

2003 – 2004

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

- New Faculty Search Committee Handbook
- New Web site on Resources for New Faculty
- Presentation on Promoting Faculty Diversity at the School and Department Level by Vice Provost Baranger and Dean Davis at the Annual Department Chairs Retreat
- PCHE institutions will continue to administer a Partner Resume Exchange Program for partners of prospective faculty

Efforts to Increase and Promote Diversity in Higher Administration

- Associate Dean Beeson appointed as Vice Provost for Graduate Studies
- Interim Dean Patricia Kroboth appointed Dean of the School of Pharmacy
- Professor Regina Schulte-Ladbeck appointed as Associate Dean for Undergraduate Studies (Arts and Sciences)
- Dr. Jerlean Daniels appointed Chair in Psychology in Education
- Dr. Maureen McClure appointed Chair in Administrative & Policy Studies

Promotion and Tenure Procedures

- New Survival Skills Workshop on Promotion to Full Professor
- Continuation of the Survival Skills Moving Towards Tenure Workshops
- Continuation of A&S workshops held for faculty on tenure and promotion

Continued Management Training for Academic Administrators

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

University Recognition

- Catherine DeAngelis as speaker at University Honors Convocation
- Two women faculty named as recipients of the five Chancellor's Research Excellence Awards in 2004 (Given the number of women in the pool, awards seemed adequately distributed between men and women over the last four years)
- Five women faculty named as recipients of the Chancellor's Distinguished Service Award
- Three women staff named as recipients of Chancellor's Excellence in Service to the Community Award
- Two women staff named as recipients of Chancellor's Excellence in Service to the University Award
- Creation of the Elizabeth U. Baranger Fellowship in Sciences and Engineering (This graduate fellowship will be used to help meet the University's diversity goals)

Women Involved in Search Process for Senior Administrators

- PACWC values its continued involvement in interviews with finalists for senior administrative positions

Faculty Medical and Family Leave

- Provost's Office staff assists faculty and school administrators to use the FMFL policy fairly and appropriately

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

- New Web site to address the needs of women students
- Senate Plenary Session focusing on Women at the University
- New Preventing Sexual Harassment Internet Course offered through HR
- Continuation of Chancellor's Affirmative Action Award to Individuals or Units