

## **2007 - 2008**

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.

- The overall percentage of women department chairs over the past five years has increased by 10.2% to 21.2%.
- The ratio of average women's salary to men's for full professors increased from 87.9 in 2005 to 89.8 in 2007; for associates the ratio increased from 92.4 to 95.3; and for assistants the ratio increased from 88.2 to 89.3.
- 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:

- Sharon Smith was named the University of Pittsburgh Greensburg President.
- Carol Mohamed was named the director of the Office of Affirmative Action.
- Audrey Murrell was named the new director of the David Berg Center for Ethics & Leadership in the Joseph M. Katz Graduate School of Business and College of Business Administration.

PACWC continues to be involved in interviews with finalists for senior administrative positions. In 2007-2008, PACWC participated in the interviews for the Director of the Learning Research and Development Center.

The number of women voting members on the Board of Trustees for the past two years has been 16% compared to 9% in 2001.

### **Networking and Professional Development**

PACWC hosted a reception to celebrate its 25th Anniversary on March 25. The event featured a series of posters that highlighted several areas where the University has made progress. Members reflected on these accomplishments, some of which are:

- The overall percentage of women faculty increased from 27% in 1983 to 38% in 2006. Compared to other AAU public institutions, the University of Pittsburgh had the second highest percentage of women faculty in 2006.
- The overall percentage of women holding higher administrative positions has increased from 10% in 1983 to 29% in 2007.
- In 1999 Human Resources implemented a staff classification system.
- In 1996 the Faculty Medical and Family Leave Policy was established.

- The Office of Human Resources continues to expand its Faculty and Staff Development workshops, and provides other programs, such as *LifeSolutions*, that offer assistance on a variety of work / life issues.

PACWC and Women's Studies co-sponsored the Annual Reception Honoring Women Faculty on September 25. The event featured a lecture by Dr. Lise Vesterlund, Andrew W. Mellon Chair in Economics, titled "How Costly is Diversity? Affirmative Action in Light of Gender Differences in Competitive Attitudes".

*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. This spring 245 women administrators, faculty, and staff attended *Hoopla*.

The Provost's Office sponsored the following events:

- networking events 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 fall workshop is aimed for faculty in year 1 or 2 of their employment, and the spring workshop is aimed for faculty approaching the tenure decision.

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 Sunrise Series for Women Faculty and Fellows, the Women in Medicine & Science Reception, and the Health Science Faculty Professional Development Series during 2007-2008.

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 faculty mentoring resources Web site.

### **University Recognition**

Ellen Frank was named Distinguished Professor of Psychiatry.

Constance Ren-Tien Chu was named the Dr. Albert B. Ferguson, Jr., M.D. Endowed Chair in Orthopedic Surgery.

Carrie Leana was named the G.H. Love Chair in Business Administration.

Lise Vesterlund was named the Andrew W. Mellon Chair in Economics.

Audrey Murrell, Business, is the recipient of the inaugural Iris Marion Young Award sponsored by GSPIA and the Women's Studies Program.

One women faculty was named as a recipient of the Provost's Award for Excellence in Mentoring. (Louise Comfort – Graduate School of Public and International Affairs)

Two women faculty members were named as recipients of the 2008 Innovation in Education Awards Program (Amy Seybert – Pharmacy, Bonnie A. Falcione – Pharmacy).

Two women faculty members were named as recipients of the Chancellor's Distinguished Teaching Awards (Susan Dunmire – Medicine, Christina Newhill – Social Work)

The Chancellor's Distinguished Public Service Award winner was a woman faculty member (Katherine Sealman – SHRS).

The Chancellor's Affirmative Action Award was a woman staff member (Theresa Horner, director of the Office of Disability Services, University of Pittsburgh at Johnstown).

Three women staff members were named as recipients of Chancellor's Excellence in Service to the University Award (Nancy Gilkes – Benefits, Carol Lynch – Arts and Sciences, and Frances Nagy – Chemistry).

Two women staff members were named as recipients of the Chancellor's Award for Staff Excellence in Service to the Community (Harriet Puchone – Dental Medicine, Gwendolyn Watkins – Governmental and Community Relations).

### **Faculty Medical and Family Leave**

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 Chancellor's Affirmative Action Award continues to be offered in 2007-2008.

### **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.