

Excerpt of the Charge to PACWC from Provost Smith

March 30, 1983 Meeting

Change and suggestions for change produce controversy and change often comes slowly within traditional institutions like universities. That's not always such a bad thing, but, if we proceed with careful discussion, identification, and exploration into the issues, problems, and concerns— with people like yourselves— we should be able to significantly improve the situation of women and men and Pitt.

As faculty and administrators who work with students and colleagues, you are in touch with the day-to-day realities of the University and those of you who have been here a while or bring similar experience from other institutions are aware of the histories, patterns, and the experience over time in a university. I would like you to be a forum that encourages critical discussion of the issues, to educate yourselves, me, and the rest of the University about these issues, to identify those areas where we fall short, and allow us to gain from those experiences where we have been more successful.

Members of the First Committee

Elizabeth Baranger	Frances Drew	Anne Levenson	Wilma Smith	Cynthia Vanda
Glema Burke	Marigold Edwards	Josephine Olson	Lucile Stark	Joyce White
Pat Crosson	Beverly Harris-Schenz	Elizabeth Segel	Julia Thompson	Jo Ann Woodson
Ellen Detlefsen	Anne Jones	Barbara Shore		

Provost's Advisory Committee on Women's Concerns

PACWC Membership, A-K

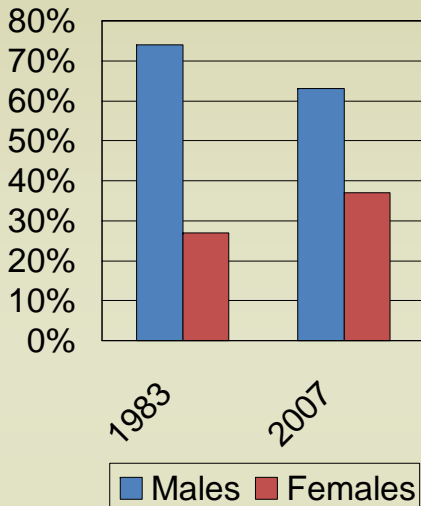
Mervat Abdelhak	Dione Cahillane	Kerry Daley	Monica Frohlander-Ulf	Stephanie Hoogendoorn
Dollie Aiken	Jennifer Calabrese	Lynn Davidman	Heather Frost	Leslie Horne
Cynthia Atman	Holly Callendar	Tammy Dennis	Jere Gallagher	Tamara Horowitz
Roberta Astroff	Carol Calloway	Toi Derricotte	Mary Gardner	Susan Hunt
Gail Austin	Martha Calloway	April Detar	Patricia Geary	Zeynep Isvan
Kit Ayars	Karen Cameron-Scanlon	Ellen Detlefsen	Ingrid Glasco	Linda Jen-Jacobson
Carol Baker	Martha Chamallas	Kathleen DeWalt	Susan Godfrey	Ann Jannetta
Anna Balazs	Cathy Chami	Janice Dorman	Janelle Greenberg	Olenda Johnson
Elizabeth Baranger	Daryl Chapman	Frances Drew	Catherine Greeno	Lorie Johnson Osho
Maureen Beal	Pat Chew	Luann Driscoll	Deborah Gould	Anne Jones
Rita Bean	Shenaz Choudhury	Theresa Dunn	Jessica Grol	Rosalind Jones
Karen Beck	Richard Citrin	Marigold Edwards	Sabine Hake	Sophia Joppy
Patricia Beeson	Rebecca Claycamp	Jean Ferguson-Carr	Mary Hamler	Susan Kalisz
Theresa Benedek	Sherry Cleary	Jenna Ferrara	Susan Hansen	Amal Kanbour-Shakir
Linda Ann Berardi-Demo	Carol Coffee	Laura Ferlan	Beverly Harris-Schenz	Paula Kane
Susan Berk-Seligson	Ruth Colker	Sara Fine	Kristen Hartman	Eileen Kiley
Brenda Berrian	Rachel Collins	Sharon Flake	Joan Harvey	Audrey Kilmann
Shirley Biggs	Michele Colvard	Kathryn Flannery	Shira Hassan	Margaret Kimmel
Donna Blackmond	Nicole Constable	Kathy Fleissner	Mary Heath	Daria Kirby
Kathleen Blee	Phyllis Coontz	Ana Forcinito	Janet Helfand	Randi Koeske
Catherine Brennen	Valerie Copeland	Angela Ford	Pamela Hepple	Wynne Korr
Mary Louise Briscoe	Pat Crosson	Ellen Frank	Leyla Hirschfield	Mary Ellen Kubit
Lisa Brush	Julie Crowell	Renee Frazier	Cindy Hoffman	Joann Kurutz
Glema Burke	Natalie D'Amora	Irene Frieze	Julie Hoggarth	

PACWC Membership, L-Z

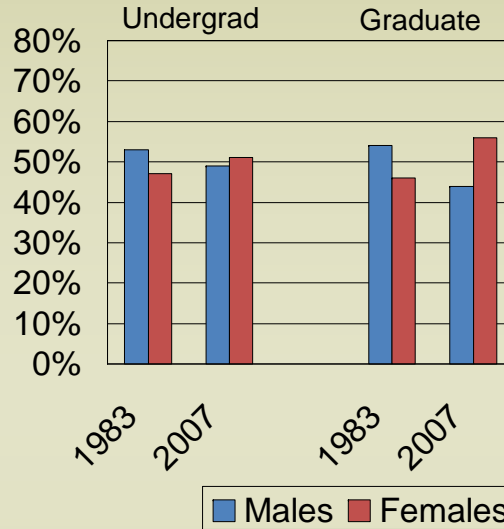
Joan Lakoski	Barbara Mellix	Mary Page	Elizabeth Segel	Merrily Swoboda
Carrie Leana	Beverly Michael	Lucia Parker	Dorothy Setliff	Nancy Tannery
Anne Levenson	Christine Milcarek	Marilyn Patete	Amy Seybert	Julia Thompson
Katheryn Linduff	Barbara Miller	Barbara Porter	Lori Shorr	Jane Thompson
Diane Litman	Cynthia Miller	Maureen Porter	Barbara Shore	Jeanette Trauth
Irina Livezeanu	Diane Moore	Kathleen Pratt	Mary Shull	Judith Tredway
Patrizia Lombardo	Linda Morrison	Anne Rawlinson	Myrna Silverman	Cynthia Vanda
Peggy Lovell	Audrey Murrell	Laurel Roberts	Laura Siminoff	Lynnette VanSlyke
Diane Luci	Kim Needy	Michelle Roberts	Amy Sitnick	Judith Vollmer
Jyotsna Mainkar Diwadkar	Sharon Nelson-LeGall	Kellie Robertson	Alice Smith	Nancy Washington
Kate Maloy	Linda Neuenschwander	Anna Roman-Koller	Jinaki Tami Smith	Rhonda Wasserman
Victoria Machtay	Dale Newman	Chishamiso Rowley	Nomosha Smith	Vincenne Waxwood
Candace Mason	Marianne Novy	Olivia Rugo	Wilma Smith	Sandra Wexler
Georgine Materniak	Kathy O'Connor	Joanne Russell	Mary Louise Soffa	Joyce White
Patti Mathay	Randi O'Connor	Julie Sabol	Carrie Sparks	Jennifer Whiting
Aurelia Matthews	Susan Oerkvitz	Merilee Salmon	Carol Sprague	John Wilds
Carol McAllister	Ellen Olshansky	Donna Sanft	Carol Stabile	Elspeth Wissner
Maureen McClure	Joan Olshansky	Francesca Savoia	Lucile Stark	Joanne Woodson
Margaret McCormick-Pipko	Josephine Olson	Erin Schaefer	Judy Stern	Hong Xu
Kathleen McIntyre-Seltman	Eileen O'Malley	Regina Schulte-Ladbeck	Janet Stocks	Annagene Yucas
Melissa McNeil	Regina Onda	Carolyn Schumacher	Kristin Sukalac	
Anne Medsger	Ann Ostroski	Pamela Scott	Ann Sutherland-Harris	

Demographics Then and Now

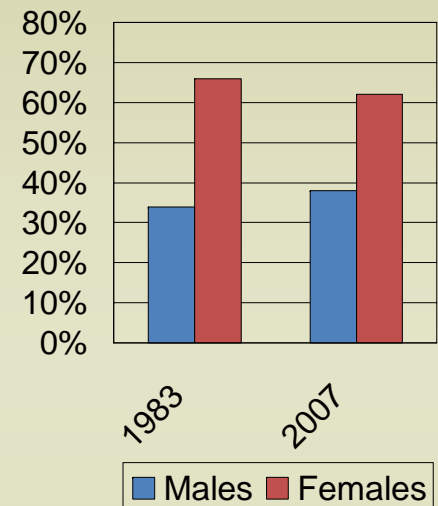
Full-time Faculty
 (All Campuses)



Student Enrollment
 (All Campuses)



Full-time Staff
 (All Campuses)



Two Firsts



Sisters Margaret and Stella Stein, the first full-time female students, enrolled in 1895.

Chancellor Holland admitted the Stein sisters to the College believing that two women could look after each other and keep each other company. When they graduated with BA degrees in 1898, they tied for first in their class. Both women were “firsts” again when they returned for their master’s degrees in 1901.

Source: The History of Women at Pitt Exhibit; credits available at <http://www.provost.pitt.edu/whistory/credits.html>



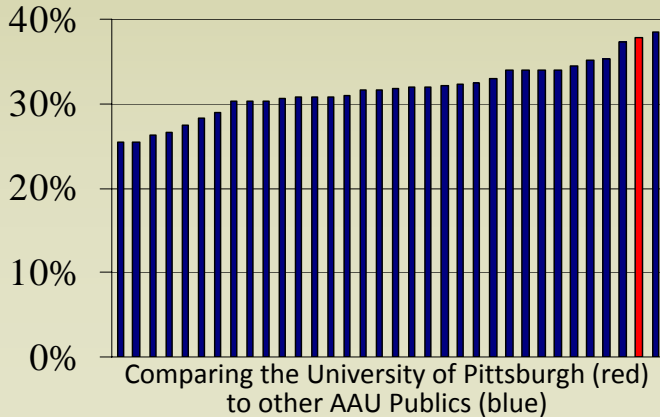
Blossom Henry, the first woman faculty member, was hired in January 1918. (photo 1944)

When a reporter asked Professor Henry about her first impression of the university, she replied, “The university was full of men.” She didn’t know until she arrived that she would be the only woman on the college faculty. Henry would remain at Pitt until 1955.

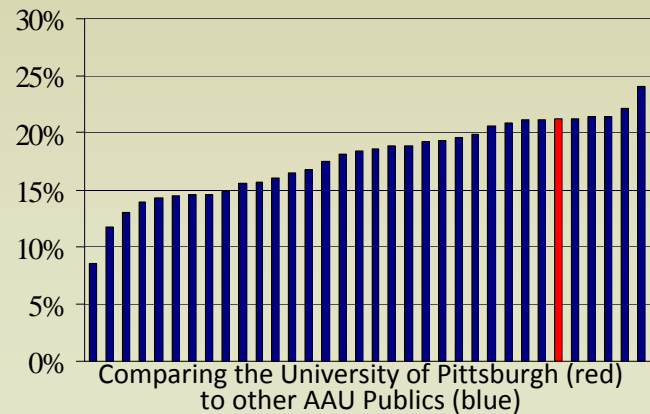
Source: The History of Women at Pitt Exhibit; credits available at <http://www.provost.pitt.edu/whistory/credits.html>

Efforts to Recruit & Retain Women Faculty

Women as a Percent of Faculty (All Ranks*) in 2005-2006



Women as a Percent of Full Professors in 2005-2006



In 1983-1984, **27%** of faculty (all ranks*) were women.
 In 2005-2006, **38%** of faculty (all ranks*) were women.

In 1983-1984, **13%** of the tenured faculty were women.
 In 2005-2006, **24%** of the tenured faculty were women.

* Asst, Assoc, Full (including T/TS/NTS)

Training and Education

- 2004 Chairs Retreat
- Recruitment Workshops
- Research on Bias in Hiring
- Pitt Partners Mentoring Pilot
- Web Site Resources for New Faculty



Salary Gap

Controlling for rank, tenure status, and disciplinary differences, the ratio of women's to men's salary at Pitt is:

Full	92.4%
Associate	97.1%
Assistant, 0-3 years	96.9%
Assistant, 4-6 years	99.97%

In an effort to address inequities:

- 1994 Salary Equity Study
- 2006 Report on Salary Equity



The Survival Skills and Ethics **Moving Towards Tenure Workshop**, designed for junior faculty, focuses on how to successfully negotiate the path to tenure.



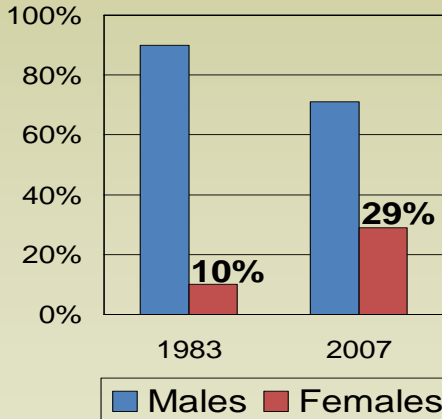
Pittsburgh Council on Higher Education Faculty Partner Resume Exchange Program

Initiated in 2003, the resume exchange program is designed to provide an opportunity for partners of newly recruited faculty members at any PCHE institution to apply for positions within all PCHE institutions.

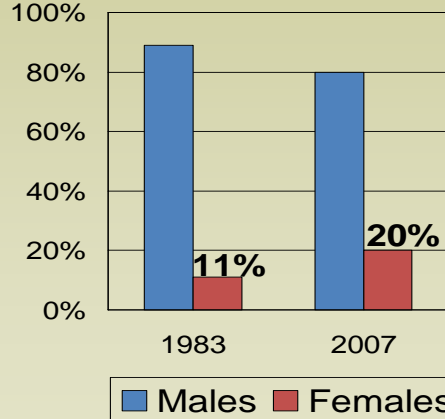
Provost's Advisory Committee on Women's Concerns

25th Visibility of Women on Campus

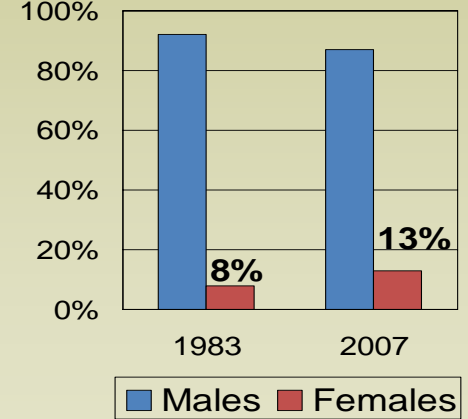
Higher Administrative Positions



Deans



Board of Trustees (Voting Members)



In 2007 **Sharon Smith** became the fourth president of the University of Pittsburgh at Greensburg.

Photo credit: <http://www.upg.pitt.edu/upg/PresidentInstallation.aspx>



In 2003 **Suzy Broadhurst** became the Vice Chairperson for the Board of Trustees.

Photo Credit: http://www.carnegiemuseums.org/cmag/bk_issue/2006/summer/

Women Speakers at Honors Convocation and Commencement

Percentage of Women Speakers at:

	Convocation	Commencement
1980 - 1989	10%	20%
2000 - 2007	38%	25%



Catherine DeAngelis, pediatrician, delivered the honors convocation address in 2004. DeAngelis was the first woman to be appointed editor of the *Journal of the American Medical Association*. When she

was made a full professor in 1984, DeAngelis was only the twelfth woman in Johns Hopkins' 94-year history to receive that rank. Photo credit: University Times



Helen Faison, trailblazing educator, delivered the commencement address in 2005. During more than 43 years of service with the Pittsburgh School District, Faison was one of the first African-American teachers and the first female and African-American high school principal. Her appointment as deputy superintendent was the highest administrative position ever held by a female in the school district. Photo credit: Pitt Chronicle

Provost's Advisory Committee on Women's Concerns

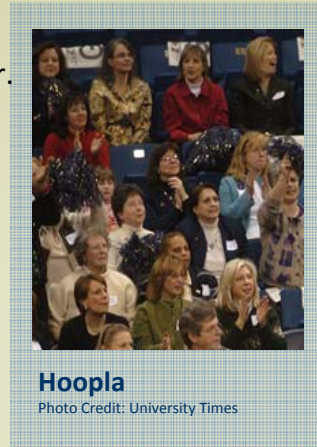
Networking Opportunities

PACWC Outreach Meeting 1983

There is a need for more networking and more support systems among women.

Established Events

- The Annual PACWC and Women's Studies Reception honors the new women faculty at the start of each year.
- Vice-Provost Beeson convenes a group of Senior Women Administrators that meets each term.
- Hoopla* provides a networking opportunity for female staff, faculty, and students that helps to support women's basketball at Pitt. The event was initiated in 2005 by Jean Ferketish, Secretary of the Board of Trustees.



Student Organizations

- Association of Women in Public Health
- Campus Women's Organization
- Graduate Women in Business National Organization
- Organization for Women in Science
- Pitt Law Women's Association
- Rainbow Alliance
- Society of Women Engineers



Dr. Donna Gabaccia, Andrew W. Mellon Professor of History, gave a lecture titled "Nations of Immigrants" at the Annual Reception Honoring Women Faculty in 2004.

Annual PACWC and Women's Studies Reception



The event typically includes a lecture by a distinguished women faculty member followed by a reception where new women faculty are introduced.



New music faculty member Amy Williams is introduced during the 2005 reception as Provost Maher and Speaker Katherine Wisner look on.

Staff Development & Recognition

Staff Concerns: PACWC Outreach Meeting 1983

- The perpetuation of occupational segregation results in poorly compensated female job ghettos
- There is no consideration given to the concept of “comparable worth.”
- There are no rewards, either in status or compensation, for the executive functions that are performed in many secretarial positions
- Limited opportunities for upward mobility
- Uneven application and access to University benefits such as educational benefits and maternity leave
- Lack of respect and recognition

Actions Taken by the University

Salary Administration - Effective 1994

“A systematic analysis should be undertaken to determine where and to what extent salary inequities exist (such as salary compression or differentials attributable solely to gender, race, or other inappropriate factors), and funds should be allocated each year to units where inequities are documented until they are removed.” (Policy 07-09-01)

Staff Education Benefits - Effective 1994

“Regular, full-time staff are eligible to receive a tuition scholarship at the University of Pittsburgh, in any academic degree program. . .” (Policy 07-11-01)

Staff Classification System - Effective 1999

“. . . job classification is determined based upon the duties performed, scope of responsibility, level of skill, education requirements, and the potential impact the position has on the University’s operations.” (Human Resources)



Elaine Morner from SHRS, was among the first to be honored with the Chancellor’s Award for Staff Excellence in Service to the Community in 1997.

Chancellor’s Awards for Staff Excellence in Service to the Community, Effective 1997 and in Service to the University, Effective 2003

These awards are given to staff members in recognition of their dedication to making their community a better place to live and in recognition of their outstanding contributions to the University.

Faculty and Staff Development Program

The Faculty & Staff Development Program offers a variety of workshops including free workshops on *Career Development at the University of Pittsburgh* and *Completing an Undergraduate Degree*.



Kathy Tosh, Budget & Financial Reporting, was among the first to be honored with the Chancellor’s Award for Staff Excellence in Service to the University in 2003.

Family Leave for Faculty

In 1996 the Faculty Medical and Family Leave Policy was established. This policy benefits both male and female full-time faculty (both inside and outside the tenure stream) and part-time faculty in the tenure-stream.

Some features of the policy include:

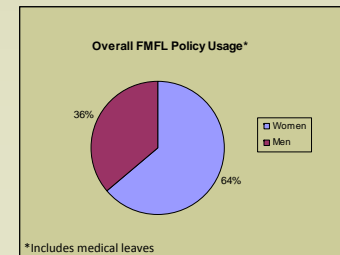
- Full pay with benefits in accordance with what the faculty member's physician advises (typically 6-8 weeks; up to 26 weeks) for the birth of a child
- Full pay with benefits for two work-weeks for parental leave for new mothers and fathers
- One year of unpaid leave with benefits for routine childcare for new mothers and fathers
- Tenure clock stoppage for one year for new mothers and fathers
- Full pay with benefits for four work-weeks to care for an ill family member
- One year of unpaid leave with benefits to care for an ill family member

Faculty Medical and Family Leave Usage

September 1996 – March 15, 2008

Leave for Child Birth – utilized 238 times

Family and Parental Leave – utilized 307 times



Childcare

In 1995, the University Child Development Center was expanded and upgraded to provide greater access.



Life Solutions, the Faculty and Staff Assistance Program (FSAP), 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.

Efforts to Promote Diversity

Provost James V. Maher's Directive on Faculty Diversity

Excerpt from Memo to Deans and Campus Presidents
March 29, 2002

- Deans and other top administrators will embrace an active leadership role in recruiting and retaining colleagues who add to the diversity of our faculty.
- Deans and faculty appointment committees will actively, creatively and aggressively identify and pursue historically underrepresented candidates for faculty positions, refusing to move searches forward without first making every effort possible to include potentially qualified minority and women candidates.
- Units will develop specific employment assistance strategies for spouses and partners.
- Administration and faculty will establish and nurture mentoring programs designed to promote success and to fully integrate minority and women faculty members into the academic community.
- Administration and faculty will create a scholarly, intellectual and social environment that would be attractive to a diverse faculty and a diverse student body.
- Deans will commit the salary funds necessary to effectively recruit and retain a diverse faculty.

Read memo in its entirety at www.provost.pitt.edu/memo/03-29-2002.html

Faculty Diversity Seminar Created in 1995

Sponsored by the Office of the Provost with assistance from the Provost's Advisory Committee for the Faculty Diversity Seminar and CIDDE, the annual Faculty Diversity Seminar offers ten faculty members seminar fellowships to redesign their courses to be more inclusive in terms of race and gender.



"The Diversity Seminar creates a venue for people to talk seriously about these complicated topics: race and gender." Dennis Looney, Associate Professor of Italian, on his experience with the Diversity Seminar

Domestic Partner Benefits

In 2004 the following benefits were extended to certified domestic partners of eligible faculty and staff:

- Health Insurance (medical, dental and vision)
- Educational Benefits
- Bereavement leave in the case of death of the domestic partner or a parent of the domestic partner

(Source: Policy 07-06-08)

Women's Studies

Women's Studies Program Created in 1972

The *Bulletin of the University of Pittsburgh* (1972-73) announced the establishment of a Women's Studies Program, the hiring of three faculty--Mary Briscoe (English), Irene Frieze (Psychology), and Maureen Greenwald (History) and the affiliation of other faculty (Professors Landy, Berry, Goldman, Matlack, and Siporin).



Dr. Kathryn Flannery, Former Director of Women's Studies, delivers the opening remarks at the 2005 PACWC-Women's Studies Reception Honoring Women Faculty.



The *Bulletin* reports:
"What had been only a pipe dream of dedicated and creative women in the University and surrounding community will begin operation in the Fall Term 1972 and will be one of the first programs of its kind in the country."

Photo Credit: The History of Women at Pitt Exhibit
see www.provost.pitt.edu/whistory/credits.html

An Interdisciplinary Academic Program

The Women's Studies Program is an interdisciplinary academic program focusing on women, gender, and sexuality. Women's Studies courses together with cross-listed courses in various departments across the university provide opportunities for students and faculty to explore the changing roles of gender in the United States and globally as it intersects in complex ways with such factors as race, class, ethnicity, ability, and sexual orientation.

Certificates in Women's Studies

In 2006-07, there were 32 MA, 30 PhD, and 108 undergraduate students enrolled in the Women's Studies Program.

In that year, the program awarded 11 graduate certificates and 21 undergraduate certificates.

In 2007, Women's Studies Certificates were renamed: Certificates in the Study of Women, Gender, and Sexuality



Audrey Murrell, professor of business administration, was the recipient of the inaugural Iris Marion Young Award for Political Engagement.

Photo Credit: Pitt Chronicle