

Minutes

January 16, 2020, 12:30-2:00pm
Room 817 Cathedral of Learning

Attendees: Roxanna Bendixen, Ally Bove, Cindy Danford, Goeran Fiedler, Gosia Fort, Kate Gardner, Eric Macadangdang, Claude Mauk, Meg Mayer-Costa, Katie Pope, Zuzana Swigonova, Tyler Tenney, Natasha Tokowicz
Regrets: Ellen Ansell, Sharon Nelson-LeGall

1. Call to Order & Recorder
 - a. The meeting was called to order at 12:32pm by Cindy Danford.
 - b. Recorder: Ally Bove.
2. Approval of prior minutes – November 2019 and December 2019 meetings
 - a. Minutes were reviewed and unanimously approved for both Nov and Dec.
3. Faculty Assembly Update
 - a. January 2020 meeting – Cindy Danford
 - i. New SVC-HS will begin in June
 - ii. Senate elections are upcoming – watch for nominations
 - iii. Senate plenary on March 24, 12-3pm, Pitt Union will be about mental health
 - iv. Updates are coming to the Senate website re: improving communications. They're also looking to create a series of 3-minute videos about "why we serve". Reach out to Lori Molinaro or David Salcido if you're interested in helping with this effort.
 - v. Presentation from Steve Wiesnewski about Pathways
 - vi. Presentation from David DeJong about seeking faculty feedback regarding salary, benefits, budgeting, work-life balance, performance evaluations, and Pitt's culture/work environment
4. New Business
 - a. Welcome, new EIADAC members!
 - i. Welcome to our new pro-tem member Tom McWhorter!
 - ii. Briefly reviewed EIADAC's purpose and where EIADAC sits within the university hierarchy
 - b. New co-chair
 - i. Cindy Danford wishes to step down as co-chair and continue her term as a voting member
 - ii. Zuzana Swigonova was unanimously elected to serve as co-chair
5. Ongoing Business
 - a. Non-discrimination policy update

- i. Tyler Tenney from the Policy office attended the meeting and shared that Tony Infanti from the School of Law will chair the non-discrimination policy committee from now on. Tyler, Tony, and Katie Pope from ODI are attending the Faculty Affairs meeting at the end of January and hope to attend the Tenure and Academic Freedom committee's February meeting
 - ii. The policy approval process is on hold pending further revisions and hearing further concerns from other Senate committees. The process will resume whenever the SVC-Engagement feels comfortable with resuming the process.
 - iii. Policy was endorsed by EIADAC in spring 2019 semester and the Council of Deans
 - iv. Discussed some of the concerns raised in December University Times article and how to respond; group was concerned that the only press about the policy has been negative. Group agreed to continue moving forward on a letter to the editor aiming to present the positive aspects of the policy and clear up some misconceptions about the content of the policy.

- b. Digital accessibility policy update
 - i. Policy committee now being chaired by Frances Yarger from Library Services, and Angie Bedford-Jack continues to assist
 - ii. Policy is being presented to Faculty Affairs committee in February; has already been endorsed by EIADAC and CIT committees

- c. Work groups – report on progress/goals for spring semester
 - i. GRE use – Natasha, Brenda, Ellen, Sharon, Ally, Goeran
 - 1. No report; group will meet before the next EIADAC meeting
 - ii. OMET bias issues – Roxanna, Sharon, Zuzana
 - 1. Chris Schunn in the Psych department presented seminar on systematic biases in OMETs and alternative teaching evaluations. Sharon Nelson-LeGall attended but was unable to come today; we will ask her for a report about it at the February EIADAC meeting if she's able to attend
 - 2. Natasha will forward articles about bias in OMETs to Roxanna, Sharon, and Zuzana
 - 3. EIADAC may consider inviting Chris Schunn to present their work to the committee
 - 4. CTL performs classroom observations that are known to be quite helpful – perhaps reach out to them as well
 - iii. LGBTQIA issues on campus – Claude, Eric, Tom, Brenda, Elizabeth
 - 1. Briefly discussed student survey re: supports for LGBTQIA community
 - 2. Group will meet before the next meeting to set more specific goals
 - iv. Faculty gender gaps – Ally, Zuzana, Katie
 - 1. University Fact Book does not split information by enough demographic factors and academic ranks to visualize the extent of such gaps
 - 2. Reviewed information from the AAUP survey which showed gender salary gaps of 5-14% at various academic ranks at Pitt's Pittsburgh campus
 - 3. In the past, EIADAC has received presentation about salary gender gaps; it was arranged by Laurie Kirsch. Will follow up.
 - 4. Will also reach out to Dave DeJong and Cheryl Ruffin to see if data can be provided.
 - v. EIADAC membership – Paula, Sharon
 - 1. No report; Paula and Sharon were unable to attend

6. Announcements/Events

- a. Chancellor Gallagher released further steps being taken to prevent sexual assault on campus. The press release is available online here:

<https://www.chancellor.pitt.edu/spotlight/advancing-our-community-driven-response-preventing-sexual-misconduct>

7. Next meeting: February 20 at 12:30pm, 826 CL