

Minutes

October 21 2021, 4:00-5:30pm
Hybrid Meeting

1. The meeting was called to order at 4:03 p.m.
2. Introductions from attendees
 - a. Attendees: Ally Bove, Natasha Tokowicz, Claude Mauk, Kelly Tatone, Sharon Nelson-LeGall, Paula Davis, Lorraine Denman, Danielle Floyd, Stephen Gabrielson, Johanna Arevalo, Susan Graff, Mitaly Ray, John Wallace, Robin Kear, Clyde Wilson Pickett, Kenyon Bonner, Brenda Cassidy, Goeran Fiedler
 - b. Regrets: Zuzana Swigonova, Lu-in Wang
3. Approval of prior minutes – September 2021 minutes were approved.
4. Faculty Assembly Update – 10/6/21 meeting – Natasha Tokowicz
 - a. Faculty Affairs committee has a subcommittee looking into concerns about teaching during COVID; contact Lorraine Denman or Irene Frieze with any suggestions
 - b. The university is currently considering what the appropriate consequences should be for not complying with COVID regulations. Contact Robin Kear with your thoughts.
 - c. The university's budget remodel is moving forward. Robin feels it involves more shared governance.
 - d. A policy on Institutional Conflicts of Interest is in development. The Research Committee will provide feedback throughout the process.
 - e. Benefits and Welfare committee is working on a policy regarding protection of children on campus.
 - f. A resolution from the Tenure and Academic Freedom committee passed, which expressed that "preferred journals lists" should not be used due to concerns about quelling academic freedom.
 - g. The ad hoc committee on Dependent Care has passed through Senate Council and will be chaired by Anna Wang-Erickson.
5. New business
 - a. Updates from Senate Expanded Executive Committee meetings
 - i. We have been charged to examine and potentially 'refresh' our mission statement.
 - ii. It's been suggested that EIADAC be involved in faculty hiring and cluster hires. (The committee is generally supportive of that notion and would be glad to offer support to these processes.)
 - iii. Discussed challenges in recruitment/retention of diverse faculty, staff, and students.
 - iv. SAAA asked for a way to search for remotely-held courses when enrolling in classes, which is not currently possible.
 - b. Faculty Wellness

- i. Burnout and job creep are of increasing concern. Since COVID began, students have had a few 'wellness days' but faculty have not, and there are no such days scheduled for the current academic year.
- ii. The committee generally endorsed feeling burnout and job creep and discussed some suggestions:
 - 1. Expand spring break to 2 days for faculty/staff instead of 1 day?
 - 2. Add 1 day off in fall?
 - 3. Encourage departments not to schedule important meetings when students are out of session, because that makes it harder for faculty to take days off.

6. Ongoing Business

- a. Updates on university policy review processes
 - i. Nondiscrimination policy:
 - 1. Thank you to Lorraine Denman for joining the meeting today to discuss
 - 2. Items the committee and Lorraine discussed:
 - a. Mandatory reporting
 - b. Logistics re: staffing, transparency of investigations processes
 - c. Peer involvement in investigations and determining consequences (Tenure and Academic Freedom committee is requesting peer involvement in all phases)
 - d. Need for multiple staff / multiple levels of review so it doesn't appear like 1 person in 1 office has total power over the process
 - e. Academic freedom concerns (concerns should be solvable with clear and sufficient language in the policy and procedure)
 - f. Freedom of speech concerns (committee was unclear re: what those concerns are and will seek more information about that)
 - g. Student support for mandatory reporting – SGB will follow up, but in the past have been very supportive. They want EVERYONE on campus to be responsible for upholding this policy; the responsibility cannot fall to only a few higher-level supervisors and administrators.
 - h. Need to create a culture of allies, where students know they can come to us for support and we will respond appropriately.
 - ii. Service Animal policy (no update; committee not meeting yet)
 - iii. Supplier Diversity policy (no update; committee not meeting yet)
- b. Work group discussion – tabled due to time; the 3 fall-emphasis groups will connect via e-mail.
 - Fall Emphasis
 - i. GRE use – Susan Graff, Shannah Mallett, Stephen Gabrielson, Natasha Tokowicz, Brenda Cassidy
 - ii. How DEI work is valued on campus – Ally Bove, Susan Graff, Brenda Cassidy, Clyde Pickett, Lu-in Wang, Paula Davis
 - iii. LGBTQIA issues on campus – Claude Mauk, April O'Neil, Brenda Cassidy, Adriana Jurado, Johanna Arevalo, Mitali Ray
 - Spring Emphasis
 - iv. Faculty gender gaps – Ally Bove, Ellen Smith, Zuzana Swigonova, Robin Kear, Adriana Jurado
 - v. Disability Advocacy – Ellen Smith, Natasha Tokowicz, Claude Mauk, Susan Graff, Paula Davis

- vi. OMET bias issues – Ellen Smith, Goeran Fiedler, Zuzana Swigonova
- vii. EIADAC Membership

7. Announcements/Events

- a. <https://www.diversity.pitt.edu/inventory>
 - i. Please submit your events and include school-specific and department-specific events.
- b. Impact of COVID-19 on the Academic Careers of Women in Medicine and Science:
November 16, 3-5 PM: https://calendar.pitt.edu/event/impact_of_covid-19_on_the_academic_careers_of_women_in_medicine_and_science#.YW8ykS-cafW

8. Next meeting: November 18, 2021, 11:00am-12:30 PM