

## Minutes

February 16, 2021, 12:00-1:30pm  
Zoom Meeting

1. The meeting was called to order at 12:03 p.m.
  - a. Present: Kayla Booth, Ally Bove, Brenda Cassidy, Paula Davis, Goeran Fiedler, Gosia Fort, Stephen Gabrielson, Lorie Johnson-Osho, Susan Jones, Tom McWhorter, Sharon Nelson-LeGall, April O'Neil, Clyde Pickett, Zuzana Swigonova, John Wallace
  - b. Regrets: Roxanna Bendixen, Natasha Tokowicz
2. Approval of the January 2021 minutes was tabled until the March meeting because co-chair Bove forgot to disseminate them to members in advance of the meeting.
3. Faculty Assembly Update – February 2021 meeting
  - a. HR is working on a large project to reconfigure staff titles, streamline the process for promoting staff, and creating a staff salary appeal process.
  - b. Faculty salary update: Lecturers and Instructors continue to fare poorly compared to peer institutions; Faculty Assembly passed a resolution asking University administration to work quickly to bring them up to the median of peer institutions.
  - c. The Gift Acceptance and Naming policy was reviewed and discussed; minor edits were requested, and we expect a vote on the policy to occur at the March Faculty Assembly meeting.
  - d. Dave DeJong reported that HR is working on enhancing childcare options.
  - e. On a related note, to item (d), EIADAC and Benefits & Welfare's joint statements were reviewed and slightly modified in Faculty Assembly. The statement urging University leadership to quickly expand childcare options was passed with 100% of the vote, and the statement urging University leadership to provide flexibility in teaching evaluation and use of OMETs in tenure/promotion/reappointment/salary decisions for the duration of Flex@Pitt passed with 76% of the vote.
  - f. Senate elections are coming up in April, with several executive seats up for election.
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. Vice Provost Amanda Godley shared the results of her office's recent survey on GRE use:
        - a. Among all 246 graduate programs that responded: 14% require the GRE, 42% are GRE-optional, 40% do not accept the GRE, and 4% require a different test (e.g. GMAT, MCAT, LSAW).



- f. Blue, Gold, and Black: Reflections of the Black Pitt Experience through the Years. Wednesday 2/24, 6-7:30pm. [www.diversity.pitt.edu/KLeroyIrvis](http://www.diversity.pitt.edu/KLeroyIrvis)
- g. Additional Black History Month events: <https://www.diversity.pitt.edu/events/monthly-celebrations/university-pittsburghs-k-leroy-irvis-black-history-month-celebration/k>

7. Next meeting: March 16, 2021 at 12:00 p.m.

8. Meeting was adjourned at 1:00 p.m.