

**Annual Climate Report
July 1, 2017-June 30, 2018**

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 2018, 87 department and division chairs are men and 33 are women. This corresponds to 28 percent of chairs who are women, which is a 2 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 33 chairs (28%) in 2018.

Number and Percentage of Department/Division Chairs: 1996 to 2018

	1996		2008		2017		2018	
# Women / % Women	17	20%	21	21%	30	26%	33	28%
# Men / % Men	69	80%	79	79%	87	74%	87	72%

- From 1996 to 2018, 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 10 percentage points, from 13 percent to 23 percent (a 77% increase). The schools of the Health Sciences saw an increase of 12 percentage points from 12 percent to 24 percent (a 100% increase). For the University overall, the percentage of full professors with tenure who are women increased by 10 percentage points from 1996 to 2018, from 13 percent to 23 percent (a 77% increase).

Percentage of Women Full Professors with Tenure: 1996 to 2018

	1996	2008	2017	2018
Provost Area	13%	21%	22%	23%
Health Sciences	12%	19%	23%	24%
University Overall	13%	20%	23%	23%

- From 1996 until 2018, the percentage of women faculty increased from 31 percent in 1996 to 44 percent in 2018. From 2017 to 2018, there is a 1 percentage increase in women faculty: of the approximately 4800 full-time faculty in the fall of 2018, about 2073 are women. Considering the various faculty ranks, there are small changes in percentages from last year to this year. Specifically, in 2018, women make up 42 percent of tenure stream assistant professors, an increase of one percentage point from the prior year. In 2018, women make up 40 percent of all associate professors with tenure, an increase of one percentage point from the prior year. In 2018, women make up 23 percent of all full professors with tenure, with no change from last year. Women make up 50 percent of all faculty outside the tenure stream, an increase of one percentage point 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 2008, the percentage of tenured associate professors who are women rose to 40 percent from 31 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 2018

	1996	2008	2017	2018
All Women Faculty	31%	38%	43%	44%
Tenure Stream Assistant Professors	37%	47%	41%	42%
Associate Professors with Tenure	25%	31%	39%	40%
Full Professors with Tenure	13%	20%	23%	23%
Faculty Outside the Tenure Stream	39%	43%	49%	50%

Note: Fall 2018 data are current as of September 30, 2018

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; 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 Computing and Information (Departments of: Computer Science; Informatics and Networked Systems; and Information Culture and Data Stewardship)

- From 2014 to 2017, 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 decreased slightly from 56 to 51, or from 19 percent of the tenured faculty to 18 percent. The number and percentage of tenure-stream faculty, however, slightly increased from 29 to 32 (remaining at 29 percent). The number of women faculty outside the tenure stream increased from 64 to 97, which represents a 5 percent increase (from 42 percent to 47 percent). In total, from 2014 to 2017, the number of women faculty in science and engineering departments increased from 149 to 180, which represents a 3 percent increase (from 27 percent to 30 percent).

Faculty Composition in IDEAL-N S&E Departments: 2014 to 2017

		2014		2015		2016		2017	
		N	%	N	%	N	%	N	%
Tenured	Female	56	19%	59	19%	64	21%	51	18%
	Male	246	81%	251	81%	243	79%	229	82%
Tenure-Track	Female	29	29%	28	29%	27	26%	32	29%
	Male	70	71%	69	71%	76	74%	78	71%
Tenured and Tenure-Track	Female	85	21%	87	21%	91	22%	83	21%
	Male	316	79%	320	79%	319	78%	307	79%
Non-Tenure Track	Female	64	42%	75	45%	83	44%	97	47%
	Male	88	58%	91	55%	106	56%	111	53%
Total	Female	149	27%	162	28%	174	29%	180	30%
	Male	404	73%	411	72%	425	71%	418	70%

- Between 2014 and 2017, the number of women who are full professors in the IDEAL-N science and engineering departments decreased slightly from 30 in 2014 to 28 in 2017. The number of endowed chairs who are women increased from 1 in 2014 to 2 in 2017,

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 6 in 2017. During this time period, the deans of the Swanson School and the School of Computing and Information are men, and the dean of the Dietrich School is a woman as of 2017. In 2017, two associate deans of these schools are women, up from one in 2014.

Leadership Positions in IDEAL-N S&E Departments: 2014 to 2017

	2014			2015			2016			2017		
	All	Female	URM	All	Female	URM	All	Female	URM	All	Female	URM
Full Professors	176	30	4	187	33	6	186	35	6	179	28	6
Endowed Chairs & Distinguished Faculty	31	4	2	33	4	2	36	5	2	41	6	2
Department Chairs	15	3	0	18	4	0	18	4	0	21	6	0
Deans	3	0	0	3	0	0	3	0	0	3	1	0
Associate Deans	8	1	1	9	2	1	9	2	1	12	2	1

URM includes all American Indian/Alaska Native, Native Hawaiian or Other Pacific Islander, Black or African American, Hispanic or Latino, or Multiple Race faculty

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 2018:

- One of the five new appointees to the Board of Trustees is a woman:
 - Marna Cupp Whittington
- Ann E. Cudd was named Provost and Senior Vice Chancellor
- Elizabeth M.Z. Farmer was named Dean of the School of Social Work
- Amy J. Wildermuth was named Dean of the School of Law
- Kris Davitt was appointed Vice Chancellor for Development and Alumni Relations
- Ellen Moran was appointed Vice Chancellor for Strategic Communications and Marketing
- Deborah Brake was appointed Associate Dean for Research and Faculty Development in the School of Law
- Kay Brummond was appointed Associate Dean for Faculty Affairs in the Dietrich School of Arts and Sciences

- Doris Rubio was appointed Associate Vice Provost for Faculty in the Office of the Provost
- Louise Cavanaugh Sciannameo was appointed Assistant Provost for Strategic Communications in the Office of the Provost
- Nancy Condee was named co-Chair in the Department of Slavic Languages and Literatures
- Eleanor Feingold was named Interim Chair in the Department of Human Genetics

University Recognition and Awards

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

- Cecelia Lo was named Distinguished Professor of Developmental Biology in the School of Medicine
- Sandra Mitchell was named Distinguished Professor of History and Philosophy of Science in the Dietrich School of Arts and Sciences
- Anna Balazs was named the John A. Swanson Chair in Engineering in the Swanson School of Engineering
- Erin Kershaw was named the UPMC Endowed Chair in Diabetes and Obesity Research in the School of Medicine
- Amy Wagner was named the Physical Medicine and Rehabilitation Chair in Translational Research in the School of Medicine

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

- Sharon Alvarez as Thomas W. Olofson Chair in Entrepreneurial Studies in the Katz Graduate School of Business
- Jane Cauley as Distinguished Professor of Epidemiology in the Graduate School of Public Health
- Mary Phillips as Pittsburgh Foundation-Emmerling Endowed Chair in Psychotic Disorders in the School of Medicine
- Anuradha Ray as Chair in Lung Immunology in the School of Medicine
- Vanitha Swaminathan as Thomas Marshall Chair in Marketing in the Katz Graduate School of Business

One woman faculty member out of four was named as a recipient of the **2018 Provost's Award for Excellence in Mentoring**:

- Lucy Fischer of the Department of English and Film and Media Studies Program in the Dietrich School of Arts and Sciences

Three women faculty members out of five were named as recipients of the **2018 Chancellor's Distinguished Research Award:**

- Hülya Bayir of the Department of Critical Care Medicine in the School of Medicine
- Sarah Gaffen of the Department of Immunology in the School of Medicine
- Jill Millstone of the Department of Chemistry in the Dietrich School of Arts and Sciences

Two women faculty members out of five were named as recipients of the **2018 Chancellor's Distinguished Teaching Award:**

- Sara Goodkind in the School of Social Work
- Jana Iverson of the Department of Psychology in the Dietrich School of Arts and Sciences

One woman faculty member out of one were named as a recipient of the **2018 Chancellor's Distinguished Public Service Award:**

- Kay Brummond of the Department of Chemistry in the Dietrich School of Arts and Sciences

For 2017, 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.

Eight women staff members out of ten were names as recipients of the **2017 Chancellor's Staff Awards:**

For the administrative and operational efficiency award:

- Katherine Von Lehman, compliance coordinator, from the University Center for International Studies

For the community engagement award:

- Stephanie Fiely, director of student life, from the University of Pittsburgh at Titusville

For the diversity and inclusion award:

- Crystal McCormick, director of diversity initiatives, from the University Library System

For the early impact award:

- Misti McKeehen, director, from the Office of PittServes

For the excellent mentor award:

- Sarah Wagner, director of Vira I. Heinz program, from the University Center for International Studies

For the research support award:

- Elizabeth Hartigan, clinical research manager, from the Children's Hospital of Pittsburgh of UPMC

For the service award:

- Heather Camp, community relations officer, from the Department of Public Safety

For the university engagement award:

- Lindsay Rodzicz, Coulter program manager, from the Swanson School of Engineering

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.

Four women faculty members out of five were named as recipients of the **2017 Diversity in the Curriculum Awards**:

- Julie Beaulieu of the Gender, Sexuality, and Women's Studies Program in the Dietrich School of Arts and Sciences
- Elizabeth Harkins of the Division of Education at the University of Pittsburgh at Johnstown
- Melinda Ciccocioppo of the Department of Psychology in the Dietrich School of Arts and Sciences
- Marnie Bertolet of the Department of Epidemiology in the Graduate School of Public Health

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 October 25, 2017. The event featured a lecture by Professor of English Education and Language, Literacy and Culture, Amanda Godley, entitled "Gender, Intersectionality, and Equity in U.S. Schools." This annual event continues to be very popular; this year, 65 attended, including 15 new women faculty, the Provost and Chancellor, and other senior leaders.

To complement the Fall event, a new Spring event was created in 2017 to recognize and celebrate the accomplishments of women faculty across the University. The second annual **Celebration of Newly Promoted Women Faculty** was held on March 1, 2018. 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 Diane Denis (Business), Shelome Gooden (Arts and Sciences), and Marnie Oakley (Dental Medicine), and the panel was moderated by Professors Anne Robertson (Engineering) and Kristin Kanthak (Arts and Sciences). More than 50 attended this event, including 14 newly promoted women faculty, the Provost and Chancellor, and other senior leaders.

Networking, Communication, and Outreach

PACWC sponsored a TIAA financial planning session for women on February 27, 2018. The session was entitled “Attention to Detail: Financial Finishing Touches for Women.” The financial planning session explored the financial tools that can help provide women with a deeper perspective into financial security, and provided women faculty and staff with an opportunity to ask questions regarding their own financial planning. More than 90 women faculty and staff attended this event, and attendees were thoroughly engaged in the session and participated in lively discussion throughout.

PACWC planned and co-sponsored a panel discussion and leadership event with the Office of Diversity and Inclusion on March 15, 2018 during Women’s History Month. The panel consisted of three senior vice chancellors, Patricia Beeson, Kathy Humphrey, and Geovette Washington, and was moderated by Dean Valerie Kinloch (Education). During the panel discussion, the three senior leaders spoke to faculty and staff about their experiences as women leaders at Pitt and in past leadership roles, as well as challenges they faced. The panel was followed by a leadership workshop led by Audrey Murrell (Business) and Doris Rubio (Office of the Provost), during which faculty and staff were led through mock scenarios to see how they would respond to and handle certain situations in a leadership capacity. The event was highly attended with over 140 faculty and staff in attendance, and it was very well-received. The event was covered by the University Times, article available here: <http://utimes.pitt.edu/news/first-jobs-challenges>.

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.

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 five categories: Career Development and Professional Development for Faculty; Faculty Guidelines and Processes; Faculty News; Recruiting, Retaining, and Recognizing Faculty; 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.

The website for the “Spotlight on Women Leaders” program was updated (<https://www.provost.pitt.edu/initiatives/pacwcs-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.

Nine “Spotlight” videos were produced in 2017-2018, in addition to the three “Spotlight” videos filmed during 2016-2017, which feature three prominent and senior women leaders at the University: Patricia Beeson, Kathy Humphrey, and Geovette Washington. A total of twelve “Spotlight” videos are available on the “Spotlight” website, which feature three faculty, three staff, three students, and three senior leaders.

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>;
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 2016-2017 and during 2017-2018 are relatively consistent overall, although the number of tenure stream faculty taking the leave decreased slightly from 29 in 2016-2017 to 26 in 2017-2018. Generally speaking, more women than men take parental leave. In 2017-2018, for example, 60 women took maternity leave and 35 men took paternity leave. Also in 2017-2018, 86 percent (6 of 7) of tenure-stream faculty who took paternity leave also chose a tenure clock extension. By contrast, 79 percent (15 of 19) of tenure-stream faculty who took maternity leave also chose a tenure clock extension.

Faculty Actions Processed	FY 2017-2018	FY 2016-2017
Total Maternity Leaves	60	59
Total Paternity/Parental Leaves	35	27
Total Tenure Clock Extensions	21	26
Total Tenure Clock Extensions w/o Leave	10	did not track
<u>Maternity/Paternity/Parental Leaves by Rank</u>		
Tenure	7	6
Tenure Stream	26	29
Tenure Clock Extensions	21	25
Non Tenure Stream	62	51
<u>Maternity Leaves by Rank</u>		
Tenure	2	3
Tenure Stream	19	16
Tenure Clock Extensions	15	12
Non Tenure Stream	39	40
<u>Paternity/Parental Leaves by Rank</u>		
Tenure	5	2
Tenure Stream	7	13
Tenure Clock Extensions	6	13
Non Tenure Stream	23	11

Recruiting a Diverse and Excellent Faculty

The Office of the Provost is leading a number of efforts to strengthen faculty recruitment at the University of Pittsburgh. In 2017, the *Resource Guide for Faculty Search Processes* was created and posted on the Office of the Provost website. The current version is available here: https://www.provost.pitt.edu/sites/default/files/FADD_RecruitingDiverseFaculty_2.pdf. The guide is a packet of resources that was created to strengthen faculty search processes, which includes strategies and questions that search committees can use in their recruiting efforts and will aid in building a strong and diverse pool of applicants. The guide is reviewed every year by

the Office of the Provost. In conjunction with the recruiting resource guide, the Office of the Provost is developing a new website to centralize information and resources relating to faculty recruitment. The new website will provide additional resources and materials designed to strengthen faculty recruitment and increase the diversity and strength of the pool of applicants.

The Office of the Provost is also working to implement revised faculty recruitment processes, which incorporates a stronger focus on search committees' recruiting efforts and the diversity of the candidate pools. A revised affirmative action summary form was created, called the ***Faculty Recruiting and Equal Employment Opportunity Information***, or ***FREEO*** form. The FREEO form is designed to elicit detailed information to increase scrutiny on the diversity of the candidate pool and on the recruitment process itself for any given search. The form includes questions such as "Explain the rationale for the ranking order of the candidates, particularly with respect to what aspect(s) of the job requirements were not as fully met by the women and/or minority candidate who were not as highly ranked" and "For each woman or minority on the list of finalists who is not being recommended for this position, please indicate what particular aspect of the position requirements were not met as full by the proposed candidate(s)." The FREEO form continues to be reviewed for possible updates to further elicit information on search committees' recruitment processes and how these committees work to build a strong and diverse pool of applicants.

We have also revised the ***Family Friendly Programs for Pitt Faculty*** brochure to update its contents and to ensure the information is easily accessible for faculty. The Family Friendly brochure will continue to be a tool that can be utilized for recruiting new faculty to Pitt, as well as to serve as a resource for current Pitt faculty members. The current version of the brochure is available here: https://www.provost.pitt.edu/sites/default/files/FacultyAffairs_FamilyFriendlyPrograms.pdf.

Dual Career Guidelines for Faculty

In 2013, 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, 2017 to June 30, 2018, 15* offers were approved by the Office of the Provost in support of dual career hires. Of the 15 offers approved, 3 (20%) were made for men who were the primary hire and 12 (80%) 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.

National Center for Faculty Development and Diversity (NCFDD)

In 2018, the University of Pittsburgh joined the National Center for Faculty Development and Diversity (NCFDD) as an Institutional Member. The NCFDD is designed to help faculty, particularly underrepresented faculty, postdocs, and graduate students thrive in academia. They offer multiple programs, services, and resources, all of which are geared toward becoming successful in academe. The services range from webinars, mentoring, coaching, to more intensive training with their boot camp, known as the Faculty Success Program. Many of the programs are offered online for convenience. Their training and resources are geared towards writing productivity, maintaining work-life balance, networking, and developing commitment to their own institution. The general areas are online and onsite training, leadership development programs, individual coaching and mentoring, and institutional consulting.

The University of Pittsburgh launched the membership on April 1, 2018. As of August 2018, there are 501 accounts. Thirteen faculty selected and paid to participate in the Faculty Success Program and 60 participated in the 14-day writing challenge. Of those enrolled, 49% are Assistant Professors or Graduate Students. 60% are women and 19% of those who reported are Black or African American and Hispanic or Latino. Given the value of NCFDD for faculty, postdocs, and graduate students, the membership has been extended to all of the regional campuses.

The Office of the Provost also held a panel workshop on the benefits of NCFDD – a recording of this session is available here: <https://www.provost.pitt.edu/faculty/pastworkshops>. Information on claiming a free Institutional Membership with the NCFDD is available here: <https://www.facultydiversity.pitt.edu/development/national-center-faculty-development-diversity>.

Leadership and Professional Development Programs for Faculty

The office of the Vice Provost for Faculty Affairs, Development, and Diversity has been working to expand leadership and professional development opportunities for all faculty across the University of Pittsburgh. Two specific programs are under development for faculty from underrepresented groups.

Women IN Academic Leadership (WIN-AL) is a program under development for mid-career women faculty who are leaders or aspiring leaders at the University of Pittsburgh. This two-day program will be held once per year at an off-site location. The program is designed for women as they face unique challenges in leadership roles. The ultimate goal is to provide women with the leadership skills necessary to advance in academia and achieve more success in their careers. The conference will be dynamic with presentations, exercises, role playing, team work, self-reflection, and mentoring. Women will be sorted into diverse learning teams so they can have a peer mentoring group beyond the conference. Career coaches will meet with the women in their groups to address career issues. Following the conference, we will continue to engage the attendees by forming Learning Communities and encouraging those groups to meet on a regular basis. In addition, we will host networking opportunities and plan booster sessions. Nominations

for WIN-AL will be solicited in the Spring term. The WIN-AL program will be launched in 2018-2019.

The Institutional Mentoring Program Across a Community of Color, IMPACT, is a program under development for faculty of color focused on networking, mentoring, and community building. Each fall, deans and campus presidents will nominate new (and junior) faculty of color to participate in this program. Small groups of new faculty will be assigned to senior faculty members who will serve as mentors throughout the academic year. Mentors will be trained using an evidence-based mentor-training program. The mentors will be career mentors, not intended to replace any other mentoring that the junior faculty may receive through their departments or other sources. Following a welcoming event in the fall term, each mentoring group will meet on a monthly basis. The Office of the Provost will sponsor another event for all mentors and mentees in early spring, featuring a panel who will talk about career obstacles and successes. The program will conclude in early summer with a reception and reflections about IMPACT. The IMPACT program will be launched in 2018-2019.

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 1, 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://www.provost.pitt.edu/sites/default/files/FacultyAffairs_FamilyFriendlyPrograms.pdf) was developed, and updated in 2018, to aid in faculty recruitment and to provide all faculty with a guide about family friendly resources.

During 2017-2018, the change team began a pilot program for writing groups for faculty to help faculty find blocs of time for writing. Pilot writing groups were held in Fall 2017 (27 participants) and Spring 2018 (39 participants). In addition, receptions were held in Fall and Spring for writing group participants as well as a talk on "writing productivity." Plans are underway to transition the coordination of the faculty writing groups to the newly-formed Center for Communication housed in the Teaching Center. In addition, the writing groups initiative is an IRB-approved study of the program itself and its impacts. The IDEAL-N team hopes to

publish its findings about the impact of faculty writing groups. As part of the IDEAL-N effort, the team is also developing a “how to” manual for writing groups to provide guidance for faculty to create writing groups in their departments or schools.

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: <https://www.provost.pitt.edu/faculty/ideal-n>.

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 (traditional workshop, and movie viewing and discussion) were designed and offered.

The Center for Diversity in the Curriculum supported the University’s efforts to enrich the experience and knowledge of faculty and graduate student teaching assistants through a variety of activities that underscore the value of diversity and inclusion in teaching across all content areas. Total number of attendees at Diversity Programs in FY18 was 435, down from 545 in FY17.

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 2018 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 191 individuals attended the 2018 Provost’s Diversity Institute for Faculty Development, comparable with the number who attended the 2017 Institute (285).

Special diversity programs for faculty occurred throughout the year, including the popular “Black Minds Matter” series of lectures from San Diego State University. Co-sponsored with the School of Social Work, Center on Race and Social Problems, Department of Anthropology, School of Education, Student Affairs, Center for Urban Education, Graduate School of Public Health, Pitt-Bradford and the University Center for Teaching and Learning, the eight sessions focused on the experiences and realities of black males in education.

In Fall 2016, an extended diversity experience was also offered as a pilot program for a group of six faculty. In 2017-2018, the extended diversity experience continued with 12 participants. The participants then showcased the work of the program during the Diversity Luncheon in April. This program allowed faculty who attended the Provost’s Diversity Institute for Faculty

Development to continue their work over two terms, collaborating with each other as they redesigned courses and explored diversity topics in-depth.

In 2017, five Pitt faculty were recognized with the Inaugural Provost's Diversity in the Curriculum Awards for their work in creating a more diverse curricula and inclusive learning environment. This included a one thousand dollar award for each faculty member. Awardees were:

- Dr. Julie Beaulieu, Gender, Sexuality, and Women's Studies in the Dietrich School of Arts and Sciences
- Dr. Marnie Bertolet, Department of Epidemiology in the Graduate School of Public Health
- Dr. Melinda Ciccocioppo, Department of Psychology in the Dietrich School of Arts and Sciences
- Dr. Elizabeth Harkins, Division of Education at Pitt-Johnstown
- Dr. Abdesalam Souidi, Department of Linguistics in the Dietrich School of Arts and Sciences

Office of Diversity and Inclusion Initiatives

During the 2017-2018 academic year, the Office of Diversity and Inclusion:

- Continued 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 800 participants in its second 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 **2018 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 350 people attended, including members of administration, faculty and staff; and
- Held three events in honor of **Women's History Month and Sexual Assault Awareness Month**

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, where this information is available to the university community.

Previously, the Office of the Provost created a website related to the COACHE survey, which has information about the survey and about COACHE. It also has summaries of University-level results, infographics around a specialized topic paired with "good practices," and presentations made to various groups. This website has been fully revamped (<https://www.provost.pitt.edu/coache>) to further disseminate those results and infographics and demonstrate how they map into key areas such as mentoring, communication, career and professional development, leadership development, and more. The website also demonstrates how the COACHE results are being used across the University.

Plans are underway to administer the COACHE survey again in Spring 2019.

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)

<https://www.provost.pitt.edu/faculty/ideal-n>