

2005 - 2006

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 Diversity Among Faculty and Administration

The Provost's Office continues to monitor gender distribution in key areas of the University, including full professors, Deans, Department Chairs, and new PhDs.

- From 1996-2005 the number of full tenured women professors has increased by 4.8% in the Provost Area Schools, 6.8% in the Schools of the Health Sciences, and 5.6% at the Pittsburgh Campus.
- The overall percentage of women department chairs has increased by 7.2% since 2003.
- The Provost's Office continues to monitor gender distribution among new PhDs. This information is provided to Deans.

The Provost's Office continues to monitor appointments of women to higher administration and faculty leadership positions:

- Though no new women Deans were appointed in 2005-2006, Dr. Nicole Constable was named A&S Associate Dean for Graduate Studies and Research.
- Cynthia Ross was appointed Associate Vice Chancellor for Planning, Organization Development, and Quality Improvement in the Office of Institutional Advancement.
- Theresa Miller was appointed Director of the Institute of Politics. She was formerly the Deputy Director.
- Dr. Irene Hanson Frieze served as President of the University Senate during 2005-2006.

PACWC continues to be involved in interviews with finalists for senior administrative positions. In 2005-2006, PACWC participated in the interviews for the Dean of GSPIA and the Dean of KGSB.

The Provost's Office prepared materials on bias in hiring. The report is available on the PACWC website.

The PCHE Faculty Partner Resume Exchange Program is continuing.

Networking and Professional Development

PACWC and Women's Studies co-sponsored the Annual Reception Honoring Women Faculty on October 18. The event featured a lecture titled "From Fever Flowed Fame: A Psychiatric Evaluation of Florence Nightingale" by Dr. Katherine Wisner, Professor of Psychiatry, Obstetrics, Gynecology and Reproductive Sciences and Epidemiology, and Women's Studies.

Hoopla, a networking opportunity for women that helps support women's basketball at Pitt, was sponsored by Jean Ferketish in the Chancellor's Office and PACWC.

The Provost's Office sponsored the following events:

- a networking event for women Deans and academic administrators;
- a breakfast workshop for women academic administrators in Arts and Sciences;
- the Faculty Diversity Seminar.

Arts and Sciences continued their series of workshops on tenure and promotion for faculty.

The Survival Skills and Ethics Program continued its Saturday Series Workshops, Careers Over Lunch Discussions, and Grants Over Lunch Discussions.

The Office of Academic Career Development offered the Women Physician Scientist Seminar Series, the Sunrise Series for Women Faculty and Fellows, and the Health Science Faculty Professional Development Series during 2005-2006.

Management training for academic administrators continued with day-long workshops for all chairs, orientation for new deans and senior administrators, and review of annual faculty evaluation letters.

The PACWC Mentoring Subcommittee is developing a mentoring program for new faculty members to be piloted in the 2006-2007 academic year.

A former subcommittee of the University Senate Ad Hoc Committee for the Support and Advancement of Women at Pitt is planning a fall 2006 plenary session on mentoring.

University Recognition

Judith Rodin, president of the Rockefeller Foundation and the first woman to head an Ivy League school, presented the Annual Commencement Address. This was the second year in a row that a woman delivered the address.

Bebe Moore Campbell was chosen to deliver the keynote address at the 2006 Honors Convocation. Due to an unexpected illness, she was not able to attend.

The University established the Dr. Helen S. Faison Chair in Urban Education.

Dr. Alberta Sbragia, Professor of political science, Director of the Center for Western European Studies, and Director of the European Union Center of Excellence, was named the University's first recipient of the Chancellor Mark A. Nordenberg University Chair.

Dr. Lauren Resnick, LRDC Director, was named a University Professor.

Three women faculty members were named as recipients of the Provost's Award for Excellence in Mentoring. This was the first year the award was presented.

One woman faculty member was named as recipient of the Chancellor's Distinguished Research Award.

Three women faculty members were named as recipients of the Chancellor's Distinguished Teaching Awards.

Two women staff members were named as recipients of Chancellor's Excellence in Service to the University Award.

Faculty Medical and Family Leave

A subcommittee of PACWC benchmarked the University of Pittsburgh's current family leave policies for faculty and staff against comparable institutions and local employers. The subcommittee presented the report and recommendations to the Provost.

The Provost's Office staff continues to assist faculty and school administrators in using the FMFL policy fairly and appropriately.

Preventing Sexual Harassment and Discrimination

Efforts to maintain awareness on campus continue, including:

- requiring all faculty, TAs, TFs, and staff members to complete the Preventing Sexual Harassment Internet Course;
- distributing the brochure on Harassment and Nondiscrimination Policies to faculty in all areas and staff in the Provost's areas.

The Sexual Harassment Taskforce will reconvene during summer 2006 to review and recommend ways to more effectively communicate the University's sexual harassment policies to the community.

The Chancellor's Affirmative Action Award continues to be offered in 2006.

Safety

The University continued to provide support for the PAT/Pitt agreement extending the free bus zone to the entire county.

The Provost's Office and others continued the financial support for Emergency Contact cards.

Other

PACWC reviewed and provided feedback on two new websites: Resources for New Faculty and Resources for Women Students.

The Falk Library served as the first host of a new national traveling exhibition titled Changing the Face of Medicine: Celebrating America's Women Physicians. Ten women with connections to the University of Pittsburgh are part of the exhibit, including two faculty members and one trustee.