

2002 – 2003

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

Efforts to Increase and Promote Faculty Diversity

- Two new women chairs have been named in the Graduate School of Public Health and one new woman chair in the School of Medicine.
- A new woman Mellon Professor has been named.
- PCHE institutions will administer a Partner Resume Exchange Program for partners of prospective faculty.

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 search for the President of the Bradford Campus.

Leadership and Networking

- The Provost's Office working in conjunction with Joan Lakoski, Assistant Vice Chancellor for Academic Career Development, to host two lunches for women administrators to increase networking and mentoring opportunities.
- The Provost's Office with Women's Studies hosted a successful lecture and reception honoring women faculty.

Continued Management Training for Academic Administrators

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

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 and Freshman Convocation ceremony
- Women named as recipients of the Chancellor's Research Excellence Awards in 2003. PACWC noted that given the number of women in the pool, awards seemed adequately distributed between men and women over the last three 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.
- New FMFL FAQ Web site created.

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 Chancellor's Affirmative Action Award to Individuals or Units