

Minutes

September 17, 2020, 12:00-1:30pm
Zoom Meeting

1. The meeting was called to order at 12:02 pm by Ally Bove.
2. Present: Ally Bove, Tom McWhorter, Clyde Wilson Pickett, Zuzana Swigonova, Sharon Nelson-LeGall, Beatrice Fadrigan, John Wallace, Helenmary Sheridan, Paula Davis, Goeran Fiedler, Brenda Cassidy, Susan Jones (U Times), Destiny Mann (Black Action Society and Black Senate), Ini Ogunsemowo (Black Senate)
Regrets: Claude Mauk, Gosia Fort, Roxanna Bendixen, Meg Mayer-Costa, Natasha Tokowicz
3. Approval of the August 2020 minutes was tabled to next month due to a lack of a quorum of elected EIADAC members.
4. Faculty Assembly Update
 - a. September meeting: Zuzana Swigonova
 - i. Pittsburgh campus is remaining in Elevated risk posture, but allowing some expansion of in-person instruction
 - ii. Face coverings are required on campus at all times, including when outdoors
 - iii. Anti-black racism course has been launched and is required for all freshmen. It's 1-credit and asynchronous.
 - iv. Senate Committees should record their meetings. There is a document repository in Teams for committees to keep their records.
 - v. Intellectual Property discussion – still some concern regarding ownership of course materials and the university's rights to use it. Going to the Faculty Affairs committee, then will come back to Faculty Assembly.
 - vi. Results of faculty satisfaction survey – general satisfaction is above 70%. Lower for women faculty and BIPOC faculty. High satisfaction with health benefits and retirement benefits. Low satisfaction regarding promotion and tenure process, and interdisciplinary collaboration.
5. Ongoing Business
 - a. Updates from joint working group with Educational Policies Committee – Zuzana, Goeran, Sharon
 - i. The proposed resolution for Faculty Assembly was approved (motion: Ally Bove, second: Zuzana Swigonova, all in favor, no opposed, no abstentions)
 - ii. Items of discussion:
 1. Everyone is satisfied with the proposed course being 3-credits, free (won't increase student debt), being a letter grade rather than pass/fail, and not increasing the number of credits required for any particular university degree.
 2. Discussed another suggestion by the joint subcommittee regarding making the "diversity prompt" in the undergraduate admissions application mandatory. Committee is unclear re: what the goal of this question is, and how it's used in admissions decisions.

3. Discussed that this would be the 1st course that ALL undergraduate students are required to take (setting a new precedent)
 - b. Conversation re: Black Senate demands with Destiny Mann and Ini Ogunsemowo.
 - i. Overall, things are going well. Many demands are being met quickly or making quick progress. Others are slower; sometimes difficult to figure out who is the correct contact person within a department or organization at the university.
 - ii. People's Voice committee is now active. Clyde Wilson Pickett is part of the committee, and he can help keep EIADAC apprised of the committee's work and priorities.
 - iii. EIADAC would love to have more student representation, particularly from groups that are part of Black Senate. We have enjoyed excellent representation from SGB over the past few years, but often do not have consistent representation from other student groups and we'd like to improve in that area.
 - c. Non-discrimination policy update (no update this month)
 - d. Updates from work groups
 - i. GRE use – Natasha, Brenda, Sharon, Ally, Goeran, Cindy
 - ii. OMET bias issues – Roxanna, Sharon, Zuzana, Cindy
 - iii. LGBTQIA issues on campus – Claude, Eric, Tom
 - iv. Faculty gender gaps – Ally, Zuzana, Katie
 - v. EIADAC membership – Paula, Sharon
6. New Business
- a. Discussion of potential new work groups – tabled to October due to lack of time
 - i. Recruiting faculty of color
 - ii. How DEI work is valued on campus for faculty and staff
7. Announcements/Events
- a. <https://www.diversity.pitt.edu/inventory> Office of Diversity and Inclusion is facilitating an ongoing, University-wide diversity, equity, and inclusion resources inventory
 - b. <https://www.healthdiversity.pitt.edu/anti-racism-and-equity-resources> Anti-Racism and Equity resources from Health Sciences Diversity
 - c. <https://www.diversity.pitt.edu/events/monthly-celebrations/hispanic-heritage-celebration-month> Hispanic Heritage Celebration Month activities
 - d. <https://www.caapp.pitt.edu/events/collective-protest-rebellion-black-study-intensive> Collective Protest & Rebellion: A Black Study Intensive, hosted by the Center for African American Poetry and Poetics, co-sponsored by the Dept of English, the Humanities Center, the Year of Creativity (2019/20), the Pittsburgh Contemporary Writers Series, and the Office of the Associate Dean for Undergraduate Studies
8. Next meeting: October 15, November 20, December 17, 12-1:30pm via Zoom