

## Minutes

October 13, 2022, 10:00-11:00 AM  
Remote Meeting

1. Attendees: Natasha Tokowicz, Ally Bove, Kenyon Bonner, Brenda Cassidy, Lorie Johnson-Osho, Kris Kanthak, Bridget Keown, Marty Levine, Robin Kear, Sharon Nelson-LeGall, April O'Neil, Clyde Pickett, Emily Ratay, Ellen Smith, Kelly Tatone, RJ Thompson, John Wallace

Regrets: Erikah Cudjoe, Stephen Gabrielson, Mitali Ray, Zuzana Swigonova

2. The meeting was called to order at 10:02 a.m.
3. Introductions
4. The September 2022 meeting minutes were approved.
5. Faculty Assembly Update – October 6, 2022
  - a. Search committee for new Chancellor: 1,578 faculty voted for the faculty reps – great.
    - i. Faculty reps: Sarah Gaffen, School of Medicine; Jeff Guterman, Regionals; Larry Feick, Professional Schools; Lara Putnam, A&S; Debbie Miller, Health Sciences
    - ii. Robin is exploring with HR re: how people are classified/coded to be eligible to run for these types of things.
    - iii. Small group forums throughout the university will be held to get feedback
    - iv. Survey about what to look for in a new Chancellor has been shared by e-mail with everyone; open until October 14.
  - b. 2 policies open for public comment through October 19: Intergovernmental Personnel Act (Senate Research committee) and Management of University Facilities and Grounds (Senate CUPS). On policy office website.
  - c. Expanded Executive Committee meeting on 10/14 and lunch with Chancellor and Provost on 10/18
  - d. Dave DeJong, Chair of Pitt United Way campaign:
    - i. Unified campaign across all 5 campuses this year
    - ii. 8% faculty participated last year
    - iii. Guest speaker Sheila Rawlings from the Neighborhood Academy
  - e. James Gallaher Jr, Vice Provost of HR, presenting strategic plan for feedback:
    - i. 5 pillars: salary, benefits, work-life balance, climate/culture/work environment, performance review/talent development
    - ii. Priorities 2022-27:
      1. DEI Partnerships & Initiatives
        - a. Begin targeted recruitment/retention efforts to support generational differences; expand recruitment within Oakland; “recruit our own” initiative (Pitt student to Pitt employee)

- b. Partner with OEDI on strategic DEI initiatives and recruitment/retention strategies
    - c. Use DEI lens in all OHR work
  - 2. Employee Experience & Engagement
  - 3. HR Community & Capability
  - 4. Process Efficiency and Customer Service
  - 5. Feedback from folks:
    - a. Why maximize hourly rate for students at \$15?
    - b. Lots of suggestions for UCDC
    - c. Increase clarity on what benefits we can offer prospective hybrid employees

## 6. New business

- a. Work groups for Fall 2022: Discussion & Formal Sign-Up. If you are interested in one of these 3 groups and did not respond on the Excel sheet that was sent around, please contact Natasha and Ally to let us know which group you'd like to work on.
  - i. Disability Advocacy
  - ii. Transcript Withholding
  - iii. Faculty Gender Gaps

## 7. Ongoing Business

- a. Updates on university policy review processes
  - i. Nondiscrimination policy (Ally and Natasha)
    - 1. The Policy Committee is working with the Policy Office on when a draft of the Non-Discrimination Policy can move through the policy development process as stated in the committee's charter. I know the Policy Office was looking at the Department of Education's proposed Title IX regulations that were just open for public comment to understand the relationship between those proposed rules and the Non-Discrimination Policy. We should have a better sense of when a draft policy can go through the process soon.
  - ii. Service Animal policy (no update)
  - iii. Supplier Diversity policy (no update)
- b. Other ideas for work groups / Open Discussion
  - i. Discussion re: recent acts of sexual misconduct on campus and concerns about potentially increasing surveillance on campus. Discussed the SafeRider program (<https://www.pts.pitt.edu/mobility/shuttle-services/saferider>).

## 8. Announcements/Events/General Discussion

- a. <https://www.diversity.pitt.edu/inventory>
  - i. Please submit your events and include school-specific and department-specific events.
- b. Office of Equity, Diversity, and Inclusion updates:
  - i. Ongoing efforts on recruitment and retention of diverse faculty
  - ii. Ongoing efforts to increase supplier diversity
  - iii. Working to improve accessibility and providing reasonable accommodations on campus.

- iv. Brief discussion about availability of single-use bathrooms in leased spaces – will continue that discussion offline.
- v. Please reach out with other concerns/priorities you would like OEDI to address!
- c. Hybrid town halls for students to give input re: the search for a new Chancellor:
  - i. Tuesday, October 18, 9:00pm during the SGB meeting at Nordy's and online at <https://pitt.zoom.us/j/95499064088>
  - ii. Wednesday, October 19, 12:00pm during the GPSG in 837 WPU and online at <https://pitt.zoom.us/j/9517466626>
- d. Survey open through 10/14 to provide input re: the search for a new Chancellor: <https://www.surveymonkey.com/r/PittChancellor>
- e. Staff Council updates:
  - i. Staff Council's support for acknowledgment and inclusion of indigenous people at Pitt: <https://www.utimes.pitt.edu/news/staff-matters-staff-0>
  - ii. Staff Council's support for reproductive rights: <https://www.utimes.pitt.edu/news/staff-council-proposes-0>
  - iii. On 10/21, Staff Council will be voting on a resolution supporting a parental/lactation policy at Pitt.

9. Next meeting: November 10, 2022, 10-11 AM