

## Minutes

January 19, 2021, 12:00-1:30pm  
Zoom Meeting

1. The meeting was called to order at 12:03 p.m.
  - a. Present: Ally Bove, April O'Neil, Gosia Fort, Roxanna Bendixen, Will Entrekin, Donovan Harrell, Tom McWhorter, Lorie Johnson-Osho, Helenmary Sheridan, Zuzana Swigonova, Clyde Wilson Pickett, Natasha Tokowicz, Chris Bonneau, Lu-in Wang, Paula Davis, Kenyon Bonner, Goeran Fiedler, Stephen Gabrielson, John Wallace, Beatrice Fadrigon, Brenda Cassidy
  - b. Regrets: Claude Mauk, Cindy Danford
2. The December 2020 meeting minutes were approved (motion: Pickett, second: Bendixen, all in favor, 0 opposed, 0 abstentions).
3. Faculty Assembly Update – January 2021 meeting
  - a. Self-care days in February and March – please do not schedule large exams or projects right after these days, so the students can take the day to relax and perform self-care.
  - b. The COVID Medical Response Office is working on vaccine prioritization and will be communicating that information to the university community as it's available.
  - c. Senate elections are coming up this semester.
4. Ongoing Business
  - a. University policy review processes
    - i. Nondiscrimination policy – no update this month
    - ii. Service animal policy – no update this month
  - b. Brief updates from work groups
    - i. GRE use – Natasha, Brenda, Sharon, Ally, Goeran, Cindy, Shannah
      1. Amanda Godley's office is working on a survey to be distributed in January/February regarding use of GRE on campus. Results will be communicated with EIADAC when available.
      2. Working on creating a "best practices for admissions" document to be shared university-wide. Focusing on information that is concise and concrete, and can help department's wondering what to do in place of the GRE.
    - ii. OMET bias issues – Roxanna, Sharon, Zuzana, Cindy, Esteban, Gosia, Lorie
      1. Working on understanding how OMETs are being used within Pitt and at peer institutions, then will develop statements/recommendations
      2. Will contact Associate Deans for Faculty Affairs within each school to learn this information; Cynthia Golden in Center for Teaching and Learning may also be a good resource.
    - iii. LGBTQIA issues on campus – Claude, Eric, Tom, Beatrice, April

1. Pitt's Pride Index rating increased from 4/5 to 5/5, but that doesn't mean there isn't still work to be done! There are 7 items on the checklist that Pitt does not fulfill. The Task Force working on LGBTQIA+ space on campus is paying attention to these 7 items and which can be addressed quickly. EIADAC has at least 3 members on that task force. The first draft of the task force's proposal for space and staff is ready and will be submitted soon.
- iv. Faculty gender gaps – Ally, Zuzana, Lu-in
  1. No update
- v. EIADAC membership – Paula, Sharon
  1. No update
- vi. How DEI work is valued on campus – Ally, Lu-in, Paula, John, Clyde, Danny, Beatrice, Brenda
  1. Lu-in has provided a list of all of the diversity officers in each school/campus so we can reach out to learn how DEI work is considered in performance appraisals, reappointment decisions, tenure and promotion decisions. Some of the diversity officers are new, so for some schools it may make more sense to contact the Associate Dean for Faculty Affairs with our questions.
  2. Clyde and Paula are part of NADOHE (an organization of diversity officers in higher education), and Clyde is on a NADOHE task force asking similar questions. He will keep us apprised of relevant information.

## 5. New Business

- a. Discussion of working with Benefits and Welfare committee re: ongoing COVID-related concerns, especially re: child care
  - i. Child care availability
    1. University Child Development Center did not welcome all prior clients back; families with children under a certain age had to find new arrangements with little notice
    2. Duquesne is offering employees the opportunity to change their dependent care FSA contributions; Pitt thus far has not done this
    3. Pitt is partnering with CMU for their remote proctoring services (children attending school remotely can go to CMU where live proctors will make sure they're completing the work and help with questions). This is available for children 6+
    4. No services or accommodations have been offered for children under 6
    5. CMU also offers a concierge service to help employees find childcare; Pitt does not appear to offer anything like this currently
    6. Concerns re: job performance for faculty and staff with children, especially those with young children. What can the university do to ensure these faculty and staff are not treated unfairly in annual performance reviews and salary decisions?
  - ii. OMETs and alternative teaching evaluations
    1. The Educational Policies Committee passed a resolution through Faculty Assembly asking for fall 2020 and spring 2021 OMETs not to be mandatory, but no response thus far.
    2. Discussion of alternative teaching evaluations:
      - a. Peer review, live or recorded

- i. Concerns that students in discussion-based courses may not participate if they know they're being watched or recorded by others from outside the course
      - b. Faculty may seek the opportunity to provide a written reflection of changes they made to their teaching to accommodate COVID-19, what went well, what they'd do differently, etc. to demonstrate their efforts to those making reappointment/promotion/tenure/salary decisions.
      - c. Psychology has added a section to their annual performance reporting containing a list of "best practices" for teaching and asked the faculty to report how many of those they are employing. Natasha will share this list with EIADAC.
    - iii. Resolution or other statement?
      1. Ally and Zuzana to meet with Luke Berenbrok (chair of Benefits and Welfare committee) 1/26 and will report back; our two committees may consider creating some type of resolution or other statement regarding these issues
6. Announcements/Events
  - a. <https://www.diversity.pitt.edu/inventory>
  - b. First Peoples Past & Present: Native Health and Voting Power. Wed 1/27, 12-1:30pm. Register here: [https://pitt.zoom.us/webinar/register/WN\\_qTvwQ50UTmuQlill8GCq3g](https://pitt.zoom.us/webinar/register/WN_qTvwQ50UTmuQlill8GCq3g)
  - c. Health Disparities and Health Equity: Implications for Aphasia and Other Neurogenic Communication Disorders. Thurs 1/21 at 12pm. Please contact [VLK15@pitt.edu](mailto:VLK15@pitt.edu) for Zoom link.
  - d. Student Affairs Social Justice Symposium: Thursday 1/19. Information at : [https://calendar.pitt.edu/event/social\\_justice\\_symposium\\_common\\_ground\\_for\\_the\\_common\\_good\\_examining\\_the\\_past\\_healing\\_the\\_present\\_building\\_the\\_future#.YAcf1oE8KfA](https://calendar.pitt.edu/event/social_justice_symposium_common_ground_for_the_common_good_examining_the_past_healing_the_present_building_the_future#.YAcf1oE8KfA)
7. Next meeting: February 16, 2021
8. Meeting was adjourned at 1:10 p.m.