

2010 – 2011

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 23% out of 101 chairs. This is 1% or 1 woman increase since last year and is the highest percentage on record.
- From 1996-2010 the number of full tenured women professors has increased by 7% to 21% in the Provost Area Schools, by 7% to 20% in the Schools of the Health Sciences, by 7% to 21% at the Pittsburgh campus, and by 8% to 29% at the regional campuses.

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

- Patricia Beeson, who has served as Professor of Economics and as Vice Provost of Graduate and Undergraduate Studies at Pitt, was elected Provost by the University's Board of Trustees in July 2010.
- Alberta Sbragia was appointed as the Vice Provost for Graduate Studies. Her appointment increases the Provost Senior Staff count of women from three to four.
- Nancy Condee was named the Inaugural Director of Global Studies Center.
- Mary Margaret Kerr has been appointed as the Chair of Administrative and Policy Studies in the School of Education.
- Sally Morton has joined our faculty as the Chair of Department of Biostatistics in the Graduate School of Public Health.
- Anne Newman has been appointed as the Chair of Epidemiology in the Graduate School of Public Health.
- Amy Seybert has been appointed as the Chair of the Department of Pharmacy and Therapeutics.
- On the University Senate, Patricia Weiss served as Vice President and Laura Fonzi as Secretary.
- Of the Staff Association Council, Gwendolyn Watkins served as President, Libby Hilf as Vice President for Marketing and Communications, and Angela Coldren as Treasurer.
- Also, it is noteworthy to mention that the three student body presidents are women: Molly Stieber for the Student Government Board (undergraduate), Mary Williams for the College of General Studies Student Government, and Sudipta (Nila) Devanath for the Graduate and Professional Student Assembly.

The Provost's Inaugural Lectures includes three women celebrating their appointments:

- Carrie Leana as the G.H. Love Chair in Business Administration
- Kathleen Blee as the Distinguished Professor of Sociology
- Silva Arslanian as the UPMC Richard L. Day Endowed Chair in Pediatrics

On the Board of Trustees, there are 11 voting members who are women out of a total of 50 members. This is 22% women and is the highest percentage since the data was first collected in 2001 when 9% of the members were women.

Networking and Professional Development

PACWC and Women's Studies co-sponsored the Annual Reception Welcoming New Women Faculty on September 29, 2010. The event featured a lecture by Dr. Nicole Constable, Professor of Anthropology and Associate Dean for Graduate Studies and Research, Arts and Sciences, entitled "Telling Tales of Migrant Workers: Religion, Activism, and Women's Life Scripts."

PACWC continued 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 focuses on faculty in year 1 or 2 of their employment, and the spring workshop focuses on 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, an expanded two-day Women in Medicine and Science Forum, 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.

University Recognition

Two women faculty members out of two were named as recipients of the Provost's Award for Excellence in Mentoring (Jane Cauley– Public Health and Jennifer Grandis– Medicine).

One woman faculty member out of five was named as a recipient of the Chancellor's Distinguished Research Awards (Mary Marazita– Dental Medicine).

One women faculty member out of five was named as a recipient of the Chancellor's

Distinguished Teaching Awards (Mary Margaret Kerr – Education).

One women faculty member out of three was named as a recipient of the Chancellor’s Distinguished Public Service Award (Marie Baldisseri – Medicine).

Three woman staff members out of five were named as recipients of the Chancellor’s Excellence in Service to the University Award (Laurie Sallows – General Counsel, Dorothy Shallenberger – Arts and Sciences, and Kathleen Sidorovich – Office of the Senior Vice Chancellor for the Health Sciences).

Two woman staff members out of four were named as recipients of the Chancellor’s Award for Staff Excellence in Service to the Community (Christine Miller – Education and Marian Wencil-Tracey –University of Pittsburgh at Titusville).

Work Life Balance

The Council of Deans has approved the [Graduate Student Parental Accommodation Guidelines](#) which were developed to help new parents transition into being both parents and graduate students. (These are skills that they will need as faculty members.) The guidelines apply to full-time students enrolled in graduate programs (including PhD, DrPH, EdD, MS, and MA programs) who are in good academic standing, who are making satisfactory progress toward completion of a graduate degree, and who have completed at least one full-time semester of their degree program. These guidelines do not cover students enrolled in professional programs; however, these guidelines do apply to students who are enrolled in graduate programs in the professional schools. The guidelines cover the situation of students who experience a child birth, who adopt a child who is unable to be enrolled in full-day public school due to age or other developmental reasons, or who is a partner of someone who has experienced a child birth or an adoption for whom the student has parental responsibilities. Eligible graduate students who experience the health consequences of pregnancy will be excused from their regular duties for a period of time to be determined by a health care provider not to exceed the student’s appointment period. All other eligible students will be granted a Parental Accommodation period of six weeks. This is not a leave of absence. It is instead a modification of deadlines and academic expectations and responsibilities to accommodate the student’s new parental responsibilities.

The Provost’s Office staff continues to assist faculty and school administrators in using the FMFL policy fairly and appropriately. A Faculty Medical and Family Leave Frequently Asked Questions page is available online at <http://www.provost.pitt.edu/faculty-affairs/fmfl-faq.html>.

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 to faculty in all areas and staff in the Provost's areas.

Safety

Computing Services and Systems Development continues to add content to 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. New this year is the availability to access shuttle bus schedules and route maps, and RouteShout provides transit riders with the next bus times by smartphone applications. The url is <http://m.pitt.edu>. Additionally, the FaceBook page "Pitt Shuttles" provides real-time updates of shuttle schedule, including delays and weather concerns.

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

Agnus Berenato, head coach of the Pitt women's basketball team, was named Honorary Chair of the 2011 Komen Pittsburgh Race for the Cure to be held on Mother's Day, May 8, 2011, in Schenley Park, Oakland.