

2006 - 2007

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 1996-2006 the number of full tenured women professors has increased by 5.6% in the Provost Area Schools and by 5.2% across the University.
- The overall percentage of women department chairs has increased by 9.6% 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 2006-2007, Dr. Kelly Otter was named Associate Dean for the College of General Studies in the School of Arts and Sciences.
- Dr. Susan Kinsey was named Associate Vice Provost for Continuing Education.

PACWC continues to be involved in interviews with finalists for senior administrative positions. In 2006-2007, PACWC participated in the interviews for the Dean of GSPIA, the Director of UCIS, and the Presidents of the Greensburg and Johnstown regional campuses.

The PCHE Faculty Partner Resume Exchange Program is continuing.

The Provost's Office is working to develop a diversity recruiting manual for departments and schools engaged in searches.

The number of women voting members on the Board of Trustees has increased from 9.2% in 2001 to 16% in 2006.

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 by Toi Derricotte, Professor of English, titled "Beginning Dialogues: Mother & Daughter".

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;
- 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 completed the pilot year for the Pitt Partners Program, a new mentoring program for faculty. A total of 21 faculty members participated in the program with four University Mentors: Jan Dorman, Irene Frieze, Steve Husted, and Joan Lakoski.

The University Senate hosted a fall 2006 plenary session on mentoring.

University Recognition

Dr. Kathleen Blee, Professor of Sociology, was named Distinguished Professor of Sociology.

The University conferred an honorary doctorate on alumna Wangari Muta Maathai, winner of the 2004 Nobel Peace Prize.

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

One woman faculty member was named as recipient of the Chancellor's Distinguished Research Award (Jana Iverson, Psychology).

Two women faculty members were named as recipients of the Chancellor's Distinguished Teaching Awards (Kathleen Blee – Sociology, Marilyn Hravnak – Nursing).

One woman faculty member received the Chancellor's Distinguished Public Service Award (Katherine Sealman – SHRS).

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

Three women staff members were named as recipients of the Chancellor's Award for Staff Excellence in Service to the Community.

Faculty Medical and Family Leave

A subcommittee of PACWC is working to recommend ways to better communicate the University's family leave policies to faculty and staff members, and to prospective employees.

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 brochure was updated in 2006.

The Sexual Harassment Taskforce reconvened beginning in summer 2006. The committee reviewed sexual harassment brochures on campus and made changes to ensure a uniform message and up-to-date contact information. The taskforce reviewed the online course on preventing sexual harassment and made changes to some of the examples used in the course. The taskforce also reviewed the guidelines for academic administrators for addressing issues of sexual harassment and made recommendations for changes. In particular, the taskforce recommended adding a section on dealing with consensual relationships.

The Chancellor's Affirmative Action Award continues to be offered in 2006-2007.

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.