

2009 – 2010

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 and Department Chairs.

- The overall percentage of department chairs who are women is 22% out of 100 chairs.
- There has been a significant increase in the chairs who are women in Arts & Sciences. There are now 24 men and 7 women, which is 23% women. This is 2 more women than last year and the highest percentage since we have collected data in 1996.
- From 1996-2009 the number of full tenured women professors has increased by 6% to 20% in the Provost Area Schools, by 7% to 19% in the Schools of the Health Sciences, by 6% to 20% at the Pittsburgh campus, and by 8% to 29% at the regional campuses.
- To highlight some significant increases, the number of the tenured women full professors in the departments of the natural sciences in Arts and Sciences has steadily increased since 1996 by 11% to 19%. In the Katz School of Business, the number of tenured women full professors has steadily increased since 1996 by 3% to 17%.

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

- Susan Hansen served as Vice President of the University Senate and Lisa Bernardo as Secretary.
- Gwendolyn Watkins was elected president of the Staff Association Council for a 2 year term beginning on June 17, 2008.

On the Board of Trustees there are 10 voting members who are women out of a total of 51 members. This is 20% women and is the highest percentage since the data was first collected in 2001 when 9% of the members were women.

Nearly half of the members (nine of the twenty-one) serving on the Provost Search Committee are women. PACWC sent a letter to Randy Juhl, Chair of the Search Committee, in recognition of this high percentage.

Networking and Professional Development

PACWC and Women's Studies co-sponsored the Annual Reception Welcoming New Women Faculty on October 1. The event featured a lecture by Dr. Nancy Davidson, new director of the University of Pittsburgh Cancer Institute and UPMC Cancer Centers, entitled "Breast Cancer in the Molecular Era."

PACWC started a monthly Women's Networking Happy Hour for faculty, staff, and post-docs on the third Wednesday of each month at the University Club.

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:

- networking events for women Deans and academic administrators;
- 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 Health Science Faculty Professional Development Series, and the Postdoctoral Professionalism 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. The url is <http://www.provost.pitt.edu/mentoring/>.

University Recognition

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

For the second year in a row, three women faculty members out of five were named as recipients of the Chancellor's Distinguished Research Awards (Susan Amara, Elodie Ghedin, and Laura Niedernhofer– all Medicine). Since the data has been collected in 1989, it has only been in the past two years when the majority of the winners were women.

One women faculty member out of five was named as a recipient of the Chancellor's Distinguished Teaching Awards. (Shalini Puri–Arts and Sciences)

One women faculty member out of two was named as a recipient of the Chancellor's Distinguished Public Service Award winner (Linda Frank–Public Health).

Three woman staff members out of four were named as recipients of Chancellor's Excellence in Service to the University Award (Beverly Bolden–Business, Patricia Colosimo–University of Pittsburgh at Bradford, and Collie Henderson–Arts and Sciences).

Two woman staff members out of three were named as recipients of the Chancellor's Award for Staff Excellence in Service to the Community (Allie Quick–Institutional Advancement and Debora Whitfield–Dental Medicine).

Work Life Balance

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) obtained new Keystone Star Four accreditation from the State of Pennsylvania, which is necessary for the Schools of Education's academic activities with UCDC. Teaching staff are now required to have 24 hours training per year. One kindergarten classroom was closed last year in order to provide additional critical space for younger children on the wait list. The new infant room opened in December 2009 and holds six full-time infants and three classroom teachers. This year the wait list was carefully reviewed for accuracy. Families were contacted two times and had a total of nine months to respond to two separate requests. Families who did not respond were removed from the list.

Life Solutions, the Faculty and Staff Assistance Program, is a 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 (updated in fall 2009) to faculty in all areas and staff in the Provost's areas.

Pitt's Law School held a lecture and panel discussion on sexual orientation in the workplace that is open to the public on March 18, 2010.

Safety

Effective March 1, 2010, the University's 10A Upper Campus shuttle will operate for an extra 50 minutes each night. Additional departures from the Cathedral of Learning at 3 a.m. and 3:30 a.m.

have been added. The shuttle route will terminate at the Cathedral of Learning bus shelter at 3:50 a.m. The 30C South Oakland shuttle will operate for an additional half-hour each night. A departure from the William Pitt Union bus shelter at 3:10 a.m. has been added for Monday through Saturday service. The shuttle route will terminate at the William Pitt Union shelter at 3:25 a.m. The 30C shuttle's Sunday service also has an additional departure at 2:30 a.m., and will conclude service at 3 a.m.

On April 5, 2010 Computing Services and Systems Development launched Pitt Mobile which provides access to essential Pitt information and services on web-enabled mobile devices. The emergency information page includes one-click access to campus police, sexual assault services, SafeRider, medical services and other emergency phone numbers. The url is <http://m.pitt.edu>.

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 First and Second Rounds of the 2010 Division I Women's Basketball Championship were held at Pitt on March 21 and 23, 2010.

Jean Ferketish (Chancellor's Office) and Jeannette South-Paul (School of Medicine) co-chaired Pittsburgh's annual Go Red for Women Conference held on March 9, 2010 to educate women how to make heart healthy choices and to share that message with every woman they know. The conference featured a Healthy Heart Fair, Education Breakout Sessions, Health Screenings, Keynote Speaker and Reception.