

2001 – 2002

The Provost's Advisory Committee on Women's Concerns wishes to acknowledge the following as indicative of a more positive climate for women at the University of Pittsburgh:

New Efforts to Increase Faculty Diversity

- An ad hoc committee of deans, appointed by the Provost, worked to propose new, effective ways to increase diversity in the faculty of the University of Pittsburgh. After receiving their report, the Provost wrote to deans and regional campus presidents on faculty diversity. He described in detail what the Provost expects from schools in strategies for increasing faculty diversity and includes best practices currently used at Pitt as examples of possible actions to be taken.
- Dean John Cooper sent a memo to all chairs in FAS asking them to respond to a series of questions concerning the status of women faculty within their departments and the resources allocated to them. The responses will be analyzed and potential problems will be addressed. This action by Dean Cooper grew out of PACWC's letter to the Provost on March 26, 2001 on the marginalization of women faculty.
- Dean Cooper and Vice Provost Baranger reviewed salaries in the Faculty of Arts and Sciences to identify possible gender inequities and to address them. This is a continuing effort.

Women Involved in Search Process for Senior Administrators

- PACWC values its continued involvement in interviews with finalists for senior administrative positions. This year PACWC participated in the following searches: Dean of the School of Information Sciences and President of the Bradford Campus.

Continued Management Training for Academic Administrators

- Day-long workshop for all chairs
- New deans/senior administration orientation
- Review of annual faculty evaluation letters

Affirmative Action in Schools' Planning Processes

- Schools required to provide plans for affirmative action, including the presence of women in under-represented areas, in the annual planning documents submitted to the Provost.
- The aforementioned affirmative action discussions in planning documents specifically reviewed in Provost's Office, with feedback/requests for improvement returned to schools.
- Deans and chairs provided with annual data on numbers of men and women in tenured or tenure-stream positions in all departments.

Promotion and Tenure Procedures

- Moving Toward Tenure workshops offered to junior faculty via the Survival Skills and Ethics program, supported by funding of Provost and Senior Vice Chancellor.
- Annual evaluation process for faculty improved, with Provost's Office reviewing schools' evaluations and emphasizing the need for evaluations as realistic appraisals.
- FAS workshops held for faculty on tenure and promotion.

University Recognition

- Participation of women in the University Honors Convocation ceremony
- Women named as recipients of the Chancellor's Research, Teaching, and Service Excellence Awards in 2002. PACWC noted that given the number of women in the pool, awards seemed adequately distributed between men and women over the last four years with special note to the research awards awarded to women in the last two years.

Faculty Medical and Family Leave

- Noticeable increase in the use of University Faculty Medical and Family Leave Policy by all faculty, but particularly by women. Provost's Office staff assists both faculty and staff to use this fairly and appropriately. Provost's Office plays an important role in ensuring that it is provided to all eligible faculty.
- Faculty policy provided at orientations for new senior administrators and deans. Also deans provided with check lists to facilitate the processing of the paperwork required.

Safety

- Continued financial support from Provost's Office and others for Emergency Contact cards.
- Continued support for PAT/Pitt agreement extending free bus zone to entire county.

Other

- Continuation of Summer Diversity Teaching Workshop (formerly through Chancellor's Office)
- Continuation of Chancellor's Affirmative Action Award to Individuals or Units