



## E-Newsletter for Faculty

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Vice Provost for Faculty Affairs, Development, and Diversity  
Office of the Provost

**April 2019**

Dear Colleagues,

It's hard to believe the spring semester is coming to a close—but with so much going on, it's no wonder the time has flown. In recent months, we have been busy recognizing our colleagues for excellence in mentoring; celebrating our newly promoted women faculty; and taking advantage of opportunities to network, collaborate, and continue our own learning through symposia, conferences, and workshops. Read on to learn more about recent happenings, as well as career development opportunities available now and through the summer.

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### FEATURED NEWS

#### **2019 COACHE Survey**

Thank you to all who participated in the 2019 COACHE Faculty Job Satisfaction Survey this semester. The survey period is now closed, and results will be shared in the next academic year. As with the 2016 survey, the feedback you shared regarding your experience as a Pitt faculty member will allow us to compare to peer institutions and help focus our efforts. In the meantime, you can review the findings from the [2016 survey](#) and the ways that input was used to drive meaningful change.

#### **Women in Academic Leadership**

On May 2, 2019, we will welcome the inaugural group of the [Women in Academic Leadership \(WIN-AL\)](#) program. WIN-AL is designed to provide women with the leadership skills necessary to advance in academia and achieve more success in their careers. This first class is limited to 20 full-time faculty members, who will participate in the May 2 leadership training event, then meet monthly for networking and continued leadership development. Thank you to those who nominated this year's participants.

#### **National Center for Faculty Development & Diversity**

Summer is a great time to take advantage of the career development and mentoring resources provided by the [National Center for Faculty Development & Diversity \(NCFDD\)](#). Because the University of Pittsburgh is an Institutional Member of NCFDD, faculty can take advantage of free access to virtual programs and resources like webinars, writing challenges, and accountability buddy matches. [Learn how to activate your membership.](#)

### **Innovation in Education Awards**

The Provost's Advisory Council on Instructional Excellence (ACIE) annually invites proposals from University faculty for projects that enhance teaching at Pitt and foster new instructional approaches that represent advances over existing methods. This year, we received 19 proposals for the [Innovation in Education Awards](#), representing the broad University community. Six were selected for funding for the 2019–2020 year. Congratulations to:

- **Dmitriy Babichenko**, School of Computing and Information
- **Lucas Berenbrok and Elaine Mormer**, School of Pharmacy
- **Dawna Duff**, School of Health and Rehabilitation Sciences
- **Nicholas Farnan and William Garrison**, School of Computing and Information
- **Jessica Ghilani**, Humanities Division, Pitt–Greensburg
- **Robert Kerestes**, Swanson School of Engineering

### **Course Incubator**

The [Course Incubator](#) promotes innovation among faculty who teach large enrollment classes—those offering multiple sections with more than 100 students in a section. Three departments—Biology, Chemistry, and Economics—were selected to participate in the initiative, which launched in fall 2018. They were tasked with increasing student engagement and improving learning gains by creating a learning environment that fosters a sense of community and enables engaged, active learning.

To meet these goals, each project implements a defined set of transformations in selected class sections. For example, the Biology team seeks to enhance a sense of community and belonging among students, something that can be challenging to attain in large STEM-based classes. The Chemistry team has replaced a portion of classroom lecture time with a proven group learning method called Process-Oriented Group Inquiry Learning. The Economics team has incorporated group work and other active learning strategies into their recitation sections.

### **IMPACT**

The Office of the Provost will host our final event for the inaugural [Institutional Mentoring Program Across a CommuniTy of color \(IMPACT\) program](#) on April 29, where we will solicit feedback from the participants and mentors to find out what worked and what can be improved for IMPACT 2.0. We will then focus on improving the IMPACT program over the summer. Stay tuned in the fall as we will be soliciting nominations for next year's IMPACT program. All faculty of color who are early to mid-career are invited to apply.

### **Provost's Diversity Institute for Faculty Development**

The Provost's Diversity Institute for Faculty Development provides opportunities for Pitt's full- and part-time faculty to deepen their teaching practice by increasing awareness about diversity and developing skills for teaching in a diverse, multicultural environment. This year's program—the fifth annual—kicks off April 29, 2019, and runs through June 12, 2019.

The Institute events range from short, 90-minute workshops to multi-part series and full-day seminars. Just a few of the sessions offered this year include an Implicit Bias series, Teaching and Learning Support for International Students and Faculty, Anti-Racism for White Folks, Intersectionality: Marginalized Identities in the Classroom, and Accessibility, Teaching and the Urban Campus.

[Learn more about the Diversity Institute and register for single sessions or the full program.](#) These workshops tend to fill up fast, so faculty are encouraged to register early.

### **Faculty Recruiting Processes**

The Office of the Provost is collaborating with the Office of Human Resources and the Office of Diversity and Inclusion to continue to strengthen faculty recruiting processes. Several initiatives are underway to help ensure fair and robust search processes that promote diversity and excellence across the faculty. These include a [checklist of best practices](#) for search committees to adopt, [workshops](#) on faculty recruiting and implicit bias, the development of a comprehensive recruiting website launching this summer, and streamlined processes for gathering required data about faculty searches processes. Look for additional information in the coming months.

### **Unionization Information**

The question of [graduate student unionization](#) was put before Pitt graduate students with academic appointments—teaching assistants, teaching fellows, graduate student assistants, and graduate student researchers—during an election process held April 15–18, 2019. Votes are scheduled to be counted by the Pennsylvania Labor Relations Board (PLRB) on April 26.

### **Teaching Center Workshops**

The University Center for Teaching and Learning is offering workshops throughout the summer months. Select courses include “Developing a Lesson Plan,” “Encouraging Student Participation,” “Active Learning with Top Hat,” and “Teaching Inclusively,” among others. [View the events calendar to see all available summer workshops and to register.](#)

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This will be the final newsletter for the 2018–2019 academic year. I will resume these messages in the fall 2019 semester, but in the meantime, you can always find Faculty Affairs, Development, and Diversity information on the Office of the Provost website: [provost.pitt.edu/faculty](http://provost.pitt.edu/faculty).

I hope the past semester has been a fulfilling one for you, and that you are looking forward to a summer that is equal parts restful and productive.

Laurie

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