Career Development and Resources for Faculty; Faculty Guidelines and Processes; and University Policies, Procedures, and Resources.

The PACWC website (<http://www.provost.pitt.edu/pacwc>) was extensively updated over the past few years. The website includes a number of resources on leadership, mentoring, diversity, caregiving across the lifespan, information on upcoming events, and more.

A website for the “Spotlight on Women Leaders” program was created (<http://www.provost.pitt.edu/initiatives/spotlight-women-leaders>). This program was created by the Provost’s Advisory Committee on Women’s Concerns (PACWC) to celebrate, share, and inspire women’s leadership across the University of Pittsburgh. The goal is to honor women mentors, role models, and leaders who have dedicated themselves to the advancement of the Pitt community through personal and professional effort. These are women of impact who have modeled leadership through their actions, who have made significant contributions to Pitt programs and initiatives, and who have made a difference to the Pitt community. By celebrating a diverse and inclusive group of University of Pittsburgh women leaders – faculty, staff, and students – PACWC hopes to encourage other women to aspire to leadership roles.

Three “Spotlight” videos were filmed during 2016-2017, which feature three prominent and senior women leaders at the University: Patricia Beeson (Provost and Senior Vice Chancellor), Kathy Humphrey (Senior Vice Chancellor for Engagement, Secretary of the Board of Trustees, and Chief of Staff), and Geovette Washington (Senior Vice Chancellor and Chief Legal Officer).

The Office of Diversity and Inclusion website (www.diversity.pitt.edu) and the Title IX website (<http://titleix.pitt.edu/>) have also been updated. New additions of interest include:

1. an on-line bias incident reporting system found at <http://www.diversity.pitt.edu/report-incident>;
2. a sexual misconduct educational video on what it means to be a Responsible Employee under Title IX: https://www.youtube.com/watch?v=QGPbM_QQUGc; and
3. A video explaining what happens after you report to Title IX: <https://www.youtube.com/watch?v=ZeBQoPthHLQ&t=2s>.

Paid Parental Leave

Staff

The Office of Human Resources, at the request of the Staff Association Council, announced the adoption of a new Paid Parental Leave benefit for full-time and part-time regular staff.

The Paid Parental Leave allows for four consecutive weeks (20 work days) of paid maternity/paternity leave that can be used during the 12 months immediately following the birth, adoption, or foster care placement of a child. The staff member must be at least 50% effort and employed in a benefits-eligible position for at least 6 months to be eligible for this leave. Part-time regular staff, who are 50% effort or greater are eligible for a prorated amount of the 20 paid parental leave days based on their percent effort.

Leaves for the birth, adoption, or foster care placement of a child that occur on or after July 1, 2017 will be eligible for Paid Parental Leave. The leave will run concurrently with the University's Family Medical Leave Act (FMLA) and Short-Term Disability (STD) programs. The staff member is still required to file for FMLA/STD with MetLife when taking the Paid Paternal Leave.

Faculty

Medical and family leave for faculty continues to be administered according to University Policy and Procedure 02-11-01 *Faculty Medical and Family Leave*. Faculty members are eligible for parental leave. For faculty in the tenure stream, and when specific conditions are met, the academic year in which the leave is taken may not be counted towards the mandatory tenure review. The number of faculty taking maternity or paternity leave during 2015-2016 and during 2016-2017 are relatively consistent overall, although the number of tenure stream faculty taking the leave increased from 18 in 2015-2016 to 29 in 2016-2017. Generally speaking, more women than men take parental leave. In 2016-2017, for example, 59 women took maternity leave and 26 men took paternity leave. Also in 2016-2017, 100 percent (13 of 13) of tenure-stream faculty who took paternity leave also chose a tenure clock extension. By contrast, 75 percent (12 of 16) of tenure-stream faculty who took maternity leave also chose a tenure clock extension.

Maternity & Paternity/Parental Leave	2015-2016	2016-2017
Total Maternity/Paternity/Parental Leaves	84	86
Total Maternity Leaves	59	59
Total Paternity/Parental Leaves	25	27
Total Tenure Clock Extensions*	n/a	26
Total Tenure Clock Extensions w/o Leave**	n/a	n/a
Maternity/Paternity/Parental Leaves by Rank		
Tenure	9	6
Tenure Stream	18	29
Tenure Clock Extension	n/a	25
Non Tenure Stream	57	51
Maternity Leaves by Rank		
Tenure	7	3
Tenure Stream	12	16
Tenure Clock Extension	n/a	12
Non Tenure Stream	40	40
Paternity/Parental Leaves by Rank		
Tenure	2	2
Tenure Stream	6	13
Tenure Clock Extension	n/a	13
Non Tenure Stream	17	11
*tenure clock extension in conjunction with leave only started being tracked in 2016-2017		
**tenure clock extension without leave only started being tracked in 2017-2018		

Recruiting a Diverse and Excellent Faculty

The Office of the Provost, in collaboration with the Office of Diversity and Inclusion and the chairs of the academic unit diversity committees, developed a guide titled “Recruiting an Excellent and Diverse Faculty: Resources for Faculty Search Committees.” This guide provides faculty search committees with information about strengthening the pool of applicants, appropriate interview questions, and means of reducing implicit bias during faculty searches. The guide has been widely distributed, and is also available on the Office of the Provost website: <https://tinyurl.com/ya9agl7m>.

During 2016-2017, the Office of the Provost designed a Faculty Diversity workshop series related to faculty recruiting. Three sessions were offered on implicit bias and decision making, particularly in the context of faculty recruiting. A total of 90 attended the events, and all events were very well received. The events included: a Theater Delta interactive theater presentation and discussion called “Are You Aware?”; Dr. Ann Thompson’s workshop on “Understanding Unconscious Bias,” and Professor Kathleen Blee’s presentation on “How Bias Creeps into Decision-Making and How to Minimize Its Impact.” A recording of Professor Blee’s presentation and her slides can be found at: <http://www.provost.pitt.edu/faculty/recruiting-retaining-and-recognizing-faculty/implicit-bias>.

Dual Career Guidelines for Faculty

The Council of Deans approved a set of guidelines for a dual-career hiring program, which demonstrates our commitment “to recruit and retain the best faculty available for the University of Pittsburgh when partners also have academic careers.” The guidelines outline a process through which schools that wish to hire or retain key faculty members can work with other units within the University’s academic community to hire a faculty member’s partner in an academic capacity. Additional information on the dual-career hiring program can be found here: <http://www.provost.pitt.edu/sites/default/files/Memo%20to%20COD%20for%20Dual%20Career%20Hiring%20Program.pdf>.

From July 1, 2016 to June 30, 2017, 10* offers were approved by the Office of the Provost in support of dual career hires. Of the 10 offers approved, 6 (60%) were made for men who were the primary hire and 4 (40%) were made for women who were the primary hire.

* The above data may be incomplete, as offers made by schools in the Health Sciences are not reported to the Office of the Provost.

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

Case Western Reserve University has received an ADVANCE 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 initiative is called **IDEAL-N: Institutions Developing Excellence in Academic Leadership – National**. 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), Anne Robertson (Swanson School of Engineering), and Kris Kanthak (Dietrich School of Arts and Sciences). The core team works broadly with others throughout the University of Pittsburgh to advance the IDEAL-N effort. 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.

In addition to IDEAL-N's Celebration of Newly Promoted Women Faculty held on March 2, reported on earlier, a number of efforts are underway in support of the professional development and career advancement of mid-career women faculty at Pitt. A "Family Friendly Programs for Pitt Faculty" brochure (found here: <https://tinyurl.com/y96k8nxt>) was developed to aid in faculty recruitment and to provide all faculty with a guide about family friendly resources. Plans are underway to also develop a pilot program of writing groups for faculty. In addition, professional development workshops related to faculty career progression are being developed for the 2017-2018 academic year.

As part of IDEAL-N, the change team reports a number of data each year regarding faculty composition and leadership positions by gender in science and engineering departments. See pages 2 to 4 of this report to review this data.

Information about IDEAL-N can be found here: <http://provost.pitt.edu/faculty/recruiting-retaining-and-recognizing-faculty/ideal-n>.

Policy Updates: Sexual Misconduct and Consensual Relationships

In light of changes in the legal landscape around sexual misconduct due to the Violence Against Women Act (VAWA) amendments and the US Department of Education's interpretation and enforcement of Title IX, Provost Beeson convened an ad hoc committee in Spring 2015 to review our current policies related to sexual harassment, including the policy on faculty student relationships, to recommend appropriate revisions. The ad hoc committee was comprised of faculty, staff and students.

As previously reported, the efforts of the ad hoc committee led to the revised policy and new procedure on **sexual misconduct**; these 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 <http://www.cfo.pitt.edu/policies/policies.html>, under the category of "Health, Safety and Sexual Misconduct."

The ad hoc committee also proposed revisions to the faculty student relationships policy (02-04-03), focusing on **consensual relationships** between faculty and students, and between employees. In revising the existing policy, the ad hoc committee acknowledged that when individuals involved in a consensual romantic or sexual relationship are in positions of unequal power at the University, or closely work together, there is the potential for a conflict of interest,

favoritism, and exploitation. In order to protect the integrity of the University's academic and work environment, and recognizing the unpredictable nature of human relationships, the revised policy outlines limitations on consensual romantic, sexual or intimate relationships between faculty, staff and students at the University. Consensual relationships between faculty/staff and students that commence after the student has enrolled at the University are strongly discouraged and in certain situations, as discussed in more detail in the policy, not permitted. Similarly, consensual relationships between faculty/staff members who work closely together are usually ill-advised and in certain situations, as discussed in more detail in the policy, not permitted.

The revised policy on consensual relationships was endorsed by the Council of Deans, Faculty Assembly and Senate Council, and approved by Chancellor Gallagher in Spring 2017. The updated policy, now Policy 07-14-01, is accessible at the Office of the Chief Financial Officer website, Policies and Procedures page: <http://cfo.pitt.edu/policies/documents/Policy07-14-01web.pdf>

Diversity Programming for Faculty Development

The Office of the Provost, in collaboration with the University Center for Teaching and Learning, offered a wide range of programming designed to enhance diversity in the curriculum and inclusion in the classroom. 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 and offered. These included the launch of the second course in a diversity MOOC series, book discussions, film viewings and discussions, expanded series of workshops titled "Understanding Our Students," and live theater events.

In Fall 2016, an extended diversity experience was also offered as a pilot program for a group of six faculty. The faculty were joined by instructional designers from the University Center for Teaching and Learning and librarians from the University Library System. The group met four times during the fall semester, and faculty met individually with their assigned instructional designer and librarian several times. The process culminated in a final presentation delivered by the participating faculty that explained the pedagogic changes and enhancements they were making to their course(s). The program was well received, and will be expanded in the future.

Another major initiative for diversity programming is the annual **Provost's Diversity Institute for Faculty Development**, designed to offer Pitt faculty the opportunity to increase awareness about diversity in the curriculum and inclusion in the classroom. Since its inception several years ago, the Diversity Institute has grown each year, offering more sessions on more topics – all focused on teaching, pedagogy, and the student experience. The 2017 Diversity Institute continued this expansion, incorporating feedback and requests from faculty from across the institution, as well as feedback from the Provost's Advisory Council on Instructional Excellence. A total of 285 individuals attended the 2017 Provost's Diversity Institute for Faculty Development, comparable with the number who attended the 2016 Institute (288).

Excluding the MOOC series, the total number of attendees across all of this diversity programming is 830 for FY17, as compared to 510 in the prior fiscal year. The MOOC series on diversity had 768 registered participants as of June 6, 2017.

Office of Diversity and Inclusion Initiatives

During the 2016-2017 academic year, the Office of Diversity and Inclusion:

- Launched the **Diversity and Inclusion Certificate Program**. The Diversity and Inclusion Certificate Program (DICP) is designed to reinforce the University's core values of diversity and inclusion through a series of six workshops open to all faculty and staff. The workshops address both individual behaviors and University policies that can impact an environment of opportunity and success for all members of the University community. Participants leave these workshops with an increased awareness of the importance of diversity and inclusion to an environment of academic and workplace success, as well as tools and strategies to foster inclusion.

The Program requires completion of two required workshops and four elective workshops. All workshops required to earn the DICP certificate will be offered on a rotating basis each fall and spring through the Faculty and Staff Development Program (FSDP). Participants can take these workshops in any order. To complete the program, participants are asked to participate in a capstone conversation session facilitated by a member of the Diversity and Inclusion Office.

The certificate program had 260 participants in its first year;

- Facilitated the University's submission of an assessment to **Campus Pride**, a nonprofit organization that identifies LGBTQ-friendly colleges and universities. This year, Campus Pride awarded the University of Pittsburgh a Campus Pride Index score of 4.5 out of 5 stars. The score is based on policy inclusion, support and institutional commitment, academic life, student life, housing and residence life, campus safety, counseling and health, and recruitment and retention efforts. Among the many factors that contributed to Pitt's score were student organizations, such as the Rainbow Alliance and the Gender, Sexuality, and Women's Studies Program;
- The University of Pittsburgh has been awarded the **2017 Higher Education Excellence in Diversity (HEED) Award** from *INSIGHT into Diversity* magazine. The honor recognizes higher education institutions that demonstrate an outstanding commitment to diversity and inclusion. Pitt was one of only two institutions in the commonwealth chosen for the honor and the only university chosen in Western Pennsylvania. This recognition was based upon a holistic review of the University's efforts relating to diversity and inclusion;
- Held a university-wide **Diversity Retreat**, which included an exploration of privilege and several break-out sessions. Roughly 200 people attended, including members of administration, faculty and staff; and

- Held three events in honor of **Women’s History Month**:
 - o “The Politics of Exclusion: Why women are so underrepresented in PA politics & what we can do to change it.” Speaker: Allegheny County Controller, Chelsa Wagner
 - o “And Campus For All: Diversity, Inclusion, and Free Speech at U.S. Universities.” Speaker: Suzanne Nossel, Executive Director PEN America
 - o Diversity Book Club Panel Discussion; Book: “Bad Feminist” by Roxane Gay.

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 2016, the COACHE survey of faculty was launched by the Office of the Provost. All full-time tenured, tenure-stream, and non-tenure stream faculty (who were not new to the University and not in administrative roles) received a request to participate in the survey. Clinical faculty in the School of Medicine did not participate in the COACHE survey. The survey closed in April 2016.

The survey assesses individuals’ perceptions about their experiences as faculty members at the University of Pittsburgh. The results of the survey were received in the fall of 2016, and provide insight into how different groups of faculty, including women faculty, perceive the climate at Pitt. The Office of the Provost worked to develop COACHE reports, infographics, and “good practices” documents, and collaborated on the creation of a website (www.pitt.edu/coache), where this information is available to the university community. Presentations were made to the Council of Deans, Associate Deans of Faculty, Board of Trustees Academic Affairs & Libraries committee, the Equity and Inclusion (EIADAC) Senate committee, and the Benefits & Welfare Senate committee. Custom reports were developed for, and discussed with, the Senior Vice Chancellor for Health Sciences and the Vice Chancellor for Diversity and Inclusion. Custom reports were also developed for, and discussed with, all deans, University Library System director, and all regional campus presidents. Vice Provost Kirsch and other members of the Provost team met with each academic leader individually, reviewed unit-level results of COACHE survey, and discussed areas of strength and weakness. Academic leaders were encouraged to share and discuss data with faculty, engaging with the faculty in discussions of how to use data to improve the environment for all faculty.

The results are presented in terms of 25 benchmarks, each of which is comprised of multiple questions. The survey items were measured on a scale of 1 (low) to 5 (high). The average faculty responses for the 25 benchmarks for the University as a whole, by gender, are shown in the table below. In terms of effect sizes, the differences between the average score for male faculty versus female faculty tend to be small or medium. However, with respect to processes associated with promotion to full, women tend to be less satisfied than men (the effect size is large): the average response for men is 3.73 while the average response for women is 3.30.

2016 COACHE Results
Average Faculty Satisfaction by Gender for 25 Key Benchmarks

Benchmark Group	Benchmark	Male Mean	Female Mean
NATURE OF WORK	Nature of Work: Research	3.47	3.28
	Nature of Work: Service	3.42	3.34
	Nature of Work: Teaching	3.85	3.85
RESOURCES & SUPPORT	Facilities and Work Resources	3.71	3.62
	Personal and Family Benefits	3.46	3.46
	Health and Retirement Benefits	4.03	4.06
COLLABORATION & MENTORING	Interdisciplinary Work	2.89	2.86
	Collaboration	3.80	3.68
	Mentoring	3.23	3.24
TENURE & PROMOTION	Tenure Policies	3.42	3.25
	Tenure Expectations: Clarity	3.27	3.18
	Promotion to Full	3.73	3.30
LEADERSHIP	Leadership: Senior	3.31	3.35
	Leadership: Divisional	3.22	3.18
	Leadership: Departmental	3.68	3.57
	Leadership: Faculty	3.13	3.27
GOVERNANCE	Governance: Trust	3.13	3.11
	Governance: Purpose	3.19	3.28
	Governance: Understanding	2.99	3.11
	Governance: Adaptability	2.93	3.02
	Governance: Productivity	3.08	3.25
DEPARTMENTAL RELATIONS & APPRECIATION	Departmental Collegiality	3.85	3.84
	Departmental Engagement	3.50	3.56
	Departmental Quality	3.70	3.67
	Appreciation and Recognition	3.45	3.35

Year of Diversity Summary

In the Spring of 2016, Provost Patricia Beeson declared academic year 2016-2017 to be the *Year of Diversity* at the University of Pittsburgh. Professors Waverly Duck and Kacey Marra served as co-chairs for the *Year of Diversity*, and formed a committee of 24 faculty, staff, and students across the five campuses. The *Year of Diversity* Kickoff Celebration occurred on October 10, 2016 on the lawn outside of the William Pitt Union. It is estimated that over 700 people attended.

To encourage and support programming throughout the *Year of Diversity*, Provost Beeson announced an opportunity for matching funds up to \$5000 for events related to diversity and inclusion. The call for proposals was advertised and disseminated throughout all five campuses. All submitted proposals were reviewed by the *Year of Diversity* committee. There were 168 proposals that received matching funds from the Office of the Provost. In total, over 200 events for the *Year of Diversity* took place, with events related to the strengths and value of diversity and inclusion as well as events focused on LGBT, gender, race, religion, and disabilities.

Also in support of the *Year of Diversity*, the Office of the Provost and the University Research Council (URC) announced a funding opportunity for research in diversity. Faculty, post-doctoral fellows, and graduate students were invited to submit proposals that support high quality research in the area of diversity. The goal of this one-year project was to not only develop or advance research in the area of diversity and inclusion, but also to promote interdisciplinary collaboration and new research partnerships. There were 51 applications that were received and were reviewed by members of both the URC and the *Year of Diversity* committee, and 28 were chosen for awards. The awardees will present a final report of their project in the summer of 2018.

The second research initiative was spearheaded by Professor Audrey Murrell of the Berg Center in the Katz Graduate School of Business and College of Business Administration. The **Advancing Diversity Research Across Disciplines Initiative** has three components: Pitt Faculty Research Retreat; Faculty Research Symposium; and an edited book with faculty-authored chapters. This opportunity was available to faculty members at the University of Pittsburgh who were interested in contributing to research related to diversity and inclusion within their academic discipline – whether it be business, law, engineering, science, law, or the arts and humanities.

A poster session was held on April 13, 2017. All awardees of the Provost's funds during the *Year of Diversity* were invited to present a summary of their event.

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, and is continuing their work.

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

www.diversity.pitt.edu

Provost's Advisory Committee on Women's Concerns

www.provost.pitt.edu/pacwc/

IDEAL-N (Institutions Developing Excellence in Academic Leadership – National)

<http://www.provost.pitt.edu/faculty/recruiting-retaining-and-recognizing-faculty/ideal-n>