

## **Minutes of Senate Faculty Affairs Committee Meeting**

September 2020

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Date and time: September 8, 2020, 11:00 am – 12:30 pm

Location: Zoom

Present: Chris Bonneau, Helen Cahalane, Lorraine Denman, Tom Diacovo, Irene Frieze, Vicki Gamble, Suzanna Gribble, Sandra Guzman, Ashley Hill, Robin Kear, Marty Levine, Patrick Loughlin, David Salcido, Vinayak Sant, Tom Songer, Amy Tuttle, Preeti Venkatesan, John Wallace, Lu-in Wang, Seth Weinberg, and Frank Wilson

Absent: Micaela Corn, Morgan Pierce and Jay Sukits

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**Call to order** – The meeting was called to order by I. Frieze at 11:01 am.

### **Introduction of new FASC member:**

1. Ashley Hill, is the new post-doc representative to the FASC
  - a. Ashely is in the Department of Pediatrics, and has worked with the post-doc associations for 1.5 years. Welcome!

### **Co-chair updates:**

1. Fall OMETs
  - a. There is concern from various ranks of faculty, particularly AS faculty, that student evaluations of teaching are problematic this term because of the nature of the semester and different format of teaching. I. Frieze reached out to Senate Educational Policies Committee to hopefully get this on their future agendas.
2. Title IX/Anti-Discrimination Policy
  - a. Still waiting for updates from other committees

### **Introduction of Vice-Provost John Wallace:**

1. Dr. John Wallace is the David E. Epperson Chair and Professor, Center on Race and Social Problems Senior Fellow for Research and Community Engagement and the new Vice-Provost for Faculty Diversity and Development
2. J. Wallace reflected the series of events that have challenged the issue and discussion of race. He wants to pursue doing work with the University to extend what he does within the community and impact the institution and the students that we attempt to serve.
3. Vice-Provost Wallace will also oversee the University Center for Teaching and Learning.
4. L. Denman said we are looking to develop ways the FASC can collaborate with his office
  - a. I. Frieze asked if VP Wallace will be involved in the further development of the anti-discrimination policy, J. Wallace said this is primarily in the hands of Vice-Chancellor Pickett from ODI, but J. Wallace meets with him regularly.

- b. I. Frieze summarized what it is that FASC tries to respond to.
- c. L. Denman, provided the history of how the FASC was formed
- d. L. Denman indicated that hiring could be an intersection of work between FASC and the Provost's Office, particularly cluster hires.
  - i. J. Wallace stated that black faculty hiring cluster concepts are being developed University-wide. DSAS was referenced, highlighting many departments included. Other schools are also developing, but still working on their strategies.
- e. L. Denman has heard requests for faculty do have access to the anti-racism course. J. Wallace said once materials are completed they will be made widely available
- f. T. Diacovo inquired about community involvement and engagement initiatives?
  - i. J. Wallace responded that the Homewood and Hill District community engagement centers are full of engagement opportunity. Believes that Pitt can be highly impactful throughout Pittsburgh, wants to shorten the distance and time between work done in the University going out to the community.
  - ii. L. Wang will be working on developing guidelines that account for faculty conducting community engaged research and service.

#### **Update on IP policy:**

1. I. Frieze informed the committee that the IP policy has been evolving and some statements regarding teaching materials had caused some faculty to be upset and the continuation of the discussion was given to FASC to address. An ad hoc committee comprised of faculty who made comments at the last faculty assembly and a meeting of the ad hoc committee was held last week.
2. D. Salcido, University Senate Vice-President, provided a brief history on the attempts at a language compromise. The initial revisions have been rejected and explanations were given. The importance of the issue regarding teaching materials has been pushed to the forefront because most of us did not have recordings or online course materials prior to March 2020.
  - a. D. Salcido added a timeline for use of materials "lasting the duration of the University Member(s) affiliation with the University plus four years...". If materials are given outside of University, by the University, University member permission is needed, and additional clause on part-time or visiting appointments has been suggested.
  - b. An exception to the permission is if you engage with the University in creating content for the University outside of course material creation for courses you teach, no permission is required, any royalties earned would be 50/50 split between University and University Member.
  - c. The language in the policy has to be framed such that it facilitates, not restrict, the University from entering into agreements with services like Canvas.
  - d. Legal consultants in the policy office believe the spirit of the additions can be retrofitted to work with the legal language necessary. The part-time and visiting reference could be moved to the introduction of the policy which does not require the same legal language as required in the policy portion of the document.
3. C. Bonneau commented that in July 2020 by a vote of 67-4 the IP policy language was endorsed. Prior to this new policy, Pitt owned all digital materials created. While there may be some issues with the endorsed language, the language is no worse than it was before and multiple other parts of the policy greatly strengthen the patent and copyright policies in favor of more money going to our colleagues.

4. T. Diacovo asked how does this policy compare to other institutions?
  - a. C. Bonneau said the committee drafting the policy benchmarks against our peers, AAU public institutions.
5. V. Sant asked what is the definition of faculty (team taught courses, for example)?
  - a. C. Bonneau said it is defined in the University by-laws, but the name "University Member" makes language more inclusive since not only faculty develop materials (e.g., post-docs and graduate students).
6. T. Songer asked what is the FASC charge? What was the purpose of sending it to FASC?
  - a. C. Bonneau stated the FASC doesn't have to do anything, the policy was recommended by the Senate Research Committee and that the course material language can be reviewed by the FASC. FASC can recommend to support the policy or not. Voting on the IP policy will occur in October. D. Salcido said he is hopeful some revisions will be incorporated.
7. D. Salcido stated the new language would address the spirit of the policy such that it could not influence hiring practices. The key piece is the University not being able to use the materials outside of the University without the permission of the creator (e.g., service like Outlier).
8. P. Loughlin suggested that D. Salcido should continue his work with Rob Rutenbar to work on the course materials language so the policy is endorsed at the vote in October.
9. I. Frieze expressed timeliness of language revisions is important.
  - a. D. Salcido said the best mechanism is to present revised language and work from there
10. S. Weinberg asked about a course developed elsewhere, then the faculty came to Pitt and starts to teach the course at Pitt. Who has the license to the material?
  - a. C. Bonneau said license is non-exclusive, multiple people can have the license. If you are adapting and changing when you come to Pitt to teach that course, then the license would apply. Faculty still owns the material.
11. P. Loughlin queried if there is already monetization by charging tuition for the course?
  - a. D. Salcido responded by asking if it is innately bad for University to make money off of things you created? He is not making a statement either way, just suggesting the question. The situation is a bit different if your materials are used to teach the course after you leave the University. A compromise is the ability to own the material and take it with you when you leave, possibly monetizing it on your own. The protections that need to be in place is to not permit you being let go and then all of your materials used to continue running the course.
12. D. Salcido encouraged everyone to read the policy.
13. I. Frieze concluded that the policy is going back to the ad hoc committee, if anyone wants to be on the committee, let her know.

#### **Vice-Provost Wang updates:**

1. The Council of Deans endorsed the revised guidelines for faculty evaluations that FASC and TAFC composed last year
2. Hoping that she and J. Wallace will both be appointed as liaisons to FASC, but not sure on exact structure of interfacing with the committee

**Announcements:**

1. All committees are tasked with coming up with a document to address anti-racism, diversity, equity and inclusion. We'll have to think about ways to address these issues within the mission of this committee
  - a. D. Salcido shared that the senate is a great resource where foci within realms of the University are represented. Every committee should explore racism, equity, and justice within the committee mission. Discuss and produce a report. All committee reports will be collected and a plenary session will be held in the spring. No preset methodology. An outcome of the report could be there isn't enough information at the University to answer the questions of the committee.
2. Next FASC meeting Tuesday, October 6<sup>th</sup> @ 11AM

**Meeting adjourned 12:30 pm**