

Senate Anti-discriminatory Policy Committee

Minutes for February 20th, 2008 meeting

Attending: Dalila Akkal, Mark Lynn Anderson, Patty Beeson, Carolyn Biglow, Lynn Fitzgerald, Katie Greeno, Jayme Hart, Rodney Jackson, Emilia Lombardi, Randi Koeske, Barbara Shore, Vijai Singh, Bruce Venarde, and Jane Feuer (Chair)

The chair called the meeting to order at 9:01am.

Minutes of the January 16th meeting were approved as submitted.

The chair reported on the Allies Network, tentatively scheduled to hold its second training on Friday, March 21st. Long-term plans call for trainings every fall and spring. The chair has publicized the initiative in an article published on January 24th in the “Senate Matters” column of the *University Times*.

There followed a discussion of the ADPC’s mission statement, published on the University Senate web page. The Senate president has assured the chair that this committee is meant to serve as an investigatory body, not to pursue individual cases but issues and areas of concern. It was noted that the current mission statement does not reflect that role and should be rewritten to reflect the committee’s initiatives and specify its exploratory and investigative functions. After discussion of the paths by which issues come to the attention of the committee and the relationship of the ADPC to other Senate committees, a subcommittee (M. Anderson, J. Feuer, and B. Shore) was formed to investigate a formal change in the wording of the mission statement.

The next agenda item was the relationship of the proposed Tobias-Shore Award to the existing Chancellor’s Affirmative Action Award and the newly created Iris Marion Young Award for Political Engagement. Is the Tobias-Shore Award now redundant? Committee members commented variously on the apparent function of each award and on the financial and administrative logistics of launching the Tobias-Shore Award. Absent a groundswell of volunteers to continue discussion via subcommittee, the committee voted 8-0-2 to table the matter for a year.

The meeting concluded with a presentation on the economic status of women faculty at Pitt by Patty Beeson, Vice Provost for Graduate and Undergraduate Studies. Recent study shows that Pitt is hiring more women faculty, and more T/TS faculty, in recent years, such that now Pitt is almost at the top of the AAU publics for women as a percentage of rank faculty. The overall ratio of men’s to women’s salaries has not risen similarly; however, analysis that controls for rank, tenure status, and school shows the situation to be improving markedly. Given the wave of hiring women, usually in lower faculty ranks, the current salary imbalance should evolve favorably over time.

The chair adjourned the meeting at 10:17am.