1. The meeting was called to order at 4:03 p.m.

2. Introductions from attendees
   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.

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