## University of Pittsburgh

Equity, Inclusion, Anti-Discrimination, Advocacy Committee (EIADAC) www.univsenate.pitt.edu/committees/equity-inclusion-and-anti-discrimination-advocacy

## **Minutes**

February 16, 2021, 12:00-1:30pm Zoom Meeting

- 1. The meeting was called to order at 12:03 p.m.
  - a. Present: Kayla Booth, Ally Bove, Brenda Cassidy, Paula Davis, Goeran Fiedler, Gosia Fort, Stephen Gabrielson, Lorie Johnson-Osho, Susan Jones, Tom McWhorter, Sharon Nelson-LeGall, April O'Neil, Clyde Pickett, Zuzana Swigonova, John Wallace
  - b. Regrets: Roxanna Bendixen, Natasha Tokowicz
- 2. Approval of the January 2021 minutes was tabled until the March meeting because co-chair Bove forgot to disseminate them to members in advance of the meeting.
- 3. Faculty Assembly Update February 2021 meeting
  - a. HR is working on a large project to reconfigure staff titles, streamline the process for promoting staff, and creating a staff salary appeal process.
  - b. Faculty salary update: Lecturers and Instructors continue to fare poorly compared to peer institutions; Faculty Assembly passed a resolution asking University administration to work quickly to bring them up to the median of peer institutions.
  - c. The Gift Acceptance and Naming policy was reviewed and discussed; minor edits were requested, and we expect a vote on the policy to occur at the March Faculty Assembly meeting.
  - d. Dave DeJong reported that HR is working on enhancing childcare options.
  - e. On a related note, to item (d), EIADAC and Benefits & Welfare's joint statements were reviewed and slightly modified in Faculty Assembly. The statement urging University leadership to quickly expand childcare options was passed with 100% of the vote, and the statement urging University leadership to provide flexibility in teaching evaluation and use of OMETs in tenure/promotion/reappointment/salary decisions for the duration of Flex@Pitt passed with 76% of the vote.
  - f. Senate elections are coming up in April, with several executive seats up for election.

## 4. Ongoing Business

- a. University policy review processes
  - i. Nondiscrimination policy no update this month
  - ii. Service animal policy no update this month
- b. Brief updates from work groups
  - i. GRE use Natasha, Brenda, Sharon, Ally, Goeran, Cindy, Shannah
    - 1. Vice Provost Amanda Godley shared the results of her office's recent survey on GRE use:
      - a. Among all 246 graduate programs that responded: 14% require the GRE, 42% are GRE-optional, 40% do not accept the GRE, and 4% require a different test (e.g. GMAT, MCAT, LSAW).

- b. Among the 78 PhD programs that responded: 17% require the GRE, 32% are GRE-optional, 51% do not accept the GRE, and 0% require a different test.
- c. Among the 139 masters programs that responded: 12% require the GRE, 51% are GRE-optional, 34% do not accept the GRE, and 3% require a different test.
- Next step: creation of a "best practices for admissions" document to be shared university-wide. Focusing on information that is concise and concrete, and can help department's wondering what to do in place of the GRE.
- ii. OMET bias issues Roxanna, Sharon, Zuzana, Cindy, Esteban, Gosia, Lorie
  - Work group is awaiting information re: what each school and campus is going to do in response to the ACIE recommendations that have been adopted by the University. These recommendations will require methods of teaching evaluation beyond the OMETs.
- iii. LGBTQIA issues on campus Claude, Eric, Tom, Beatrice, April
  - The final draft of the proposal by the Task Force for dedicated LGBTQIA+ space and staffing is being prepared and will be submitted to the University soon.
- iv. Faculty gender gaps Ally, Zuzana, Lu-in
  - No update plan to explore what the University is doing to address the gap in promotions – women faculty are tending to get "stuck" at the Associate Professor level, while men are more likely to be promoted to full Professor, which explains much of the gap in salaries.
- v. EIADAC membership Paula, Sharon
  - 1. Kayla Booth, Assistant Professor in the School of Computing and Information, is in the meeting today and is considering EIADAC membership.
  - 2. Paula Davis would like to get the word out about EIADAC in a more public forum perhaps an article in the University Times? Sue Jones stated they would be open to this and will follow up after the meeting.
- vi. How DEI work is valued on campus Ally, Lu-in, Paula, John, Clyde, Danny, Beatrice, Brenda
  - E-mails have been sent to all school and regional campus Diversity
    Officers to ask how DEI work is considered in performance appraisals,
    reappointment decisions, tenure and promotion decisions. Responses
    are trickling in.
  - 2. Clyde Pickett reported that LaShon Jackson, a new hire in his office, can assist with collecting some of these data also.

## 5. New Business

- a. None introduced
- 6. Announcements/Events
  - a. <a href="https://www.diversity.pitt.edu/inventory">https://www.diversity.pitt.edu/inventory</a>
  - b. Diversity in the Curriculum Awards Thursday 2/18 at 4pm
  - c. Shattering the Statistics: Black Female Survivors and Sexual Trauma, Thursday 2/18 12-1:30pm
  - d. Diversity with DEM (Delta Epsilon Mu): Race and Inclusion in Health Care: Saturday 2/20 1-5pm
  - e. Black History Month event The Black Impact: Black Faculty and Administrators' Impact on Student Success Thursday 2/25 12-1:30pm more info forthcoming

- f. Blue, Gold, and Black: Reflections of the Black Pitt Experience through the Years. Wednesday 2/24, 6-7:30pm. www.diversity.pitt.edu/KLeroylrvis
- g. Additional Black History Month events: https://www.diversity.pitt.edu/events/monthly-celebrations/university-pittsburghs-k-leroy-irvis-black-history-month-celebration/k
- 7. Next meeting: March 16, 2021 at 12:00 p.m.
- 8. Meeting was adjourned at 1:00 p.m.