

Minutes

October 15, 12:00-1:30pm
Zoom Meeting

1. Call to Order & Recorder
2. Present: Ally Bove, Zuzana Swigonova, April O'Neil, Goeran Fiedler, Stephen Gabrielson, Clyde Pickett, Esteban Alcalá, Helenmary Sheridan, Beatrice Fadrigon, Kenyon Bonner, Chris Bonneau, Sharon Nelson-LeGall, Robin Thomas, Ron Idoko (Office of Diversity and Inclusion), Susan Jones (U Times), Will Entrekin (University Communications),
Regrets: Brenda Cassidy, Paula Davis, Natasha Tokowicz
3. The August and September 2020 meetings were approved via the Zoom poll function (8 yes, 0 no, 0 abstentions).
4. Faculty Assembly Update
 - a. October 2020 meeting – Zuzana Swigonova
 - i. Year of Engagement – proposals due date 12/1/20 (the next on 2/1/21)
 - ii. Senate Plenary on Mental Health was held 10/8/20
 - iii. Discussion of faculty grievance policy; passed with 96% approval
 - iv. Discussion of intellectual property policy with some amendments made after concerns were raised in a prior Faculty Assembly meeting. Some concerns were still raised re: protection of part-time, adjunct, and appointment-stream faculty. The policy was passed with 80% approval.
 - v. Discussion and vote on resolution from joint EIADAC/EPC working group regarding 3-credit Black Studies course. Resolution was approved by Faculty Assembly with 93% approval. (It was later approved by Senate Council, also with 93% approval.)
 - b. Senate Expanded Executive Committee meeting – Ally Bove and Zuzana Swigonova
 - i. Opportunity to work with other Senate committees on some topics of common interest, including working with Educational Policies and Faculty Affairs committees regarding bias in OMETs
5. Ongoing Business
 - a. Updates from joint working group with Educational Policies Committee – Zuzana, Goeran, Sharon
 - i. Resolution to create 3-credit Black Studies course was passed October 7, Faculty Assembly meeting
 - ii. Some concerns re: lack of inclusion of other disadvantaged groups, but generally everyone was supportive of focusing on Black Studies only given the current sociopolitical climate in the US
 - iii. First course to be mandatory for all undergraduate students at Pitt
 - b. Non-discrimination policy update – Discussions have resumed; should have more information soon

- c. Updates from work groups
 - i. GRE use – Natasha, Brenda, Ellen, Sharon, Ally, Goeran, Cindy
 - 1. Currently talking with Vice Provost for Graduate Studies Amanda Godley’s office to assess current use of GRE and how much it has decreased since our last survey
 - 2. Plan to support their office in offering programming re: holistic admissions review processes
 - ii. OMET bias issues – Roxanna, Sharon, Zuzana, Cindy
 - 1. Provided feedback on the resolution on the effective assessment of teaching (composed by EPC)
 - 2. Plan to wait for November Faculty Assembly meeting, where the resolution will be introduced. After that, will decide how best to proceed and potentially work with other committees on this topic.
 - iii. LGBTQIA+ issues on campus – Claude, Tom
 - 1. Beatrice Fadrigon and SGB have created an LGBTQIA+ Task Force dedicated to gaining a dedicated space on campus and providing additional supports. There is a faculty/staff committee as part of this task force as well.
 - iv. Faculty gender gaps – Ally, Zuzana, Katie
 - 1. No updates
 - 2. Will reach out to John Wallace for assistance on this topic.
 - v. EIADAC membership – Paula, Sharon
 - 1. No updates
 - 2. Welcome to our new members Esteban and April!

6. New Business

- a. DEI Resources Inventory – Ron Idoko from the Office of Diversity and Inclusion (ODI) and Clyde Wilson Pickett, Vice Chancellor for Diversity and Inclusion
 - i. New tool to improve coordination, planning, and visibility of DEI resources across the University. More information available at <https://www.diversity.pitt.edu/inventory>
 - ii. Creating a searchable database –all departments/units/etc. across the University can input their information when creating any type of DEI event or resource, and all university community members can search it
 - iii. This should include events focused to any/all members of the Pitt community (students, staff, faculty, alumni, etc.)
 - iv. Ongoing and one-time events/resources should all be added
 - v. The submission form is open! Use this link to submit your information: https://pitt.co1.qualtrics.com/jfe/form/SV_bDHqcsu7yTA11NX
 - vi. The database will be made available and searchable shortly. The faster they gather a critical mass of information, the faster they may be able to make the database available – so please enter your department/unit’s information as soon as possible.
 - 1. Formal launch likely in spring 2021.
 - 2. No calendar function yet due to technical capacity, but perhaps in the future this will be possible
 - vii. This won’t replace other forms of information dissemination (University calendar, other communications) but will make it easier for people to go to 1 place to find information.
 - viii. Further questions can be directed to Ron Idoko at roi2@pitt.edu.

- b. Discussion of potential new work groups
 - i. Recruiting faculty of color –
 - 1. Should reach out to Cheryl Ruffin, John Wallace, Elon Dancy
 - 2. Some Deans have been appointed to move DEI work forward – may reach out to them
 - ii. How DEI work is valued on campus for faculty and staff
 - 1. Need to gather more information on how schools/departments/etc. collect information regarding faculty/staff contributions to DEI:
 - a. Upon hire (when still a candidate for a position)
 - b. In annual performance assessments
 - c. In promotion and tenure decisions
 - 2. Dietrich school currently includes the following in its performance assessment: “List any activities you performed that may have furthered the Dietrich School’s commitment to promoting diversity and the understanding of diversity among our faculty and students, and across curricula.”
- c. Pitt campus moves to Guarded risk posture October 19, 2020; Johnstown campus has moved to Elevated risk posture effective 10/14/20, 5pm, due to increase in cases.
- d. Robin Thomas, senior student in the Swanson School of Engineering, is working on a project in her Sustainability class related to anti-harassment, anti-racism training for faculty, staff, and students. They would like to see mandatory training for all faculty and staff upon hire and at regular intervals thereafter, and similar training for student leaders.
 - i. Discussion:
 - 1. EIADAC members were in favor of this idea. Mandatory training for faculty and staff should definitely be introduced, and having it available for student leaders is a great suggestion.
 - 2. The current committee working on revisions to the non-discrimination policy and procedure intends to include mandatory training for staff and faculty in the revisions (upon hire and at regular intervals thereafter)
 - 3. The group discussed the importance of having students and faculty/staff who are content experts provide input into the content of the training

7. Announcements/Events

- a. <https://www.diversity.pitt.edu/inventory>
- b. The Pan-African Graduate and Professional Student Association (PANAF) has been reactivated at Pitt.
- c. You can now add personal pronouns on Canvas! Log into Canvas > Account > Settings > Pronouns.

8. Next meetings: November 19, December 17, 12-1:30pm via Zoom