

## 2013 – 2014

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 29 are women, which is 25 percent women. These statistics are slightly lower than those reported last year, but still compare favorably with data gathered in previous years. Data were first collected in this area in 1996.
- From 1996-2013 the percentage of full professors with tenure who are women has increased by 7 percentage points from 14 percent to 21 percent in the Provost Area Schools (a 48 percent increase), by 9 percentage points from 13 percent to 22 percent (a 74 percent increase) in the Schools of the Health Sciences, and by 7 percentage points from 14 percent to 21 percent overall at the University (a 52 percent increase).

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

- Laurie Kirsch, previously named the Vice Provost for Faculty Development, moved into this capacity.
- Lina Insana was named Chair of the Department of French and Italian Languages and Literatures
- Suzanne Lane was named Chair of the Department of Psychology in Education
- Valire Copeland was appointed Associate Dean for Academic Affairs in the School of Social Work
- Audrey Murrell was named Associate Dean of the College of Business Administration
- On the University Senate, Irene Frieze served as Vice President and Linda Rose Frank served as Secretary
- Of the Staff Association Council, Monica Costlow was elected Executive Vice President, Monika Losagio as Executive Vice President of Finance, and Lindsay Rodziewicz as Vice President of Public Relations

The Provost's Office continues to monitor appointments of women to distinguished faculty positions:

- Ivet Bahar was named Distinguished Professor of Computation and Systems Biology
- Nancy Davidson was named Distinguished Professor of Medicine
- Jacqueline Dunbar-Jacob was named Distinguished Service Professor of Nursing

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

- Yuan Chang as Distinguished Professor of Pathology
- Charleen Chu as A. Julio Martinez Chair in Neuropathology
- Jacqueline Dunbar-Jacob as Distinguished Service Professor of Nursing
- Jennifer Grandis as UPMC Head and Neck Surgical Research in Otolaryngology

- Amy Wagner as Research Chair in Physical Medicine and Rehabilitation

On the Board of Trustees, there are 10 voting members who are women out of a total of 48 voting members. This is 21 percent women and is the highest percentage since the data was first collected in 2001 when 9 percent of the members were women.

### **Awards and Rankings**

Pitt is the fourth-ranked U.S. university in the annual “Best Places to Work in Academia 2013” survey, published by *The Scientist* magazine, an improvement from a ranking of 14 in 2012. Pitt was noted for its pay, infrastructure, and environment.

### **University Recognition**

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

One woman faculty member out of five were named as recipients of the Chancellor’s Distinguished Research Awards (Ivet Bahar – School of Medicine).

One woman faculty member out of four was named as a recipient of the Chancellor’s Distinguished Teaching Awards (Cynthia Lance-Jones – School of Medicine).

No women faculty members out of three were named as recipients of the Chancellor’s Distinguished Public Service Award.

One woman alumnae out of three was named as a recipient of the Distinguished Alumni Fellow (The Honorable Mary Jo Ransford White – School of Law, 1967).

Four women staff members out of four were named as recipients of the Chancellor’s Excellence in Service to the University Award (Sheila Confer – University of Pittsburgh, Bradford; Kristin Hopkins – The University Store on Fifth; Christine Metil – Arts and Sciences; Holly Spittler – University of Pittsburgh, Bradford).

One woman out of five was named as a recipient of the Chancellor’s Award for Staff Excellence in Service to the Community (Donna Alexander – Office of Institutional Advancement).

### **Networking and Professional Development**

PACWC and Women’s Studies co-sponsored the Annual Reception Welcoming New Women Faculty on September 19, 2013. The event featured a lecture by Professor of Anthropology, Kathleen M. DeWalt entitled “Are We Developed Yet? Gender and Development 20 Years after Beijing.”

PACWC and TIAA-CREF are co-sponsoring several on-campus workshops, in which the company would focus upon retirement issues that are of concern to women. TIAA-CREF administered one workshop on April 9 that focused on early career women and will administer another workshop on May 21 that will focus on mid-to-late career women.

PACWC continued hosting Women's Networking Happy Hours for faculty, staff, and post-docs at the University Club.

The Provost's Office sponsored the following events:

- Networking events for women deans and academic administrators
- Faculty Diversity Seminar

The Dietrich School of Arts and Sciences continued its series of workshops on tenure and promotion for faculty. The two fall workshops focus on faculty in year 1 or 2 of their employment and on recruitment and the spring workshop focuses on faculty approaching the tenure decision.

The Office of Academic Career Development for the Health Sciences offered the Sunrise Series for Women Faculty, Fellows, and students; a 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 and associate deans, orientation for new deans and senior administrators, and review of annual faculty evaluation letters.

### **Visibility**

PACWC is continuing its series entitled "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 their 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. Members of PACWC are currently exploring potential speakers for this event.

### **Work Life Balance**

Human Resources continues to offer a vast array of information on work-life balance and other issues on its website ([www.hr.pitt.edu](http://www.hr.pitt.edu)). It provides information on health, education and retirement benefits; work-life balance topics; the location of official lactation rooms and sick childcare availability; and dual-couple career assistance.

The Council of Deans approved a set of guidelines for a dual-career hiring program, which outlines a process through which schools that wish to hire or retain key faculty members can work with other units within the University's academic community to hire a faculty member's partner in an academic capacity.

Human Resources continues to offer its Dual Career Assistance Program in order to provide 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.

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.