

## Minutes

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

Attendees: Ellen Ansell, Ally Bove, Pam Connelly, Cindy Danford, Paula Davis, Goeran Fiedler, Gosia Fort, Kate Gardner, Christine Jackson, Sue Jones, Eric Macadangang, Claude Mauk, Meg Mayer-Costa, Zuzana Swigonova, Natasha Tokowicz

Regrets: Kenyon Bonner, Camille Jacqueline, Sharon Nelson-Le Gall

Presiding: Cindy Danford

Recorder: Ally Bove

1. Call to Order 1:04pm.
2. Approval of prior minutes – October 2019 meeting. Motion: Cindy Danford; second: Natasha Tokowicz; all in favor. Minutes from October 2019 unanimously approved.
3. Faculty Assembly Update
  - a. November 2019 meeting
    - i. Discussed EIT Accessibility policy, which was sent back to committee with questions regarding financing and other concerns
    - ii. Discussed the resolution that passed, supporting a name change of “non-tenure stream faculty” to “appointment-stream faculty”, as recommended by the Provost and the Faculty Affairs committee.
4. Ongoing Business
  - a. Non-discrimination policy update
    - i. The policy was due to come up at the November Faculty Assembly meeting, but was pulled from the agenda due to concerns expressed by some members of Faculty Assembly. In response to those concerns, the policy committee reconvened and invited the concerned individuals to the meeting to share the nature of their concerns.
    - ii. In response to concerns from the Tenure and Academic Freedom committee, the policy committee will work to strengthen procedural safeguards that would limit any negative effects on a faculty member who reports an act of discrimination/harassment.
    - iii. In response to concerns from the Faculty Affairs committee, the policy committee will work to provide education regarding what types of events/occurrences would need to be reported. In addition, the policy committee will ensure that the policy language is very clear that the policy does NOT limit the content of classroom assignments, discussions, debates, presentations, lectures, etc., regardless of whether that content is controversial or may offend some individuals.

- iv. The policy office will try to arrange to present policy revisions to Faculty Affairs and Tenure and Academic Freedom committees, in addition to EIADAC.
- b. Digital accessibility policy update
  - i. Committee is working on clarifying some aspects of the policy, particularly making sure that the policy is not punitive toward faculty who use technology that is not accessible.
  - ii. Need to make people aware of resources that are already available from ODI, CSSD, CTL, etc. that will facilitate faculty members making their digital media accessible.
- c. GRE update and discussion – where to go from here?
  - i. Will reconvene the Work Group to address a few topics:
    1. Talk to programs/departments who have discontinued GRE use to find out what they're using instead
    2. Develop a list of best practices in holistic review – will try to reach out to Nathan Urban on this
    3. Speak directly with Deans to further assess how many departments/programs have stopped using the GRE
- d. OMET – issues related to potential bias against faculty of color and women faculty
  - i. Will reach out to Faculty Affairs and Educational Policies committees to find out if they are looking into this issue
  - ii. Dietrich school got rid of the question asking about “overall teaching effectiveness”; Nursing made some changes as well.
    1. Need to look into specific changes made, and why, and the effects of those changes
  - iii. Center for Teaching and Learning will perform assessments of teaching skills
  - iv. Will create a new Work Group for this topic
- e. LGBTQIA issues on campus
  - i. Transgender Working Group, run through ODI, meets monthly.
    1. CSSD is working on making students' preferred names the default in the system.
    2. Student Health Service has Trans Care team that is working together with the Trans Working Group to ensure quality care for trans students
  - ii. Student Government Board did a survey of affinity groups and had > 150 responses. A majority report feeling little or no support from administration and community. Most LGBTQIA respondents stated that they want counseling specific to their community and physical space on campus to meet.
    1. LGBTQIA-specific space is not currently part of the Campus Master Plan. Other universities do offer such space.
    2. SGB will share survey results with EIADAC and will also discuss with SAAA committee.
  - iii. Will continue a Work Group for this topic
- f. Tenure status / non-tenure status faculty – gender gap in tenure status and academic rank
  - i. EIADAC will look for data about this, particularly in the annual salary report that is mentioned in the U Times, and the university Fact Book
  - ii. EIADAC will seek a presentation about this topic from someone within the university.
- g. Other issues EIADAC should approach?
  - i. None noted.
- h. Suggestions for pro-tem members?
  - i. Some suggestions were made; we will follow up on this.

## 5. New Business

- a. Issues raised by representative from SGB:
  - i. Some students have reported difficulty with religious observances, as accommodations made for students missing class are not always equivalent.
  - ii. Some students have reported that faculty are asking for excessive medical details regarding disability accommodations, to a degree that they feel is inappropriate.
    - 1. EIADAC recommended that SGB make sure those students know that they should report any such incident to Disability Resources and Services office.
    - 2. Discussion re: whether OMETs ask if accommodations were followed – they do not. Is there any way to know whether students' accommodations were met to the greatest extent possible?
    - 3. How do space limitations across campus affect ability to meet accommodations?

6. Announcements/Events

- a. Twenty-three sanitary product dispensers have been installed across campus, per the Period Club in GSPH. They are doing some education about the availability of these dispensers and a survey about how well the program is working.

7. Determine best dates/times for remaining 2019 meetings.

- a. December 19 at 1:00 in CL 817 (note: not our usual room!)
- b. Spring 2020 semester – a Doodle poll will be sent in the upcoming week to help determine best day/time for meetings next semester; please respond to the poll when it's e-mailed to you.