

EIADAC Agenda

February 17, 2015

Attending: Ellen Ansell (elected member), Genevieve Cook (pro tem), Paula Davis (pro tem), Irene Frieze (senate liaison), Kathy Humphrey (chancellor's liaison), Kacey Marra (pro tem), Claude Mauk (elected member), Meg Mayer-Costa (staff rep), Marcus Robinson (Rainbow), Sudshanshu Skehkar (student rep)

- A. January 2015 Minutes approval tabled for lack of quorum.
- B. Report from working group meetings:
 - a. *Gender Equity, Inclusion, and Discrimination*: Did not meet. The current chair, Ellen Ansell, asked for a general call to be made for a new chair.
 - b. *International Population*. Did not meet but reported working on connecting with graduate student organizations and ethnic group graduate student organizations to find out about ongoing events and to see if they can all work together on the issue of inclusion.
 - c. *Race and Ethnicity*:
 - i. Minutes from that meeting: In attendance: P. Davis, C. Mauk, S. Nelson-Le Gall, K. Seelman, A. Vieira, K. Bolden Williams, N. Markovic, K. Humphrey. The committee discussed prioritizing the efforts brainstormed in the previous (12/12) meeting, in an attempt to identify “low hanging fruit” and move to the Senate for recommendation. The items that generated the most discussion were #7 (visible celebration of diversity on campus) and #9 (campus-wide diversity interventions.) Given that the Chancellor is new and just articulating his vision for diversity initiatives on campus, it was decided that the working group will, for now, proceed with item #7. After review of websites of peer institutions, the committee has decided to recommend addition of a “Diversity at Pitt” button on the University’s homepage, with a landing page which will contain links to various diversity efforts on campus. The following is a resolution proposed to be brought to the Faculty Assembly: The University Senate EIADAC Race and Ethnicity Working Group recommends that the University unit tasked with development and maintenance of the Pitt web presence initiate an effort to construct a “Diversity at Pitt” webpage with a link on the homepage of www.pitt.edu.”
 - ii. *EIADAC discussion*:
 - 1. Ownership: To ensure the ongoing quality of such a site, ownership needs to be in the hands of people who care about it, who represent the campus. Ideas included EIADAC, University Marketing Communications, Office of Affirmative Action and Diversity Services (within Human Resources)
 - 2. Website access point: Needs to be somewhere that makes it feel permanent (e.g. not just “current spotlight”). Suggestions: Under “about campus.”
 - 3. What should be on the website?
 - 4. Related effort: The Provost’s Advisory Committee on Women’s Concerns (PACWC) is currently working to highlight women’s concerns and accomplishments
 - 5. What is the process for getting this done? Kathy Humphrey said that she would assist with this, as it is part of a much larger initiative to create a culture of diversity and inclusion on the campus.

6. Faculty Assembly: By the end of the discussion it was decided that there does not need to be a resolution to Faculty Assembly. It might, however, be helpful to present the ideas to the assembly for comments/suggestions.

C. Irene Frieze – Comments on Senate Ad Hoc Committee on NTS Faculty

- a. February 10, 2015, the Ad Hoc Committee on NTS Faculty presented recommendations to Faculty Assembly (see attached). Irene suggested that EIADAC might think about how we can make the University climate more supportive of NTS faculty. What infrastructures support that?
 - i. EIADAC discussed the present climate and some ideas for improving it. One idea was to find ways to highlight units that are doing good things in this area (e.g., Schools of Education and Medicine). This could be done as Senate Matters columns. Irene pointed out that there have been two related columns in which individual NTS faculty described their experiences. (see May 29, 2014 -- Tananis in Education; & October 9, 2014--Bircher in Medicine) .
 - ii. The report (p. 3) provides recommendations for ways that various senate committees could provide oversight and continued involvement. With regard to EIADAC it suggests, “consider the possibility of discrimination and an unfavorable work environment associated with NTS status.” EIADAC members discussed the systemic nature of the problem. This raised questions about how, and by who, salary, compensation, and office space is decided. Great variation from school to school was also noted and suggested a need for standards. Job security issues were discussed.

D. Discussion of Provost’s Pay Equity Report from 2012

- a. Provost presented the report to PACWC (provost’s advisory committee on women’s concerns) in the last 1-2 years, but data is not disseminated. It was a positive report that Pitt is doing better. It did not include the school of medicine (might have included dental medicine). Question raised: Why do not all units provide this data? Who is responsible to make sure that units provide the data? In the past, there were “equity raises” given to try to improve the situation. At what level does such discretion lie (e.g. school, department?)? There is no gap on regional campuses; why?
- b. EIADAC recommended that in the future, reports put the data into charts/tables so that comparisons could be more easily made.

E. New Business

- a. The Race & Ethnicity working group wondered about who might be a good person to speak next month about surveys from the methodological perspective? A survey might not be as effective as looking at policy and talking with individuals to get stories to get a sense of how the phenomena presents itself. Next time talk about how to elicit information.

F. Upcoming meetings

- a. March 24, April 21, Tuesdays 2:30-4, CL 156
- b. Work of the working groups
 - i. Meet, Act, & Be Prepared to Report