



COACHE Survey Results

Diversity and Inclusion



76%

Believe diversity is important at Pitt



65%

Feel comfortable with the climate for diversity and inclusion at Pitt



72% 😊

Believe there is visible support for diversity



73% 😐

Believe colleagues committed to diversity and inclusion

Office of the Provost

Diversity and Inclusion Resources

Office of Faculty Affairs,
Development, and Diversity
<http://www.provost.pitt.edu/faculty>

Laurie J. Kirsch, Vice Provost for Faculty Affairs,
Development, and Diversity

Doris Rubio, Associate Vice Provost for Faculty

Amy Tuttle, Senior Assistant to the Provost

Victoria Lancaster, Director of Faculty Actions

James Miller, Assistant to the Provost for Faculty

Brittany Witoslawski, Assistant to the Provost
for Faculty

Essie Smalls, Administrative Assistant

Contact Us: faculty@pitt.edu

IDEAL-N NSF-ADVANCE Project to
Seed Gender Equity Among Faculty
<https://www.provost.pitt.edu/ideal-n-project-seed-gender-equity-among-faculty-2015-2019>



Family Friendly Programs for Pitt Faculty


https://www.provost.pitt.edu/sites/default/files/FacultyAffairs_FamilyFriendlyPrograms.pdf

Visit the Office of Faculty Affairs, Development, and Diversity website, or visit the above link, to download or print a copy of the brochure that summarizes programs and resources for Pitt faculty, such as the dual-career hiring program, educational benefits, faculty medical and family leave policy, work/life balance, and more.

Provost's Diversity Institute
for Faculty Development
(and other Professional Development Offerings)
<http://www.facultydiversity.pitt.edu/faculty-diversity>

The University of Pittsburgh is only as strong as the people who carry out its mission. Pitt is fully committed to assisting faculty members to lead rewarding family lives while achieving their academic goals and aspirations. The University of Pittsburgh is proud to promote an atmosphere where our faculty can maintain a successful and healthy balance between their academic careers and their personal lives. To accomplish this, Pitt works diligently to provide benefits and programs such as family and medical leave, education benefits, a dual-career hiring program, and more.

- Provost Patricia E. Beeson



Family Friendly Programs for Pitt Faculty

Have a specific question?
Please contact:
faculty@pitt.edu

Additional Information for Faculty:
<http://pitt.edu/faculty>



Family Friendly Programs for Pitt Faculty

Did you know that a recent COACHE survey of full-time faculty found that...

- 86% of Pitt faculty are satisfied with health benefits offered for themselves
- 84% of Pitt faculty are satisfied with health benefits offered for their families
- 74% of Pitt faculty are satisfied with tuition waivers, remission, or exchange
- Nearly 2/3 of Pitt faculty are satisfied with:
 - Flexible workload/modified duties
 - Faculty medical/parental leave
 - Stop-the-clock policies

PROVOST'S
DIVERSITY INSTITUTE
FOR
FACULTY DEVELOPMENT

Office of the Provost

Diversity and Inclusion Resources

Resource Guide for
Faculty Search Processes
Recruiting Diverse Faculty

Recruiting an Excellent and
Diverse Faculty: Resources for
Faculty Search Committees



Created by the Office of the Provost and the Office of Diversity and Inclusion
In collaboration with the Chairs of the Academic Units' Diversity Committees

2016 - 2017

Provost's Advisory Committee
on Women's Concerns (PACWC)
<http://www.provost.pitt.edu/pacwc2>

PACWC's Spotlight on Women Leaders
<http://www.provost.pitt.edu/initiatives/spotlight-women-leaders>



Patricia E. Beeson
Provost and
Senior Vice Chancellor

Kathy W. Humphrey
Senior Vice Chancellor for Engagement,
Secretary of the Board of Trustees,
and Chief of Staff

Geovette Washington
Senior Vice Chancellor and
Chief Legal Officer

COACHE Survey of Full-Time Faculty
<http://www.provost.pitt.edu/coache>

Implicit Bias – PowerPoint and
Video Presentation by
Dr. Kathleen Blee

Dietrich School of Arts and Sciences

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

Recruiting an
Excellent &
Diverse Faculty

KATHLEEN BLEE
CHAIR, DIETRICH SCHOOL DIVERSITY COMMITTEE
ASSOCIATE DEAN, GRADUATE STUDIES & RESEARCH

