

Minutes

18 April 2019; 1:00-2:30 pm
826

Attendees: Ellen Ansell, Kenyon Bonner, Ally Bove, Cindy Gardner, Robin Kear, Claude Mauk, Sharon Nelson-LeGall

Regrets: Pam Connelly, Kate Gardner, Christie Jackson, Meg Mayer-Costa, Zuzana Swigonova

Presiding: Cindy Danford

1. Call to Order 1:05pm
2. Approval of the minutes February & March: Not enough voting members are present for a quorum. February and March minutes will be e-mailed to all elected members and asked to vote on approval.
3. Chairs for 2019-2020: An e-mail will be sent to all members to ask for volunteers for the Chair or Co-Chair position for next year. The Chair has to be an elected member of the committee.
4. Faculty Assembly Update: from Robin Kear
 - a. The School of Medicine's request to move their tenure clock from 7 years to 10 years was approved unanimously. This will bring Pitt more in line with peer medical schools. Faculty members will still have the option to go up early for tenure if they choose.
 - b. Library Committee: the University Archives would like to be contacted when faculty retire, to see if they have anything in their offices that the Archives would be interested in.
 - c. Sheila Vasquez from the School of Law discussed the university admissions scandal related to athletics. She also shared that gambling on collegiate athletics is now legal in Pennsylvania, which may present some ethical issues. The University Times will be reporting in more detail on this.
 - d. There was a NTS faculty listening session held recently. The Faculty Affairs committee is taking a closer look at the issues brought up to determine how they can assist.
 - e. Faculty union – it appears that fewer than 30% of eligible faculty member submitted cards. United Steelworkers plans to appeal. There appears to be a question regarding the actual number of eligible faculty, because of a discrepancy between the list provided by university administration and the university's Fact Book.
 - f. Graduate student union voting results are likely to become available late next week (approximately April 25-26).
5. Ongoing Business: Updates
 - a. Education Working Group Update: GREs – Ellen, Brenda
 - i. Nathan Urban Update – Nathan Urban is preparing a letter that he intends to send to the university community in late April regarding the use of GREs in admissions at Pitt.

- ii. Present to FA, May 7th, 3:00 pm – Ellen will meet with Cindy and Ally beforehand to discuss a “game plan”. Nathan Urban will be invited
 - iii. General discussion: How to discuss this issue at Faculty Assembly in a way that is the most constructive?
 - 1. Explain why EIADAC is involved (issues related to discrimination against low-income students and students of color)
 - 2. Broder message to faculty and department leadership should be to look at the evidence of the relationship between GRE scores and student success in your field. Is there enough evidence that GREs are related to student success to justify its continued use? If not, perhaps consider changing criteria for admission.
 - 3. Discussed whether Pitt has institution-level data monitoring schools’ or departments’ performance re: diversity and inclusion. It was suggested that EIADAC can propose centralization of data regarding students who are admitted to graduate programs vs. not admitted to programs and examine the data to identify areas where we can do better at recruiting a diverse student body.
 - iv. Future plans for the GRE working group: gathering data re: programs’ continued use of GRE and how it relates to student success and diversity of their student body; assisting with potential solutions to allow programs to discontinue use of GRE or reduce its importance in admissions decisions while also maintaining rigorous standards
 - b. Academic Calendar: EIADAC’s statement regarding accommodating students’ religious observances during finals week was read at Faculty Assembly.
 - i. Robin Kear is going to look into whether the Academic Calendar Committee is still passing their academic calendar proposals through the Senate Educational Policies Committee, as they have done in the past.
 - ii. It was discussed that future statements may have to also apply to faculty and staff, due to anecdotal reports of important meetings being scheduled on days that fall during Easter weekend (Good Friday) and Passover.
 - c. EIADAC Member diversity: Senate Committee elections open on April 24, and we can re-evaluate the diversity of EIADAC membership and decide how to proceed.
 - d. Update: Non-discrimination Committee reviewing Non-Discrimination Equal Opportunity and Affirmative Action Policy and Procedure (07-01-03): At the last meeting, the Policy was reviewed and updated. The next meeting, in late April, will involve a final review of the Procedure.
 - e. Up date: Accessibility Committee reviewing University Technology Accessibility Policy and Procedure: No update provided.
 - f. Directory of Diversity related University groups – Emilie Transue. No update provided.
6. New Business: none.
7. EIADAC 2018-19 (See Priorities table attached): Goals for 2019-2020 – will be determined after elections.
8. Announcements/Events: Up and Coming events & report of past events
- a. The Faculty and Staff Development Program FSDP) (Human Resources) – Diversity and Inclusion Certificate program – Registration: April – June
 - b. Tuesday April 30th Supporting Transgender Community Members Training

c. pi.tt/persad

9. Next Meetings: 1:00-2:30 pm, CL Room 826

May 16

?? June ?? (it was decided that the group will decide in May whether a June meeting is necessary)

Off July/August

Restart September 19

October 17

November 21

December 12

Meeting adjourned at 2:34 p.m.