

## **2004 – 2005**

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

### **Increasing and Promoting Faculty Diversity**

- There was a 6.5 percentage point increase over the past 5 years in women as a percent of the faculty, the third largest increase among AAU-Publics
- There was a 5.5 percentage point increase over the past 5 years in women as a percent of full professors at Pitt, the third largest increase among AAU-Publics
- There was a 5 percentage point increase in the ratio of women faculty salaries to men's over the past 5 years, the largest percentage increase among AAU-Publics
- 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**

- Kathy Humphrey Named Vice Provost and Dean of Students
- Mary Crossley Named Dean of the Law School
- Diane Chavis Named Assistant Vice Chancellor for Executive Communications

### **Promotion and Tenure Procedures**

- Continuation of 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

### **Preventing Sexual Harassment and Discrimination**

- *Preventing Sexual Harassment Internet Course* made mandatory for all faculty, TAs, TFs, and staff
- Memo from the Provost sent out to deans and department chairs regarding handling sexual harassment complaints and the Faculty-Student Relationship Policy
- New brochure on Harassments and Nondiscrimination Policies distributed to all faculty in all areas and staff in the Provost's areas

### **PACWC 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 interviews for the following senior administrative positions: President of Titusville, Vice Provost and Dean of Students, and Dean of the Law School

### **Leadership and Networking**

- Discover Leaders at Pitt Lecture Series sponsored by the Chancellor's Office, Provost's Office, and Pitt Alumni Association - a well attended series of lectures highlighting successful women alumni
- Annual Reception Honoring New Women Faculty sponsored by the Provost's Office, PACWC, and Women's Studies - a successful lecture and reception honoring women faculty
- Hoopla sponsored by Jean Ferketish in the Chancellor's Office and PACWC - a networking opportunity for women that helps support women's basketball at Pitt

### **University Recognition**

- Helen S. Faison will deliver the Annual Commencement Convocation Address
- Two women faculty named as recipients of the Chancellor's Research Excellence Awards
- Two women faculty named as recipients of the Chancellor's Teaching Excellence Awards
- Two women faculty named as recipients of the Chancellor's Distinguished Service Award
- Two women staff named as recipients of Chancellor's Excellence in Service to the Community Award
- Three women staff named as recipients of Chancellor's Excellence in Service to the University Award

### **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 Senate ad hoc Committee for the Support and Advancement of Women at Pitt
- PACWC Web site revised to include more data, information, policies, and increased visibility
- Continuation of Chancellor's Affirmative Action Award to Individuals or Units
- Continuation of the Faculty Diversity Seminar

