

Minutes

April 18, 2022, 1:30-3:00 pm
Hybrid Meeting

1. The meeting was called to order at 1:31pm.
Attendees: Natasha Tokowicz, Ally Bove, Kenyon Bonner, Jill Krantz, Jay Darr, Anastasia Dubnicay, Johanna Arevalo, Bhuvitha Chagantipati, Goeran Fiedler, Karl Kemmerer, Robin Kear, Kelly Tatone, Lisa Upsher, RJ Thompson, Zuzana Swigonova, April O'Neil, Brenda Cassidy, Danielle Floyd, John Wallace, Randi Congleton, Sue Jones (UTimes), Shannon Wells (UTimes)
Regrets: Stephen Gabrielson, Paula Davis, Susan Graff
2. The March 2022 meeting minutes were approved by e-mail prior to today's meeting.
3. New Business: Presentation of new campus Recreation and Wellness Center for committee input (presentation by Kenyon Bonner; Jill Krantz, Executive Director, Campus Recreation; and Anastasia Dubnicay, Capital Projects Manager, Facilities Management)
 - a. Background info (presented by Kenyon Bonner):
 - i. A recent survey found that 63% of students and 27% of faculty/staff are satisfied with current Pitt wellness facilities. Following that survey, the recommendation was to build a "large, comprehensive recreation facility located in close proximity to the campus' geographic center".
 - ii. Sustainability aspects of the building: LEED certified, lots of natural light, building an eco-conscious future
 - iii. Will contain collaborative spaces for Dining, Campus Recreation, Student Health Service, the Stress-Free Zone, and the University Counseling Center.
 - iv. Timeline: completion in fall 2024
 - b. Specifics re: the interior and exterior renderings (presented by Jill Krantz and Anastasia Dubnicay):
 - i. Building will be 9 stories tall with 360-degree views of the neighborhood.
 - ii. Rooftop will be a green roof, with plants growing on it
 - iii. There is an outdoor area several stories up
 - iv. 1st floor entrance is on O'Hara street; also a back entrance behind the building directly into the 5th floor of the building
 - v. 1st floor has 2 dining options, including a juice bar
 - vi. 5th floor has social space and a welcome/check-in area (check-in for all services offered at the center)
 - vii. Swimming pool will have a ramp and lift for accessibility
 - viii. 4-court gymnasium, with an accessible "sky track" that encircles the entire space
 - ix. Locker room space: Most space is designated all-gender, plus a certain amount designated for men and a certain amount designated for women (this is required by Allegheny County building code). Each space contains individual changing rooms, showers, and toilet rooms; there will be normal doors on these spaces (not the traditional stall-doors often seen in bathrooms).

- x. Individual restrooms: On each floor, there are an additional 2 all-gender private changing spaces and at least one ADA-accessible bathroom per floor.
 - xi. First floor: will be open to the public. Will have more single-user restrooms, including 2 ADA-accessible restrooms
 - xii. Lactation rooms: 1 public ADA-accessible lactation room on the 1st floor, 1 private for Pitt community members on the 7th floor.
 - xiii. “Fitness Neighborhoods”: smaller, less-open areas with a mix of cardio and strength equipment. May be quieter and possibly more welcoming/friendly than the extremely large, open areas that contain lots of equipment and people.
 - c. Feedback/suggestions from the committee:
 - i. How to signal which changing/bathroom/shower spaces are open, especially for a wheelchair user so they don’t have to check every single space?
 - ii. How to accommodate for people who are sensitive to noise?
 - iii. Refrigerators in the lactation rooms would be helpful for storage
 - iv. Provided feedback on naming the lactation rooms (“Lactation Room” not “Mother’s Room” or other name).
4. New business: Presentation of the draft recommendation from the DEI subcommittee of the Provost’s ad hoc committee on DEI and community-engaged scholarship in promotion and tenure:
- a. The DEI subcommittee has provided its draft recommendations, which were e-mailed to EIADAC members prior to the meeting.
 - b. EIADAC discussed the policy and provided a few minor suggestions.
 - c. EIADAC voted to endorse these policy recommendations (11 in favor including 5 elected faculty members; 0 opposed; 3 abstentions).
 - d. EIADAC members, please e-mail any additional feedback on the draft policy to Ally and/or Natasha by Friday, April 22.
5. Additional new business: Updates from Chancellor’s appointees, provided via email:
- a. Clyde Pickett: no updates
 - b. Paula Davis: no updates
 - c. Kenyon Bonner: no updates
 - d. John Wallace / Lorie Johnson-Osho: Race @ Work Retreat Week is scheduled for May 23-26. Designed for early career faculty from diverse backgrounds with emphasis on building skills in research, teaching, and professional development. Registration ends on April 22.
 - e. Lu-in Wang: The winners of the Innovation in Education Award grants have been announced. More details here: <https://www.provost.pitt.edu/acie/awards/funded-projects>
6. Faculty Assembly Updates –
- a. March 2022 meeting:
 - i. Please send Robin Kear your feedback on the temporary COVID-19 travel standards and guidelines, especially the requirement on using Anthony Travel for airfare and care rentals.
 - ii. Robin is exploring the creation of an ad hoc committee on Faculty Union Relations. This would be a two-year committee comprised of only faculty.
 - iii. Office and Faculty Assembly elections are currently running, and end April 20.
 - iv. Senate committee elections will run April 27 – May 9. There are 3 openings on each of the 15 committees.
 - v. Presentation from Tyler Bickford from Budget Policies Committee:
 - 1. Concerns regarding lack of transparency in unit-level planning and budgeting.

2. Recommendations adopted by unanimous consent:
 - a. All voting members of responsibility center Planning and Budgeting Committees should be elected, and the members should be made visible so folks can reach out to them.
 - b. Faculty, staff, and students should be represented on these PBCs.
 - c. Unit-level PBCs should meet regularly.
 - d. Budget requests from schools to central administration should be supported by unit-level PBCs
- vi. A resolution from Robin Kear on freedom from curricular interference was passed (27 in favor, 0 opposed, 1 abstention)
- b. April 2022 meeting:
 - i. Robin shared a thank you and best wishes to Chancellor Gallagher, who recently announced his intentions to step down in 2023.
 - ii. The CUPS committee recently did a survey regarding the COVID-19 health measures for buildings, and received varying levels of support for the use of card swipes to access buildings.
 - iii. Discussion of issues with the travel policy:
 1. Frustrations with use of Anthony Travel, especially when delays/rebookings occur.
 2. Mixed reviews on use of the T-cards.
 3. Please continue sending your thoughts to Robin Kear.
 - iv. A memo is forthcoming from Hari Sastri regarding strengthening and improving transparency of unit-level Planning and Budgeting Committees.
 - v. The Diversity Forum is set for July 25-28; proposals are due April 22.
 - vi. It's state budget season! Consider joining Pitt Advocates Network. We need the state legislature to approve Pitt's appropriation with a 2/3 affirmative vote.
 - vii. A statement in support of academic freedom from the Provost, and endorsed by the Tenure & Academic Freedom Committee, was presented. Faculty Assembly voted to endorse this statement (36 in favor, 1 opposed, 2 abstentions).

7. Ongoing Business

- a. Updates on university policy review processes
 - i. Nondiscrimination policy (Ally and Natasha) – no update this month; next meeting is in May.
 - ii. Service Animal policy (no update; committee not meeting yet)
 - iii. Supplier Diversity policy (no update; committee not meeting yet)
- b. Work group discussion

Fall Emphasis – updates from work groups will be provided via email

 - i. GRE use/holistic admissions – Susan Graff, Stephen Gabrielson, Natasha Tokowicz, Brenda Cassidy—document will be discussed in the February Faculty Assembly meeting, and is now available on the EIADAC website (<https://www.univsenate.pitt.edu/committees/equity-inclusion-and-anti-discrimination-advocacy>)
 1. Work completed! No additional tasks to do at the moment. Great job, everyone.
 - ii. How DEI work is valued on campus – Ally Bove, Susan Graff, Brenda Cassidy, Clyde Pickett, Paula Davis, Lu-in Wang, Bhuvitha Chagantipati, Danielle Floyd
 1. Work completed! Well done, everyone.

- iii. LGBTQIA issues on campus – Claude Mauk, April O'Neil, Brenda Cassidy, Adriana Jurado, Johanna Arevalo, Mitali Ray, Bhuvitha Chagantipati, Danielle Floyd
 - 1. No update this month.

Spring Emphasis– updates from work groups will be provided via email

- iv. Faculty gender gaps – Ally Bove, Ellen Smith, Zuzana Swigonova, Robin Kear, Adriana Jurado, Bhuvitha Chagantipati
 - 1. No update; awaiting additional data to come out in mid-2022
- v. Disability Advocacy – Ellen Smith, Natasha Tokowicz, Susan Graff, Paula Davis, Claude Mauk, Adriana Jurado, RJ Thompson
 - 1. Group has met 3 times, including a meeting with Leigh Culley from DRS. Additional engagement from work group members is needed to move some ideas forward.
- vi. OMET bias issues – Ellen Smith, Goeran Fiedler, Zuzana Swigonova
 - 1. No update
- vii. EIADAC Membership— welcome RJ Thompson from Katz Business School!

8. Announcements/Events

- a. **Attention all members:** Please use this link to make your nominations for EIADAC co-chairs for 2022-23: https://pitt.co1.qualtrics.com/jfe/form/SV_dcbBxzegZLq2T9
- b. <https://www.diversity.pitt.edu/inventory>
 - i. Please submit your events and include school-specific and department-specific events.
- c. Inclusion Network: <https://www.diversity.pitt.edu/engagement/campus-groups-and-committees/inclusion-network>
- d. Survivor Support Network: <https://www.diversity.pitt.edu/survivor-support-network>
- e. Faculty and Staff Development Program: <https://www.hr.pitt.edu/current-employees/learning-development/fsdp>
- f. Diversity and Inclusion Certificate Program: <https://www.hr.pitt.edu/current-employees/learning-development/fsdp/diversity>
- g. Black Built Pitt <https://sway.office.com/cRTfMHZz2oG4Ujp6?ref=Link>
- h. See additional announcements on our Teams page

9. The meeting was adjourned at 2:47 p.m.

10. Next meeting: May 17, 2022, 11:00 AM-12:30 PM