



## E-Newsletter for Faculty

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

### December 2018

Dear Colleagues,

The fall semester is swiftly drawing to a close—and what a full semester it's been. Read on to learn more about recent faculty events hosted by the Office of the Provost, as well as the variety of resources and opportunities for recognition, feedback, and professional development slated for the new year.

#### FEATURED NEWS

##### Awarding Innovation

We are accepting proposals from full-time and part-time faculty members for the [2019 Innovation in Education Awards](#). This program, overseen by the Provost's Advisory Council on Instructional Excellence, annually provides grant funding for select projects that foster improvements in educational excellence through the use of new methods and materials. This year, ACIE is encouraging proposals that focus on experiential or active learning, innovative, discipline-based approaches to teaching and learning, and technology-enhanced learning, especially in large-enrollment classes. Proposals are due January 28, 2019. I hope you will consider submitting a proposal. Visit the [ACIE awards page](#) for information on objectives, eligibility, requirements, and more.

##### Spotlight on Women Leaders

Do you know a woman faculty, staff, or student at Pitt who contributes to the University community as an excellent mentor, role model, or leader? If so, please consider nominating them for the [Spotlight on Women Leaders](#) program, established by the [Provost's Advisory Committee on Women's Concerns](#) (PACWC). The Spotlight on Women Leaders recognizes women who have made an impact personally and professionally, and seeks to inspire other women to leadership roles. [Nominations](#) are accepted throughout the year.

##### IMPACT: Institutional Mentoring Program Across a Community of Color

IMPACT — a new Provost-sponsored program for faculty of color that emphasizes networking, mentoring, and community building — [launched October 29](#) with a session titled *Celebrating Diversity*. IMPACT specifically offers faculty who are early in their careers the opportunity to learn from the experiences and expertise of their more senior colleagues. During the inaugural welcoming session, keynote speaker Senior Vice Chancellor for Engagement Kathy Humphrey shared her story for building good networks. An upcoming event on January 22 will give all faculty of color an opportunity to hear from more senior colleagues about their career successes. More information about IMPACT and other professional development programs and resources can be found at the [Professional Development for Faculty Web page](#).

## **Faculty Recruitment**

To help assure the University continues to build an excellent and diverse faculty, we have released a [Checklist for Faculty Search Committees](#) that conveys best practices to ensure a fair and robust search process. The Checklist encourages search committees to adopt effective tools and actions in the search and interview processes. One example is the Faculty Candidate Evaluation Sheet, which provides a template to promote consistency in evaluating candidates for faculty positions.

## **Progress on Recommendations for Full-Time and Part-Time Non-Tenure Stream Faculty**

In 2013, the University Senate created an ad hoc committee to focus on issues related to non-tenure stream full-time and part-time faculty. The [committee issued reports in 2015 and 2017](#). Since that time, the University has been working to implement a number of the recommendations and, while work is ongoing, considerable progress has been made. Areas of progress include making faculty outside the tenure stream eligible for emeritus status; establishing career pathways and promotion guidelines for non-tenure stream faculty; an ongoing review of faculty governance and voting rights; providing opportunities for professional and career development through the Teaching Center and the Office of the Provost; creating resources to help orient part-time faculty, including the [Teaching Resource Guide](#); exploring expanded use of multi-term contracts for part-time faculty; and regularly reviewing the compensation of all faculty — including part-time faculty — for merit and equity with steps taken to make adjustments as appropriate. The Office of the Provost continues to collaborate with the Senate committee on Faculty Affairs and the Council of Deans to ensure a productive work environment for all faculty.

## **Professional Development Workshops**

On the first Tuesday of every month, from noon–1:30 p.m., the Office of the Provost sponsors a workshop for faculty. We have had a robust workshop season this fall, with programs on the National Center for Faculty Development & Diversity (NCFDD) and its offerings, recruiting diverse faculty, implicit bias, and making the best use of meetings. The spring semester series kicks off early, with a January 8 session titled “Strengthen U, Strengthen You,” a panel discussion led by Executive Vice Provost Dave DeJong on opportunities for service and professional growth for faculty. To view recordings of sessions you may have missed, and to review the full spring schedule, [visit the Professional Development Offerings Web page](#).

## **Unionization**

As both Pitt faculty and Pitt graduate students explore issues related to unionization efforts, you may be looking for more information on each. If you have questions about the unionization process and what

having a union could mean for you as a faculty member, please be sure to review the University of Pittsburgh [Faculty Unionization](#) site. If you would like to know more about how to talk with graduate students about the unionization process and what is permissible in such conversation, please review the [Guidance for Faculty and Staff on Talking with Graduate Students about a Union](#).

## **ACC ALN**

This is the inaugural year for the ACC Academic Leaders Network (ALN) program — a collaborative leadership program for faculty at ACC institutions. The annual ALN program aims to support faculty who seek expanded leadership roles by providing opportunity to build networks and relations across ACC institutions, deepen understanding of higher education administration, and broaden awareness of higher education leadership needs and challenges. There are three national sessions at different ACC institutions where the participants learn from leaders, such as chancellors and provosts at various institutions. Each year, Pitt can nominate up to five faculty in administrative roles (e.g., department or division chairs) to participate. We will be soliciting nominations in the spring from deans for 2019–2020 academic year participants. Read more about the program and see Pitt’s current ACC ALN faculty participants on the [Academic Leadership Development Web page](#).

## **COACHE Survey of Faculty**

The Office of the Provost will be conducting a second round of the [COACHE Survey of Full-Time Faculty](#) during the spring 2019 term. Based at Harvard’s Graduate School of Education, the Collaborative on Academic Careers in Higher Education (COACHE) has administered its faculty satisfaction survey for more than 10 years, with many public AAUs participating. The survey period is slated to be open from February through April, and more information will be shared with faculty in early spring. The 2016 survey saw about 46 percent participation of Pitt faculty. This level of participation provided great insight into perceptions on everything from tenure and promotion policies to work-life balance and mentoring, all of which enabled us to take deliberate steps in response to faculty feedback. [Visit the COACHE Web site](#) to see more about the 2016 survey and our actions, and plan to participate in the 2019 survey.

## **Branding Research Launches in January**

The Office of University Communications is conducting research that will clarify and define the Pitt brand, as we plan to raise the awareness and reputation of the University of Pittsburgh as part of our marketing efforts in 2019. Our partner was chosen based on their inclusive and interactive research method. Some faculty will be randomly chosen to participate in workshops or complete an online survey in January. Your voice is essential. If you are interested in participating or learning more about the process, please [contact Kate Ledger](#), Assistant Vice Chancellor for Marketing.

## **Campus Climate Survey of Students**

The Association of American Universities is repeating its landmark 2015 Campus Climate Survey on Sexual Assault and Sexual Misconduct during the spring 2019 semester, with 33 universities taking part. Pitt students at all five campuses once again will be invited to provide their input when the survey launches in February 2019. Please help to encourage student participation in this important national survey, as the data collected will help the University create new policies, improve existing programs to fit our unique student and institutional needs, and better ensure the safety of our students. More information on the survey will be made available in the coming months.

## Update on Pitt Titusville

On November 16, Interim President Lawrence Feick and his administrative team, along with members of the University's Human Resources team, met with faculty and staff on the Pitt-Titusville campus to discuss next steps in the campus transformation process. Please [read the letter he shared](#) with the Titusville campus community.

In August of 2020 — 18 months from now — the Titusville campus will become an education and job training hub. We are outlining the transition steps after many months of examination and evaluation of how best to meet the educational needs of the Titusville community. We are committed to supporting the outstanding efforts of that campus' faculty and staff during the transition. Current students will have a clear pathway to graduation, reflective of their achievements and aspirations. Similarly, we are dedicated to the best possible outcomes for all faculty and staff affected by the transition. Our efforts will be ongoing in the time ahead and we will provide updates.

## Pitt: Stronger Than Hate

In the aftermath of the tragic events that occurred at the Tree of Life synagogue on October 27, the University remains committed to providing ongoing opportunities for dialogue that promotes acceptance and inclusion, including programs that address ignorance, intolerance, and hatred and champion change. The Office of the Provost is maintaining the [Pitt: Stronger Than Hate – University Community Events](#) Web page dedicated to resources and events available across the University and in the broader Pittsburgh community involving Pitt faculty, staff, and students that you might find helpful. Check the page often to find new events as they are added.

## TEACHING NEWS AND ANNOUNCEMENTS

### Assessment and Teaching Conference

The 2019 Assessment and Teaching Conference will be held on Friday, January 25, 2019, so please mark the date on your calendar. This year's keynote speaker is Randy Bass, Vice Provost for Education and Professor of English at Georgetown University. More than 200 faculty participated in last year's conference, which included concurrent breakout sessions focused on assessment and on effective teaching, as well as a lunch followed by faculty posters.

Faculty are encouraged to [submit proposals for poster sessions](#) that focus on any aspect of teaching, learning, and/or assessment in their teaching practice. Topics that provide examples of innovative teaching are encouraged. For more information, visit the [2019 Assessment and Teaching Conference Web page](#).

### Diversity in the Curriculum

Now in its second year, the Provost's Diversity in the Curriculum Award was presented to six faculty members during the annual Provost Diversity Luncheon, held November 9. The award, sponsored by the Office of the Provost and the University Center for Teaching and Learning, honors Pitt full- and part-time faculty who effectively incorporate diversity and inclusion into their teaching practices. This year's awardees included Valire Copeland, Associate Dean of Academic Affairs, School of Social Work; Audrey Murrell, Associate Dean, and Ray Jones, Clinical Associate Professor, in the College of Business

Administration; Christine Dahlin, Associate Professor, Department of Biology, University of Pittsburgh at Johnstown; Michael Goodhart, Professor, Department of Political Science, Kenneth P. Dietrich School of Arts and Sciences; and Lorin Grieve, Instructor, Department of Pharmacy and Therapeutics, School of Pharmacy. [Read more about the honorees and their work in @Pitt.](#)

### **Blackboard Collaborate**

Blackboard Collaborate is a Web-based conferencing system that allows faculty and students to meet and communicate remotely via voice, video, text, and desktop sharing. Collaborate enables faculty and staff to create virtual classrooms, offices and office hours, and meeting spaces that offer greater opportunities for effective and engaging learning experiences and interactions for online and blended/hybrid learning. Learn more at [Getting Started with Collaborate](#).

### **Assessment of Teaching**

Research suggests that experimenting with additional ways of measuring and assessing teaching, beyond student opinion surveys, can be valuable and help instructors to improve and refine their teaching practices. The University Center for Teaching and Learning can assist with teaching portfolios, classroom observations, and more. Visit the [assessment of teaching page](#) for more information. In addition, the Office of Measurement and Evaluation of Teaching administers Student Opinion of Teaching Surveys at the end of each academic term. Instructors can customize their surveys by adding questions. Visit [teaching.pitt.edu/omet](http://teaching.pitt.edu/omet) for details about the survey process, adding questions to a survey, and survey period dates and deadlines.

I look forward to sharing more information about Pitt faculty programs and initiatives in the next newsletter in early 2019. In the meantime, you can find additional information and upcoming event schedules on the Office of the Provost Web site: [provost.pitt.edu/faculty](http://provost.pitt.edu/faculty).

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