

2008 - 2009

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 7.2% to 20.4%. The highest percentage of women chairs was in 2006 at 23.5%.
- From 1996-2008 the number of full tenured women professors has increased by 6.3% to 20.5% in the Provost Area Schools, by 6.0% to 18.7% in the Schools of the Health Sciences, and 6.0% to 19.6% at the Pittsburgh Campus.
- To highlight one significant increase, the number of the full tenured women professors in the departments of the natural sciences in Arts and Sciences has steadily increased since 1996 by 8.8% to 17.6%.
- 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:

- Nancy Davidson was named director of the University of Pittsburgh Cancer Institute. She also will serve as associate vice chancellor for cancer research and as chief of the Division of Hematology-Oncology in the Department of Medicine.
- Joanne Russell was named the director of the new Center for Global Health in the Graduate School of Public Health.
- Carrie Leana was named the director of the new Center for Health and Care Work in the Joseph M. Katz Graduate School of Business and College of Business Administration.
- Olivera Finn was named Distinguished Professor of Immunology.
- Karen Matthews was named Distinguished Professor of Psychiatry.
- Susan Hansen served as Vice President of the University Senate and Lisa Bernardo as its Secretary.
- Gwendolyn Watkins was elected president of the Staff Association Council for a 2 year term beginning on June 17, 2008.

The number of women voting members on the Board of Trustees is 18% compared to 9% in 2001, which is the highest percentage of collected data going back to 2001.

Networking and Professional Development

PACWC and Women's Studies co-sponsored the Annual Reception Welcoming New Women Faculty on September 28. The event featured a lecture by Dr. Lucy Fischer, Distinguished Professor of Film Studies and the Director of the Film Studies Program, titled "Seeing Stars: Bette Davis as Screen Actress in the 1930s."

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. In November attendance totaled just over 300.

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 Forum, and the Health Science Faculty Professional Development Series.

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 has developed a faculty mentoring resources Web site which will be posted online in summer 2009. The url is <http://www.provost.pitt.edu/mentoring/>.

University Recognition

One women faculty out of four was named as a recipient of the Provost's Award for Excellence in Mentoring. (Susan Campbell – Arts and Sciences)

Nine proposals submitted by women faculty members were funded under the 2009 Innovation in Education Awards Program.

Three women faculty members out of five were named as recipients of the Chancellor's Distinguished Research Awards (Jennifer R. Grandis, Angela Gronenborn, and Judith Klein-Seetharaman – Medicine). This is the largest percentage of women recipients year since 1980.

Two women faculty members out of five were named as recipients of the Chancellor's Distinguished Teaching Awards. (Jennifer Cartier– Education, Marla Ripoll– Arts and Sciences)

One women faculty member out of three was named as a recipient of the Chancellor's Distinguished Public Service Award winner (Toi Derricotte – Arts and Sciences).

One woman staff member out of three was named as a recipient of Chancellor's Excellence in Service to the University Award (Angela Ford – Center for Minority Health).

One woman staff member out of two was named as a recipient of the Chancellor's Award for Staff Excellence in Service to the Community (Susan Heiss – Institute of Politics).

Work Life Balance

The Chancellor has approved changes to the Faculty Medical and Family Leave policy effective August 29, 2008 that were first recommended by PACWC. A subcommittee carefully sorted through our policies and those at other institutions to come up with thoughtful recommendations to strengthen our policy. The changes include extending the parental leave associated with the birth or adoption of a child from two weeks to four weeks. The other major change is to make the stopping of the tenure clock virtually automatic during the year of birth or adoption, with the option still available to the faculty member to count that year as normal progress toward consideration for tenure.

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

The University Child Development Center (UCDC) has confirmed that beginning in the Fall (2009) the kindergarten classroom will be closed. Over the ensuing months this room will be retrofitted to provide additional critical space for younger children currently on the wait list. This summer the UCDC staff will be finishing their work on Center/Program re-accreditation, with a site visit in the summer by assessors from The National Association for the Education of Young Children.

Life Solutions, the Faculty and Staff Assistance Program, is a newly available confidential service to assist University of Pittsburgh faculty, staff, and members of their households with day-to-day matters at home and work. Experienced professional counselors provide support, consultation, and information. Resources available include child care and elder care.

Human Resources has established the Dual Career Assistance Program in order to offer support and resources to help spouses or partners explore employment options at the University of Pittsburgh, as well as provide resources for obtaining employment in the greater Pittsburgh area. Additionally, several Deans have collaborated to offer academic appointments for couples new to Pitt.

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.

PACWC received the 2009 Chancellor's Affirmative Action Award at a presentation at Senate Council on June 10, 2009. The award selection committee recognized PACWC "for the role the organization has played in promoting a campus climate in which sexual harassment and

discrimination are not tolerated and for steadfastly supporting the recruitment, promotion and retention of female faculty, administrators and staff.” Fourteen former and current PACWC members were present for the award presentation.

Safety

The University of Pittsburgh Police Department (UPPD) has recently emphasized the modernization of physical security on campus. For example, the Integrated Security Division of the Police Department has upgraded the security of more than 80% of campus buildings and on University grounds through technological features such as electronic access control and closed circuit television. In addition, the UPPD has implemented an Emergency Notification System which serves to alert the community to dangerous situations. With continued support from the Administration, plans continue to be implemented to enhance security in all University facilities and grounds.

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 and distribution of Emergency Contact cards.

Visibility

The multimedia exhibition “In Sisterhood” was on display at the Kimbo Gallery in the William Pitt Union in February 2009 and featured a portrait gallery of 16 local leaders of the women’s movement during the latter half of the 20th century. The exhibition includes a 15-minute video of excerpts from oral histories about the leaders’ work to gain equal rights for women and girls in Southwest Pennsylvania. The project was directed by Patricia Ulbrich, a visiting scholar in the Women’s Studies Program.

To celebrate Women’s History Month, Pitt Magazine recognized 12 phenomenal Pitt women at a reception and featured profiles of the women in its winter 2009 issue.

The new Children’s Hospital features a display of prominent women Pittsburgh leaders in the halls leading to the cafeteria.