

2012 – 2013

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, 86 are men and 30 are women, which is 26% women. These statistics are the highest numbers reported since the initiation of collecting data in 1996.
- From 1996-2012 the number of full tenured women professors has increased by 7 percentage points from 14% to 21% in the Provost Area Schools (a 46% increase), by 8 percentage points from 13% to 21% (a 70% increase) in the Schools of the Health Sciences, and by 7 percentage points from 14% to 21% overall at the University (a 50% increase).

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

- Lisa Barsom has been appointed Assistant Provost. Her appointment increases the Provost Senior Staff count of women from four to five.
- Patti Mathay has been appointed the University Registrar; in this position, she will serve on the Council of Deans.
- Cristina Ruggiero has been appointed Associate Dean of the College of General Studies.
- Joanne Russell has been appointed Assistant Dean for Global Health Programs in the Graduate School of Public Health.
- Sheila Corral has recently joined our faculty as a professor in the School of Information Sciences and has been appointed Chair of the Library and Information Science Program.
- Annette Dabbs has been appointed Chair of Acute/Tertiary Care in the School of Nursing.
- On the University Senate, Linda Rose Frank served as secretary.
- Of the Staff Association Council, Deborah Walker served as president, Monika Losagio as vice president for marketing and communications, and Monica Costlow as treasurer.

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

- Pat Chew as Judge J. Quint Salmon and Anne Salmon Chair
- Nancy E. Davidson as Hillman Chair in Oncology
- Diane Denis as Katz Alumni Chair in Finance
- Sharon Hillier as Richard L. Sweet, M.D. Chair in Reproductive Infectious Diseases
- Maria Kovacs as Distinguished Professor of Psychiatry
- Jill M. Siegfried as UPMC Chair in Lung Cancer Research
- Cecilia W.Y. Lo as the Dr. F. Sargent Cheever Chair

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 and Rankings

Swanson School of Engineering is the top-ranked U.S. school in the percentage of doctoral degrees awarded to women in engineering, according to a ranking, based on 2010-11 data, released in fall 2012 by the American Society for Engineering Education.

Pitt ranked among the top two U.S. universities and fourth among universities worldwide in the 10th annual “Best Places to Work in Academia” survey, published by The Scientist magazine. Among American universities, Pitt ranked second after the University of Michigan. Among the top 25 institutions ranked in the survey, Pitt, at 33,347, placed second in the total number of papers university-wide published in the life sciences.

University Recognition

One woman faculty member out of four was named as a recipient of the Provost’s Award for Excellence in Mentoring (Alberta Sbragia—Arts and Sciences).

Two women faculty members out of five were named as recipients of the Chancellor’s Distinguished Research Awards (Tia-Lynn Ashman— Arts and Sciences and Lisa Bodnar— Public Health).

One woman faculty member out of five was named as a recipient of the Chancellor’s Distinguished Teaching Awards (Marah Gubar—Arts and Sciences).

Two women alumni out of three were named as recipients of the Distinguished Alumni Fellow (Catherine U. Dischner—Nursing, 1973 and Johanna Margaret Seddon—Medicine, 1974).

Three women staff members out of five were named as recipients of the Chancellor’s Excellence in Service to the University Award (Sherry Miller Brown—CGS, Gina Huggins—Law, and Cheryl Paul—Engineering).

Networking and Professional Development

PACWC and Women’s Studies co-sponsored the Annual Reception Welcoming New Women Faculty on October 18, 2012. The event featured a lecture by Professor of Law, Deborah Brake entitled “Getting (and Staying) in the Game: Title IX and the Women’s Sports Revolution”.

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

Dietrich School of 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 Office of Academic Career Development offered the Sunrise Series for Women Faculty, Fellows, and students; an expanded two-day Women in Medicine and Science Forum; the Health Science Faculty Professional Development Series; the Postdoctoral Professionalism Series, and the Course in Scientific Management and Leadership.

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 continued its 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 13, 2013, Bria Walker, a Teaching Artist-in-Residence in our Department of Theatre Arts, and professional actress and singer, will present "NEXT!"
- On May 6, 2013, Jessie Ramey, ACLS New Faculty Fellow in Women's Studies and History, will talk about her "scholactivism." That is, her efforts to merge public education policy scholarship and activism, while integrating the community and classroom.

Work Life Balance

An online list of Lactation Room Locations has been compiled to assist mothers in finding a convenient location to express breast milk on the University of Pittsburgh Oakland campus. Please note that other rooms may be available within University units. The list was compiled by the Senate Anti-Discriminatory Policies Committee's Gender Discrimination Initiatives Subcommittee, with special assistance from the Office of Affirmative Action, Diversity and Inclusion. See <http://www.provost.pitt.edu/pacwc/LactationRoomLocations.pdf>.

Human Resources has updated its website to now include information for parents-to-be and new parents. The link to the site is: <http://www.hr.pitt.edu/node/763>. This is a comprehensive website that contains information for faculty and staff who are becoming new parents, including medical leave checklists for employees and departments, and information on Family Medical Leave Act and Short Term Disability leaves for staff.

The Dietrich School of Arts and Sciences hosted a panel “For Grad Students Who Are Parents, Or Thinking of Becoming Parents” on February 19, 2013. Panelists discussed graduate student health insurance benefits, relevant policies and on-campus resources, and tips on balancing graduate studies and parenting from two current graduate student parents. The program was well-attended and received.

Human Resources continues to its 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 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>.

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.