

Minutes

April 16, 2020, 12:30-2:00pm
Zoom Meeting

Attendees: Ellen Ansell, Chris Bonneau, Kenyon Bonner, Ally Bove, Amanda Brodish, Brenda Cassidy, Cindy Danford, Paula Davis, Goeran Fiedler, Gosia Fort, Kate Gardner, Marty Levine (UTimes), Eric Macadangdang, Claude Mauk, Meg Mayer-Costa, Tom McWhorter, Zuzana Swigonova, Natasha Tokowicz

Regrets: Roxanna Bendixen, Katie Pope, Helenmary Sheridan

1. The meeting was called to order at 12:32 pm by Ally Bove.
2. Approval of prior minutes – The March 2020 meeting minutes were approved (Motion: C. Danford, 2nd: Zuzana Swigonova; all in favor, 0 opposed, 0 abstentions.)
3. Faculty Assembly Update – April 2020 meeting
 - a. Tenure clock extension due to COVID-19
 - b. OMETs are optional for spring and summer 2020, and will not be automatically shared with leadership
 - c. Senate Plenary was rescheduled and held remotely on April 9
 - d. Updates from the Center for Teaching and Learning - Instructional Continuity (<https://teaching.pitt.edu>)
 - e. Discussion of Sodexo employees being laid off. The University recently shared that they will provide payment for student workers that are laid off due to COVID.
4. New Business
 - a. Amanda Brodish – “Economic Status of Women Faculty at Pitt: 2018-19”
 - i. Thank you to Amanda Brodish for an excellent presentation regarding salary and rank equity of women faculty at all Pitt campuses.
 - ii. Sources of data:
 1. Benchmarked data comparing us to other AAU peer institutions
 2. Internal analysis of Pitt-only data
 - iii. Some of the most relevant statistics:
 1. 46% of Pitt faculty are women (up from 33% in 1998-99)
 - a. Pitt always ranks well above peer institutions in percentage of women faculty
 2. Proportions of women faculty by rank:
 - a. Full professor: 28% women (this is a concern)
 - b. Associate professor: 47% women
 - c. Assistant Professor: 51% women
 - d. Instructors/Lecturers: 61% women

3. Salary equity by rank:
 - a. Overall: 77%
 - b. Full professors: 89%
 - c. Associate professors: 95%
 - d. Assistant professors: 94%
 - e. Instructors/Lecturers: 93%
 - f. The primary problem seems to be in improving the proportion of full professors who are women
 4. Leadership positions held by women:
 - a. Trustees (voting): 20%
 - b. Senior administrators: 42%
 - c. Provost Senior Staff: 50%
 - d. Deans and Campus Presidents: 44%
 - e. Department/Division chairs: ranging from 14-24% depending on school (this is a concern)
 5. Important targets for improvement as discussed by EIADAC:
 - a. Improving the trajectory of women professors from Associate Professor to Professor
 - b. Improving equity in regional campus salaries, across ranks
 - c. Improving representation of women among Department/Division Chairs
- b. Future meeting dates – Decided to meet on May 21. Ally Bove will send out a Zoom invite
5. Ongoing Business
- a. Non-discrimination policy update
 - i. Policy process is on hold due to COVID-19
 - ii. EIADAC's letter to the UTimes editor was published in March 20 issue. Link: <https://www.utimes.pitt.edu/news/letter-editor-senate>
 - b. Work groups – brief reports on progress/goals for spring semester
 - i. GRE use – Natasha, Brenda, Ellen, Sharon, Ally, Goeran
 1. Waiting to hear from Vice Provost for Graduate Studies re: training on best recruitment practices
 2. Gathering information on what departments who have discontinued GRE use are using instead
 3. Looking into COVID's effect on GREs—in many areas in-person tests are cancelled and the only option is taking the test at home, but there are equity concerns with that due to not everyone having good internet access, a quiet environment, etc. Going to look further into this.
 - ii. OMET bias issues – Roxanna, Sharon, Zuzana
 1. No updates since last month.
 - iii. LGBTQIA issues on campus – Claude, Eric, Tom, Brenda
 1. Work group met and discussed several issues that may be of interest.
 2. Goal of increasing contact/communication with campus groups that address LGBTQIA concerns
 - iv. Faculty gender gaps – Ally, Zuzana, Katie
 1. Presentation today from Amanda Brodish
 - v. EIADAC membership – Paula, Sharon
 1. Open to suggestions – please let Paula and Sharon know

2. Kate Gardner's term is up this year
3. Ally Bove's term is up this year but she is running for a 2nd term

6. Announcements/Events – none

7. Next meeting: May 21, 2020; 12:30-2pm. Zoom link will be sent to all EIADAC members.