



Welcome to the Fall 2018 issue of the Dietrich School Bulletin. Last year, we rolled out this e-blast as a way to share with faculty and staff my vision for the school and the overall priorities that would guide my deanship. Each issue focused on one of our five key priorities: Advancing Teaching and Research Excellence; Enhancing the Undergraduate Educational Experience; Promoting Innovation in Graduate Education; Creating a More

Diverse and Inclusive Environment; and, Embracing Core Operating Principles. (If you missed or want to revisit a particular issue of the *Bulletin*, you can access the online archive at as.pitt.edu/dietrich-school-bulletin.) But we also intended the *Bulletin* to serve as a reminder to keep the lines of communication open—an invitation to contact us with your suggestions, recommendations, and concerns. As we settle into the year, I reissue that invitation to shared governance. Your voices matter and we want to hear them.

The best way to communicate with us is through the following senior administrative team members:

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I also wanted to provide you with the following updates on our progress, which has been made possible by your contributions and participation.

Advancing Teaching and Research Excellence

I am delighted to begin the first *Dietrich School Bulletin* of this academic year with news about our wonderful new faculty.

This fall, we welcomed 46 T/TS and NTS faculty in departments and programs across the natural sciences, humanities, and social sciences. Two of the T/TS faculty hold endowed A.W. Mellon chairs, one is a tenured Associate

Professor, and the rest are Assistant Professors. A large number of NTS faculty joined the Dietrich School this year as a result of our efforts to consolidate part-time instruction and convert visiting positions to NTS positions in a number of departments. Consistent with the priorities of the Dietrich School and the Plan for Pitt, the incoming faculty are diverse on many dimensions. For example, 30 of these faculty are women; 16 are men. For the 20 T/TS positions, the proportion of women to men is 12:8. In the 26 NTS positions, the proportion of women to men is 18:8. It is particularly notable that of the 12 new T/TS women, five are joining departments in our division of Natural Sciences. Of the 20 T/TS new faculty, five (25%) identify as African American/Black and 2 (10%) as Hispanic/Latinx (10%).

Enhancing the Undergraduate Educational Experience

In Summer 2018, the Office of Undergraduate Research, Scholarship, and Creative Activity (OUR) launched the NYC: Scholars in Residence program in partnership with the New York Public Library (NYPL). Three students spent 10 weeks researching in the archives of the NYPL Billy Rose Theatre Division. Adia Augustin (A&S '19) explored the plays of Elizabeth Swados, Kami Beckford (A&S '21) researched the lighting designs of Perry Watkins, and Maya Boyd (A&S '20) examined the history of the New Federal Theatre Project. Their work was featured on the NYPL Instagram account and is currently on display at the NYPL's Performing Arts Library in Lincoln Center. Their work continues this fall in preparation for a public exhibit of their work on campus in the spring.

Promoting Innovation in Graduate Education

As the Dietrich School fosters diverse and inclusive excellence in graduate education, continuing priorities in AY2018–19 include diversity, equity, and inclusion with regard to recruitment, retention, and climate measures; data collection and data transparency; fostering interdisciplinary experiences; developing new professional master's and certificate programs; collaborating with the Provost's office and other areas in supporting graduate students' broader needs, including mental health; and professional development and career diversity preparation, including with an NEH Next Generation Humanities PhD Planning Grant. The grant, "Humanities Careers: Re-Imagining Doctoral Education in the Humanities," engages faculty and graduate students across Humanities doctoral programs, as well as alumni, administrators, and community partners, in a planning process to rethink humanities doctoral education so as to optimize every student's preparation for diverse high-impact careers. Focusing on curricular change, partnerships across and beyond campus, including enhanced alumni engagement and experiential

learning, we aim to foster a cultural transformation in how faculty, students, and the University envisage the broader importance of Humanities PhDs and the societal impacts of humanistic training.

Creating a More Diverse and Inclusive Environment

As part of the Dietrich School strategic plan, the School set a long-term goal of ensuring that the demographics of our staff population mirror the demographics of the city of Pittsburgh. Reaching this goal requires significant efforts around both recruitment and retention of staff, and we have developed an ambitious set of initiatives geared toward creating a more inclusive climate and diverse workforce. We are revamping hiring practices to align with best practices and to mitigate bias. We are excited to participate in the grand opening celebration of the University's Community Engagement Center (CEC) in Homewood. We will be collaborating with the new Centers throughout the city to increase the pipeline of talent applying for staff jobs through ongoing communication of job postings and on-site skill-building workshops.

A new series of professional development opportunities is now available to Dietrich School employees, including new workshops from the Open Door Project and sessions introducing the concept of Transformative Intergroup Dialogue. Visit as.pitt.edu/staff for a full listing of opportunities available.

This month, we are launching a School-wide climate survey that we invite all faculty, staff, and graduate students to complete. The survey will help us establish a baseline understanding of the climate across all of our departments and units to help us better plan targeted opportunities for improvement. All individual responses are confidential, and data will only be shared in aggregate. Faculty, staff, and graduate students will receive email invitations to complete the survey beginning October 22, and responses will be gathered through November 16.

Embracing Core Operating Principles

Over the past 12 months we have made it our priority to do a better job of being good partners and more responsive, service-oriented collaborators. In some cases, that's meant working with Maureen Lazar, director of workforce effectiveness, to map our processes and find ways to streamline them. In other cases, it's been as straightforward as communicating with you more frequently and clearly. You've all had important roles to play in this effort, and Executive Director for Staff Personnel and Senior Assistant Dean Michele Montag and I are both grateful for your patience and participation during this time of transition.

We've seen progress across the board on these objectives, and we hope that you, as end users, have noticed improvements. But we recognize that building a truly collaborative relationship is not a one-and-done kind of initiative. It requires ongoing

reflection and conversation. And we're counting on your help and your great ideas to keep us moving forward.

On behalf of the entire Dietrich School Dean's Office team, thank you for your continued partnership. Best wishes for a successful fall term.