

Minutes

21 February 2019; 1:00-2:30 pm
826 CL

Attendees: Ellen Ansell, Roxanna Bendixen, Chris Bonneau, Allyn Bove, Pam Connelly, Cindy Danford, Paula Davis, Meg Mayer-Costa, Kate Gardner, Sharon Nelson-LeGall

Presiding: Cindy Danford

1. Call to Order 1:04
2. Approval of minutes: January 2019 minutes were approved unanimously. December 2018 minutes are still pending.
3. Co-chair: Ally Bove has volunteered to fill the role of co-chair. All present voted to approve Ally for this position. Cindy will alert Lori Molinaro of this update.
4. Faculty Assembly Update
 - a. Faculty union: 30% of faculty signatures were collected, so the process is moving forward.
 - b. COACHE survey is out – please complete and encourage other faculty to complete the survey.
 - c. Dean of Medicine, Senior Vice Chancellor: Dr. Levine is stepping down. Faculty Assembly discussed whether it's appropriate to continue having both positions (Dean and SVC) filled by 1 person or if it'd be better to split it into 2 positions. A search committee is forming and must consist of at least 2 medical school faculty and 2 faculty from the other health sciences schools. The deadline to get on the ballot is 2/25/19 (e-mail Lori Molinaro if interested). After 2/25, an election will be held. The Chancellor will appoint additional search committee members. The goal is for the entire search committee to be determined by the end of March. Next, there will be open forums where faculty can express their views on the position.
 - i. Pam Connelly mentioned that the guidelines for positions at this level do have a requirement regarding search committee members needing to be educated on how to search for diverse candidates.
5. New business
 - a. Spotlight on Women Leaders (Provost's Advisory Committee on Women's Concerns): PACWC is collecting nominees to highlight present leaders on campus, and is particularly interested in student nominees. Nominations are done on a revolving basis and have no particular deadline.
 - i. Also had a side discussion regarding PACWC and the role of transgender women, nonbinary persons, etc. Pam stated that this hasn't come up, but that PACWC would be glad to evaluate any situation on its merits if someone were to bring it up. Also, the university has a transgender working group that works within various departments in the university to improve the climate for transgender people on campus.
 - b. Update on potential "hate" series: Kenyon Bonner was unable to attend today; will defer this to next month.

6. Ongoing Business:
 - a. EIADAC statement on final exam dates – Kate Gardner had originally brought this up, and Cindy Danford drafted a statement that the group reviewed and approved. The statement encourages all faculty to make appropriate accommodations for any students whose religious observances interfere with the final exam schedule, because both Easter and Passover fall during finals week.
 - i. The group had a discussion regarding what would be considered “reasonable accommodations”, and Sharon mentioned that she may be able to find a document discussing this and giving examples.
 - b. Directory of diversity-related university groups – Emilie Transue
 - i. Emilie is not present today but has provided some e-mail updates; she continues working on this.
 - c. Education Working Group (Ellen)
 - i. Nathan Urban is coming to the March 21 EIADAC meeting to discuss GRE use within admissions processes.
 - ii. Ellen Ansell was part of a panel at a recent graduate education retreat at the university. Her take-home message is that departments need to be educated on the research regarding biases within the GRE. Many programs use the GRE but don’t necessarily look at their data to determine how useful it is and whether it helps them make the best admissions decisions. Perhaps it would be helpful to determine best practices for using GRE data in admissions decisions.
 - iii. The group also discussed that the law school is planning to institute the GRE in lieu of the LSAT for students who meet certain academic requirements.
 - iv. Finally, the group discussed whether it would be useful to host some type of event during the next academic year to showcase programs that are using holistic admissions processes or other methods (other than GRE scores) when making admissions decisions. This will be brought up to Nathan Urban when he attends next month’s meeting.
 - d. Non-Discrimination Committee, Technology Accessibility Committee (Pam)
 - i. Both still in policy review; no new updates
7. Report on past events
 - a. MLK Social Justice Symposium – attended by 150-200 people. Keynote speaker was excellent; topic was unconscious bias.
8. Upcoming Events
 - a. February 21st Race, Science, and Technology in the Global African World – 6-8pm at the University Club. This is part of a series; the next sessions are 3/22 and 4/27.
 - b. March 27th Campus Free Speech Plenary 12-3pm; Keynote: Dr. Sigal Ben-Porath
 - c. March 28th Health Disparities Poster Competition
9. Other Announcements
 - a. AAU Sexual Misconduct survey is open – please encourage students to complete it; it’ll be open for two more weeks.
- 10. Next meeting: in CL 826 Thursday March 21 1:00-2:30p**
 - a. Future meetings: April 18, May 16
11. Meeting Adjourned at 2:16 pm