

Provost's Advisory Committee on Women's Concerns 1992 Agenda and Resulting Actions

1. The need for a Statement of Commitment to Affirmative Action for Women concerning issues of hiring, retention, and all aspects of working conditions.
 - 2002 Memo from the Provost on Faculty Diversity
 - Statement of value of diversity to the institution, both racial and gender and scholarly perspectives. Speaks to value of diversity for educational mission, for scholarship, and other key constituencies.
 - Reaffirms existing requirements that
 - All annual plans address diversity
 - Every request to negotiate must include information of specific efforts to run an inclusive search
2. Visibility of distinguished women.
3. More women in administrative and governing positions at Pitt.
4. Greater efforts made to find, hire, and retain women faculty, especially in departments where the representation of women is significantly below the pool.
 - 2004 Chairs Retreat, Recruitment Workshops, Research on Bias in Hiring - COD
 - Mentoring
 - Tenure workshops
 - School-level programs
 - Survival Skills and Ethics Workshops
 - Senate Plenary Session on Mentoring
 - Pitt Partners Program for new faculty members
 - AAUP data: 12.5% increase in women as a percent of professors (all ranks) from 1998-99 to 2005-06, the largest increase among AAU Public peer institutions
5. The salaries of women should be critically evaluated for comparative gender equity.
6. Adequate support should be given to improving the quality of working conditions for women.
 - Improved Family Leave Policy
 - Tenure clock can be stopped by women who have a child
 - Parental leave establish
 - Procedure for department's to replace an individual during a leave was developed
 - PACWC benchmarked family leave policies for faculty and staff in 2005-2006 and gave recommendations to the Provost
 - working to find ways to better communicate the policies and services that are available
 - Small-group training sessions for Deans on the faculty medical and family leave policy
 - Child Care
 - Relocated the CDC to a new facility in 1995
 - Expanded services to accommodate students

- Reclassified all CDC teaching and support personnel to increase compensation and retain staff
- Creation of subsidies for those unable to afford the full cost of child care
- Expanded hours to better serve students and faculty
- Added full-day kindergarten and summer care
- Safety
 - Sexual Assault Services Coordinator position created, Help Hotline established, and brochures created and distributed.
 - Developed a wallet card printed with emergency phone numbers
 - PAT/Pitt agreement for bus service developed
- Sexual Harassment:
 - Taskforce developed to improve communication and policies
 - Developed Guidelines for Administrators
 - Currently revising the manual for administrators and various campus brochures
 - Online course implemented and is required by all staff members (through HR) and by all faculty members and all graduate students who teach
 - 2004 Memo from the Provost regarding harassment and consensual relationships policies
- Chancellor's Affirmative Action Award
- Staff
 - Staff development courses created through HR, inc. skills workshops and Career Development Seminars (came about through recommendation by PACWC).
 - Staff service recognition program was recommended by PACWC and implemented in the mid-1990s
 - Chancellor's Award for Excellence for Staff implemented in 1996-97

7. Teaching and research on Women and Gender issues and improve and develop the Women's Studies Program.

8. Greater recognition of the many distinguished women already on our faculty, many of them in senior positions.