



February 1, 2016

Molly Corbett Broad, President
American Council on Education
One Dupont Circle NW
Washington, D.C. 20036

Dear Molly,

As my first official act as the president of Robert Morris University, I am signing the American Council on Education's "Moving the Needle" pledge to commit my efforts toward the goal that by 2030, half of all college and university chief executives will be women.

I sign this pledge because RMU has made the empowerment of women a strategic priority and has demonstrated time and again its leadership on this issue. For one, each of the deans of RMU's five academic schools is a woman. Maria Kalevitch, the dean of the School of Engineering, Mathematics, and Science, is one of only 28 engineering school deans among the 466 engineering schools accredited by the Accreditation Board for Engineering and Technology.

In 2014, RMU launched the Women's Leadership and Mentorship Program, which provides leadership opportunities, peer mentoring, and professional networking to academically talented female students throughout their undergraduate career. Currently 45 women are enrolled in the program, and when they graduate, they will enjoy a powerful network of other professionals to help boost their careers.

RMU also has sought to address gender inequality in the Pittsburgh region and beyond through the 74% Initiative, a research and outreach project of our Bayer Center for Nonprofit Management. The 74% Initiative has revealed that despite being disproportionately represented in the nonprofit workforce, women are less likely to hold leadership positions and are paid less than their male counterparts.

I am proud of RMU for supporting these and many other initiatives to empower women and for providing leadership opportunities to so many gifted women on the faculty and staff. Personally, I am fortunate to have been mentored throughout my career by accomplished female leaders. They include Lt. Gen. Michelle D. Johnson, one of my professors at the U.S. Air Force Academy and its first female superintendent.

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General Johnson will be the keynote speaker during my installation ceremony on Friday, Oct. 7, at RMU's campus in Moon Township, Pa. She will be joined by my fellow Aspen Institute Henry Crown Fellows Suzanne Nora Johnson, former vice chair of Goldman Sachs and member of the University of Southern California Board of Trustees; and Donna Auguste, scientist and former CEO of Freshwater Software, for a panel focusing on how RMU can empower women to lead in the 21st century.

General Johnson, like my colleagues at RMU, is a role model not only for women, but also for all who strive for excellence in their field and service to their community. I am grateful for them all, and eager to support those who would follow in their footsteps.

Sincerely,

A handwritten signature in black ink that reads "Christopher B. Howard". The signature is written in a cursive style with a large, prominent initial "C".

Christopher B. Howard, D.Phil
President

cc: Lt. Gen. Michelle D. Johnson
Suzanne Nora Johnson
Donna Auguste
Richard Harshman