

Final Report for the Senate ad hoc Committee Promotion of Gender Equity-II 2009 to 2010

This ad hoc committee was a continuation of the Senate ad hoc Committee for the Promotion of Gender Equity I, which was terminated at the end of 2008. The Committee was approved to continue working for 2 more years and will terminate at the end of 2010. Irene Frieze [frieze@pitt.edu] chaired this committee.

Goals for this ad hoc Committee were to provide an on-going forum for the discussion of concerns relating to gender equity on campus for faculty, staff and students and to develop concrete recommendations for ways to enhance gender equity. The Committee was open to all members of the University community and had a large mailing list of faculty, staff and students.

Major projects were:

1. Child and Dependent care. In the past, the committee worked to help develop more openings for infants and toddlers at the University Child Development Center. This subcommittee continued to monitor the situation at the University's child care center as well as working to help provide additional child care options for faculty and staff. The Committee also developed a resolution to support breast pumping for nursing mothers that was approved by the University administration and Senate Council and worked to help support nursing mothers. The Committee's scope included all dependent care, not just childcare. Elsa Strotmeyer [strotmeyere@edc.pitt.edu] chaired this subcommittee.
2. Leadership Networking and Skills Development. In 2009, we completed a survey of women faculty to look at needs for leadership networking and skills development. Based on some of the suggestions we received, we explored ways of offering some programs in this area. We see this as a continuing need we hope will be addressed by other groups.
3. Assisting Trailing Spouses in finding positions in Pittsburgh. This was a long term interest of the ad hoc Committees. We received reports about the programs that have been developed at Pitt by the Office of Human Resources and the Office of Affirmative Action to determine what is now being done and to better publicize these activities.
4. Faculty Salaries and retention. The Committee was interested in how faculty women are doing in terms of salaries, promotion and tenure and retention. We received periodic updates on this from the Office of the Provost.
5. Sexual Harassment. In the past, the Committee worked with the University General Counsel Office to make required changes to the Sexual Harassment policies and to advise on the training program now required for all faculty and staff. We continued to examine policies and practices in this area and hope this responsibility will be taken on by other groups.

For more information about the ad hoc Committee, see

<http://sites.google.com/site/friezewebsite/Senate-ad-hoc-Committee-for-the-Promotion-of-Gender-Equity> . Information is also posted about the earlier ad hoc committee at

<http://www.pitt.edu/~frieze/senate/womenatpitt.html> . Prepared by Irene Frieze in January 2011.