

## 2011 – 2012

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.

- Of the department/division chairs, 88 are men and 27 are women, which is 24% women. This is the highest percentage on record and has remained consistent for the second year.
- From 1996-2011 the number of full tenured women professors has increased by 6% to 20% in the Provost Area Schools, by 8% to 21% in the Schools of the Health Sciences, and by 6% to 20% overall at the University.

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

- Michelle Amato has been appointed Assistant Provost. Her appointment increases the Provost Senior Staff count of women from three to four.
- Denise Charron-Prochownik has been appointed Interim Chair of Health Promotion and Development in the School of Nursing.
- Paula Grabowski has been appointed Chair of the Department of Biology.
- Kathleen Blee has been appointed Associate Dean of Graduate Studies and Research in the Dietrich School of Arts and Sciences.
- On the University Senate, Patricia Weiss served as Vice President and Linda Rose Frank as Secretary.
- Of the Staff Association Council, Deborah Walker was elected as President, Monika Losagio as Vice President for Marketing and Communications, and Monica Costlow as Treasurer.

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

- Olivera Finn as the Distinguished Professor of Immunology
- Karen Matthews as the Distinguished Professor of Psychiatry
- Lise Vesterlund as the Andrew W. Mellon Chair in Economics

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.

### **Awards**

The Graduate School of Public Health received a Breastfeeding Friendly Place Award from the Allegheny County Health Department in August 2011. The School established a lounge to provide faculty, staff, and students a private, clean, comfortable office with a desk and chair, two other soft chairs and table, a large window with beautiful plants and blinds for added privacy,

refrigerator for milk storage, tea pot with variety of teas available, and a blackboard and journal for writing notes and comments. See [www.alleghenycounty.us/news/2011/20110801.aspx](http://www.alleghenycounty.us/news/2011/20110801.aspx)

### **University Recognition**

One woman faculty member out of four was named as a recipient of the Provost's Award for Excellence in Mentoring (Judy Erlen—Nursing).

One woman faculty member out of five was named as a recipient of the Chancellor's Distinguished Research Awards (sharing one award are Yuan Chang/Patrick Moore—Medicine).

One woman faculty member out of five was named as a recipient of the Chancellor's Distinguished Teaching Awards (Alice Blazeck—Nursing).

One woman alumni out of three was named as a recipient of the Distinguished Alumni Fellow (Patricia D. Horoho—Nursing, 1992).

Two women staff members out of four were named as recipients of the Chancellor's Excellence in Service to the University Award (Natalie Arnold Blais—Public Health and Christina Graha—Student Activities at Pitt-Bradford).

While Blais received this award for her many contributions that have led to the success of others, the awards committee noted her initiative and commitment to establish a lactation room in the Graduate School of Public Health, a facility now used by faculty and staff across campus. Her efforts led the Allegheny County Health Department to present the Graduate School with its Breastfeeding Friendly Place Award in August 2011.

### **Networking and Professional Development**

PACWC sponsored the TIAA-CREF Women to Women Workshop titled "She's Got It: A Woman's Guide to Saving and Investing" in May 2012.

PACWC and Women's Studies co-sponsored the Annual Reception Welcoming New Women Faculty on October 25, 2011. The event featured a lecture by Dr. Jane Cauley entitled "Vitamin D, Falls and Bone Health: Just the Facts".

PACWC continued hosting Women's Networking Happy Hours for faculty, staff, and post-docs 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 which was attended by 225, the Health Science Faculty Professional Development Series, the Postdoctoral Professionalism Series, the Training in Academic Leadership Program, and the Responsible Conduct of Research Symposium for Emerging Investigators.

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.

### **Visibility**

PACWC initiated a new series called “Celebrating Pitt Women.” The goal of this program is to highlight the achievements of our faculty and staff in areas that may or may not be related to her teaching, scholarship, or administrative duties. This event aims to provide an opportunity for women to get to know each other in new contexts and to be inspired by each other. On February 23, 2012, Kathleen George, a Professor of Theatre Arts and author of mystery novels set in Pittsburgh, spoke about how she became a mystery writer (in her spare time), her books, and answered questions.

The Provost’s Office provided support for the following distinguished women to visit faculty and students:

- Dr. Marti Hearst, Professor at the School of Information from UC Berkley visited the School of Information Sciences
- Dr. Mary Wheeler, Director of the Center for Subsurface Modeling at UT Austin, visited the Department of Mathematics

U.S. Lieutenant General Patricia D. Horoho, a Pitt graduate from the School of Nursing, was the 2012 Commencement Speaker and was awarded an honorary doctoral degree. She is the 43rd Army Surgeon General and the commander of the U.S. Army Medical Command and is the first woman and the first nurse to hold these positions.

### **Work Life Balance**

Human Resources has updated its website ([www.hr.pitt.edu](http://www.hr.pitt.edu)), reorganizing links to improve communication about health, education and retirement benefits and encompass work-life balance topics. Additional web site enhancements may include location of official lactation rooms on the Pittsburgh campus, sick childcare availability, and expanded dual-couple career assistance.

The Children's Center of Pittsburgh Get Well Room opened in Oakland on January 17, 2012. The child care center at Magee-Women's Hospital of UPMC, will operate a separate area within the center that provides a warm, caring, and healing atmosphere for children who are experiencing mild illnesses, such as colds, bronchitis, upset stomach, or pain and fever from vaccinations.

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.

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 on both professional and personal matters. Resources available include personalized searches for child care and elder care. Information about their services is distributed at PACWC events and more broadly when possible.

The Provost's Office staff continues to assist faculty and school administrators in using the FML 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>.

### **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**

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.