



E-Newsletter for Faculty

Vice Provost for Faculty Affairs, Development, and Diversity
Office of the Provost

September 2018

Dear Colleagues,

Welcome to the 2018–2019 academic year! I am pleased to bring you this edition of the faculty e-newsletter to keep you informed of the many opportunities for faculty at Pitt. Keep reading to learn about ongoing initiatives, and where to find additional information. All e-newsletters, as well as links to Pitt articles about faculty matters, are also posted on the Office of the Provost website under [Faculty News](#).

FEATURED NEWS

National Center for Faculty Development and Diversity (NCFDD)

NCFDD is designed to help faculty be successful in academia. You can register for access to webinars, the Monday Motivator, and the 14-Day Writing Challenge—in fact, the next writing challenge starts October 29, so sign up and participate! The Office of the Provost supports an institutional membership for the Pittsburgh campus and all of the regional campuses, and you can join at no cost to you. To gain an understanding of what [NCFDD](#) has to offer, [view a recording of the recent workshop](#) on its resources, webinars, and first-hand experiences of Pitt faculty.

Professional Development Workshops

On the first Tuesday of every month, from 12:00 p.m.–1:30 p.m., the Office of the Provost sponsors a workshop for faculty. The first workshop was on NCFDD and its offerings. The upcoming October 2 workshop is titled “Recruiting Diverse Faculty.” This will be followed by a workshop about implicit bias on November 6. We will close out the semester on December 4 with a workshop about how to run an effective meeting. For a complete listing, and to view recorded sessions, [visit the Professional Development Offerings Web page](#).

Higher Education Research Institute (HERI) Part-time Faculty Survey

In the spring, the Office of the Provost administered HERI's Part-time Faculty Survey to all part-time faculty at Pitt. The survey is designed to provide institutions with actionable information on important and timely issues. By using HERI for this purpose, we are able to benchmark with other institutions. HERI has been administering this survey since 1989 to over 1,000 institutions. The analyses will yield important insights into additional ways to strengthen the work environment for part-time faculty at Pitt.

IMPACT: Institutional Mentoring Program Across a CommuniTy of Color

IMPACT is a new Provost-sponsored program for faculty of color that emphasizes networking, mentoring, and community building. Throughout the academic year, a senior faculty member will meet with and mentor a small group of junior faculty. IMPACT mentors will be career mentors, supplementing other mentoring that the junior faculty may receive through their departments or other sources. Deans and campus presidents can nominate interested junior faculty (within the first three years of appointment) for participation in IMPACT. In addition, all faculty of color are invited to attend the welcoming kickoff event, *Celebrating Diversity*, for the inaugural IMPACT program on the Pittsburgh campus on October 29 from 11:30 until 1:30 (specific location TBD). The kickoff will feature Senior Vice Chancellor for Engagement and Secretary of the Board of Trustees Kathy Humphrey as the speaker. RSVP for the kickoff event, *Celebrating Diversity*, at tinyurl.com/IMPACTPitt2018. More information about IMPACT and other professional development programs and resources can be found at the [Professional Development for Faculty Web page](#).

Prevention of Sexual Harassment

The University's recently revised [Sexual Misconduct Policy](#) includes a new educational initiative to reinforce our culture of [diversity and inclusion](#). Under the policy, every four years, all University faculty and staff must complete training relating to the prevention of and response to sexual harassment. The offices of Diversity and Inclusion, Human Resources, and the Provost have worked collaboratively to develop a plan to implement this requirement over four years. During the 2018–2019 academic year, the second year of the phased implementation, several units and responsibility centers will be contacted about the training. Stay tuned for more information.

Faculty Recruitment

A resource guide has been developed to assist faculty search committees. The [Recruiting an Excellent and Diverse Faculty: Resources for Faculty Search Committees](#) guide has suggestions for creating a fair faculty recruiting process, for interview questions, and for evaluating candidates. The faculty who chair the schools' and campuses' diversity committees are working collaboratively with the Office of Diversity and Inclusion and the Office of the Provost to develop a faculty recruiting website with expanded resources, suggestions, and guidance. Look for more information about the website in the coming weeks.

COACHE Update

In 2016, the University of Pittsburgh partnered with the Collaborative on Academic Careers in Higher Education (COACHE) to administer COACHE's Faculty Job Satisfaction Survey to full-time faculty. Across the University, the results of the survey have been—and continue to be—used to drive change. [Visit the](#)

[extensively revised COACHE Website](#) to learn about some of the actions taken in response to survey results.

TEACHING NEWS AND ANNOUNCEMENTS

Teaching Partners

With nearly 200 faculty participants, Teaching Partners is a new faculty community at the Center for Teaching and Learning that engages instructors from all departments and campuses who use the Teaching Center's resources to support their teaching practice. Teaching Partners is the first to know about new programs, services, and resources available through the center and meets twice per term to discuss various educational topics of interest. You can join the community by signing up on the [Teaching Partners](#) page.

Part-Time Faculty

The Teaching Center encourages part-time faculty to take advantage of the many support and professional development offerings available. It is happy to arrange consultations outside conventional hours, and wants to make sure you have the best teaching experience possible. To learn more about all the services available to part-time faculty, please visit the Teaching Center's [Part-Time Faculty Resources page](#).

Top Hat Student Response System

The Top Hat Student Response System is now available to all Pitt faculty and students free of charge. Top Hat helps faculty easily take attendance, administer polls, and deliver quizzes in the classroom. Student roster, attendance, and grade information can be easily synced with your Blackboard course. More information is available on the Teaching Center's Top Hat resource pages.

Open Lab at Hillman

The Open Lab at Hillman, a University makerspace, opened to all Pitt faculty, students, and staff this fall on the ground floor of Hillman Library. The lab, a collaboration between the University Center for Teaching and Learning and the University Library System, encourages exploration and experimentation with 3D printers, virtual reality, 360-degree video, and more. [Workshops](#) are offered frequently and consulting hours are available daily. Appointments are not necessary but are available [here](#).

I look forward to sharing the next newsletter with you later this term. In the meantime, I encourage you to visit the Office of the Provost's Website for continuing updates at <http://www.provost.pitt.edu/faculty>. As always, your input, suggestions, and comments are most welcome!

Best wishes for a continued productive fall semester!

Laurie

Laurie J. Kirsch
Vice Provost for Faculty Affairs, Development, and Diversity
Professor of Business Administration
826 Cathedral of Learning
University of Pittsburgh
Pittsburgh, PA 15260
E-mail: faculty@pitt.edu
Web: provost.pitt.edu/faculty