

Faculty Assembly Minutes
2700 Posvar Hall
May 9, 2017

TOPIC/DISCUSSION	ACTION
<p><u>Call to Order</u></p> <p>The meeting was called to order by President Frank Wilson.</p>	<p>The meeting commenced at 3:02pm.</p>
<p><u>Approval of the Minutes</u></p> <p>The Senate Service Award was presented first at the meeting (see below).</p> <p>President Wilson asked for approval of the minutes of the Faculty Assembly (FA) meeting of April 11, 2017.</p>	<p>Minutes were approved as written.</p>
<p><u>Introduction of Items of New Business</u></p> <p>No new items were identified.</p>	<p>None</p>
<p><u>Report of Senate President, Frank Wilson</u></p> <p>The University Senate Service Award, presented annually to a member of the Senate that is recognized for their efforts in promoting shared governance and collaboration, was given to Nancy Brown, Editor of the <i>University Times</i>, for the 2016-17 year.</p> <p>President Wilson noted that this award, given to Nancy Brown, signifies the importance of the <i>University Times</i>. This has been the faculty and staff newspaper since 1968. It is a big part of the University of Pittsburgh. The <i>Times</i> is 49 years old this year. For 37 years of this, Nancy was the editor. She was the face we did not always see, but she was the heart and soul of the operation. She established the <i>Times</i> as a newspaper at the University that was presenting objective journalism on the issues we are facing. Issues were timely and sometimes contentious. If you go back and look at the <i>Times</i> during Nancy's tenure, you will see an objective account of what was going on between us as faculty, us and the administration, and many more. It has been done without taking sides with either party. There is a dedication to objective reporting about what takes place. This is unique in higher education. There may be universities with similar publications, but less than a handful. We should be proud of this at Pitt. There were times when my critique of the <i>Times</i> was that it wasn't taking the faculty side strong enough. In retrospect, being objective and true to solid journalism made the organization stronger. If we have pride in shared governance, one of the things that has helped us is this newspaper. It has, at times when we are ready to clash, made both sides think longer and talk more before things exploded. This conditioned us to our commitment to shared governance we have and what we want to continue. Nancy's dossier is readily available and it is 37 years' worth. A project is underway to digitize the whole history of the <i>Times</i>. This year, in recognition of service to the University and to the Senate, we are honoring Nancy Brown. Nancy and her family are here today to be part of this. The Chancellor also was present for this recognition, along with President Wilson, and past Senate Presidents Spring, Baker, Bircher, and Frieze. (photos were taken)</p> <p>President Wilson continued with his regular report. He noted that much has occurred, but much more must be done. This year started off as the Year of Diversity, which</p>	<p>No further discussion occurred.</p>

emerged from Senate Council in part, and there is still plenty of effort left on this. This helped focus on issues of diversity and inclusion. Kacey Marra was thanked for her leadership in the university-wide committee.

Continuing with efforts over the last year, when we learned that Nancy was retiring, we also learned that the paper version of the *Times* was also retiring and that the digital version would be implemented. Officers of the Senate met with the new administrative leadership for communication and held our position of strongly supporting maintenance of the substance of the *Times*. The Senate is committed to work with the new *Times* people to make this happen.

In the Fall, we spent a long time on the consensual relationships policy, and debated the essence of the policy. We ended in December with voting the recommendation down. This caused tension, but as we picked up in the Spring semester, new versions continued to come out and we ended up approving it with majority this semester. Despite its start, the end product was better than it began. This was an example of the value of what we do as the Senate – asking serious questions -- thinking things over. Also during the Fall, we had an Assembly meeting where the Provost came and gave a detailed report for her vision of the future, and answered a lot of questions.

President Wilson continued to say that in the Spring, it was a challenge for me personally for health reasons. I kept functioning because of the Senate officers having my back and allowing all of this to function. Vice-President Kear stepped in on several occasions for me, and he also thanked colleagues at Greensburg and Secretary Skledar for their help and support. The Senate in the meantime was working in BPC to revisit salary benchmarking for faculty for regional campuses. A more reasonable agreement was reached on a realistic benchmark. The culmination of efforts of the Ad hoc Committee on Non-Tenure Stream (NTS) faculty issues was accomplished. Full and part-time NTS faculty issues were identified and recognized, and we endorsed thoughtful recommendations last month about this. A different approach is already being felt throughout the university on this with tangible improvements. A big focus of the Spring was matters related to faculty evaluation, salary reductions of full-time and even tenured faculty, and then the Plenary focus was bibliometrics and metrics used to evaluate research productivity. Our Educational Policy Committee and a working group also worked on the use of OMETs for evaluating teaching of faculty, and resolutions were approved. This process is ongoing. The best way to evaluate teaching effectiveness is still being considered. The best metrics to evaluate research productivity are still be considered. This has made us all focused on issues that we take for granted.

All of these issues have contributed to whether we need to expand our existing committees or create a new committee for emerging issues of faculty. Senate Officers put a plan in motion to look at existing committees to evaluate if we need a new Faculty Affairs-type committee. Michael Spring (past Senate President) is the point-person for this, and faculty have volunteered for membership. This work has begun and President Wilson noted he is very hopeful that much work will be accomplished on this over the Summer, with a substantive report in the Fall. Past-president Spring noted that the meeting accomplished several items of agreement: a new committee should be formed; it should not overlap with existing committees; all standing committees should review their mission and include NTS faculty; goal of the new committee would be to oversee a change in climate for all faculty; a mission statement

must be specific; and “Faculty Affairs” is a good potential name for this new standing committee. There are contributions from those in attendance and those that could not attend. The mission statement purview is matters pertaining to faculty related to professional development, annual evaluation, contracts and compensation, faculty engagement, involvement in shared governance, part-time faculty issues, IT access, and unpaid leaves. Contracts/compensation does not include what T AFC already does. He is taking the framework of all of these categories and fitting in additional specific items that were identified. He will work with the committee to find a concrete sense of where to start. Some committee members might be appointed, but Fall Faculty Assembly will vote on this and new members will be appointed. A key will be avoiding overlap with existing committees.

New Faculty Assembly members and new standing Senate committee members were selected and notified. The elections have closed. There will be some changes, new members and new chairs. There will be continuity and change at the same time, and this is good. Past-president Spring was commended on his Elections Committee chair efforts. The new Senate Secretary, Cindy Tananis, was recognized as the incoming Secretary and Sue Skledar was thanked for her service as Secretary for the last three years. All of those serving for the first time on Committees were also recognized.

Discussion:

No discussion was noted.

Reports by and Announcements of the Special and Standing Committees of the Senate

Senate Ad Hoc Committee on Fossil Fuel Divestment

Last Spring, Professor Goodhart made a motion for President Wilson to form an Adhoc committee to investigate the university divesting from fossil fuels, a topic coming from student groups and other concerned faculty and staff. A committee was formed and met through this year. The job of this committee was not to take a position on this complex matter that the Board of Trustees handles, but to discuss the larger issue of responsible investing. Sage Lincoln (Honors student at Pitt, and leader of the Fossil Free Coalition at Pitt) led the student effort and was very thoughtful about how they presented their case. They presented “asks” and had a short audience with one of the Trustees’ committees (Student Affairs) and made a positive impression. The Committee met with the Chancellor and the Chair of the Board of Trustees and Kathy Humphrey, and at additional meetings, many productive ideas emerged. A draft resolution from the Senate Ad Hoc committee was distributed in advance via email to Faculty Assembly members for review – this emerged from the Committee. The idea of a specific focus on fossil fuel divestment was expanded to a broader focus on socially responsible investing. This was an educational opportunity for the University to have a dialog on this and multifaceted exploration of this now, and as the years go forward.

Members of the Committee were recognized, and included: Ronald Brand (Law), Nick Coles (English), James Doty (Engineering), Gena Kovalcik (Engineering), David Sanchez (Engineering), Frederik Schlingemann (Business), Jay Sukits (Business), Ayres Freitas (Physics and Astronomy), Sage Lincoln (Fossil Free Pitt Coalition), Michael Goodhart (Political Science), and Frank Wilson (Senate President).

A summary of the committee’s work was presented and the resolution summary is below. President Wilson then noted that if accepted today, this will be voted on at

The revised resolution was approved unanimously, with no abstentions and no opposition.

Senate Council next week. The Committee is suggesting that a process begin for socially responsible investing. From this motion, and its acceptance, the Chancellor and Trustees will openly discuss these issues, and there will be research opportunities for students, faculty and staff to pursue this big set of questions, and a willingness to start this process. The majority of the Ad hoc Committee supports the distributed resolution.

*(excerpt): **Therefore, now it be resolved:***

That the Faculty Assembly recommend to the full Senate that the University initiate a systematic process for consideration of socially responsible investing as a strategy for the University to orient its investments;

That this process, to begin expeditiously, include elements of research, dialogue, and education around the advantages and limitations of socially responsible investing, generally and with specific reference to investments in fossil fuel-related companies;

That the Chancellor establish a Task Force or Committee on Socially Responsible Investing to coordinate these activities and to facilitate a timely decision process for the University on this important question;

That said Task Force or Committee, and any working groups or subcommittees thereof, include representatives of the administration, faculty, staff, and students;

That the Task Force or Committee issue a public report on its work and findings in support of this decision process;

That the work of the Task Force or Committee be carried out with a view to the inclusion of as many opportunities as possible for student research and education in the development of institutional policies;

That the ad-hoc committee on Fossil Fuel divestment, having fulfilled its mandate, be dissolved.

Discussion:

Bircher: I would encourage you to vote in favor of this proposal. This is an opportunity for shared governance, rather than a set of rigid demands. This is a reasonable approach to not only fossil fuels, but socially responsible investing. It is an important opportunity.

Tanani: Could someone help me understand the next-to-last piece on the last page related to opportunities for research and education?

Wilson: We put this there because it was a fundamental piece that we spoke about. We want this to be an inclusive process and wanted it noted that students put this on the agenda. Students are talking about the future of the planet. They are trying to look at these issues intellectually, scientifically, substantively, and ethically. A way to help

this is if we include all of the parties via shared governance, and to include students and staff.

Tanais: I agree with this, and feel the elements above in the text already state this. To me, that provision is redundant. I am not sure what it adds that is not already said.

Wilson: Consider this as an exclamation point. It makes it redundant, but I hope we can vote on this and not wordsmith. I would rather say it multiple times.

Tanais: I think this starts to sound like lip service and is cumbersome. This leaves me wondering what that means related to research and education.

Wilson: The idea came from something the committee learned – an idea that we could create a space where students could participate with a faculty member who would be in charge of the research. Kenyon Bonner also was part of additional discussions with students and the group found that there was much opportunity for research on a range of issues. We wanted collaborative research opportunities to empower groups to work together. The suggestion is for a broad university discussion on this – events, debates, interactions, surveys, etc. to share work being done and look at range of things the University can be doing.

Tanais: I don't have an issue with this, I have an issue with the statement. It creates confusion.

Spring: I agree with Cindy (Tanais). We would expect that for an Ad hoc committee or a standing committee, there would be a vote with numbers recorded. It then comes as a motion to Assembly to vote on it as well. The "whereas's" need to be wordsmithed, and the resolution also has some needed edits, for example, that the "University initiate" should be specifically the "Provost" or the "Chancellor," and be more specific. There is opportunity to combine some of these statements. The Chancellor's actions should be clear and it could be tighter and wordsmithed.

Wilson: Administration is clear on this and supports the resolution. I would like wordsmithing to be done now if we have to do it.

Bonner: The spirit of what we want is spot on, and this is where we want to go.

Wilson: We are asking for the Administration at the Chancellor's level to put together a group that will in specific ways, create the implementation plan for this process. It is not the Senate's job to get specific about how that is done. None of us has a statement about exactly how this will work. We need the Chancellor to move forward.

Tanais: It is important that we do more-specific thinking about the wording, so the Board of Trustees and Chancellor is clear on the next course of action. Spring is editing now.

Wilson: The last meeting was with a group of students and the Chancellor, and we want something that can begin over the summer.

Tanais: As long as we can vote on the intent, I am fine with this. I have issue with the unclear wording.

Rohrer: Can we vote on the intent and will of the document, subject to minor clarifications of wording?

Tanani: So moved.

Spring: These edits will be a friendly amendment. I would begin with the third paragraph of the purple sheet. He then suggested specific edits to the resolution.

Rohrer: There is a concern for clarification. I think it changes should not be done without additional deliberation. The important thing is that a resolution was passed supporting the spirit of the effort, with clarification later.

Spring: Does the Ad hoc group have minutes?

Wilson: Yes.

Spring: These recommendations will be passed to the chancellor: form a committee, have these constituents, and create a systematic process for socially responsible investing.

Wilson: The idea is bigger than that. People do not have a common definition for socially responsible investing. Ethical questions are all over the map. The mainstay of business folks and investment folks involves the law and the fiduciary responsibility. This is what we suggest the systematic process address.

Tanani: Spring's suggestion to form the committee, and the additional documentation can help to inform the next step. The resolution should say we want the Chancellor and the Board of Trustees to form the committee. It should not get into how this will be done.

Spring: The reality is that the investments made by Pitt are not the concern of the faculty, students, staff or administration. They are the concern of the Board of Trustees. The Trustees have passed a motion informing us of that. Trustees are clear on what their charge is related to fiduciary responsibility for the University. This motion allows the Chancellor, through a committee, to bring to the Trustees a report on a systematic approach to include socially responsible investing. The chair of the Trustees has said that such as report will be considered by the rest of the Board. We encourage the Chancellor to form the committee, study this, and form a strategy for Board of Trustees' consideration related to socially responsible investing and fiduciary responsibility.

Tanani: We are trying to set up a process where this is possible and are directing the Chancellor to do this and create a report for Faculty Assembly, Senate Council, and the Board of Trustees.

Hartman: Does the Senate have the power to vote on-line? Can we get it wordsmithed and vote on -line?

Molinari: Yes, we can make that work.

Wilson: We should do this by next week .

<p>Spring: The wordsmithing edits were read aloud below:</p> <p><i>(REVISED) Resolution of the ad hoc committee on Fossil Fuel divestment, presented to the Faculty Assembly on May 9, 2017:</i></p> <p><i>Whereas the University of Pittsburgh Faculty Assembly, at its May 10, 2016 meeting, voted without opposition to create an ad hoc committee to explore questions related to the University’s investments in fossil fuels and to possible alternatives;</i></p> <p><i>Whereas the President of the University Senate constituted a committee in accordance with this resolution to investigate and discuss these matters;</i></p> <p><i>Whereas the committee recognizes significant potential for a socially responsible investment strategy to help align the University’s investments with its core values and responsibilities as a public institution of higher learning;</i></p> <p><i>Therefore, now be it resolved:</i></p> <p><i>That the Faculty Assembly encourages the Chancellor to form a committee of faculty, staff, students, and administration, and initiate a systematic process for consideration of socially responsible investing as a strategy for the University to orient its investments, and issue a public report on its work and findings in support of this decision process.</i></p> <p><u>Discussion continued:</u></p> <p>Costantino: I move we accept these changes.</p> <p>Wilson: Let’s vote. All opposed? None. Abstain? None. Approved unanimously.</p>	
<p><u>Unfinished Business and/or New Business</u></p> <p>None.</p>	<p>None</p>
<p><u>Announcements</u></p> <p>None.</p>	<p>None.</p>
<p><u>Adjournment</u></p> <p>The meeting was called to end by President Wilson.</p>	<p>Adjournment at 4:20 pm.</p>

Documents from the meeting are available at the University Senate website:
<http://www.univsenate.pitt.edu/faculty-assembly>

Respectfully Submitted,

Susan Skledar, RPh, MPH, FASHP
Senate Secretary
Professor, School of Pharmacy, Department of Pharmacy and Therapeutics

Members attending:

Becker, Betru, Bircher, Borovetz, Cassaro, Cohen, Costantino, Danford, Dewar, Donihi, Fort, Goldberg, Guterman, Hartman, Henker, Horne, Kanthak, Kaufman, Kaynar, Kear, Kiselyov, Labrinidis, Landrigan, Landsittel, Leers, Loughlin, Marra, Molinaro, Mulvaney, Phillippi, Rohrer, Skledar, Spring, Tananis, Triulzi, Van Nostand, Wilson, Withers, Yarger

Members not attending:

Adams, Bilodeau, Bratman, Clark, Cole, Deitrick, Frank, Gleason, Gold, Harries, Helbig, Irrgang, Jacob, Jones, Lyon, McLaughlin, Morel, Muenzer, Mulcahy, Olanyk, Schmidhofer, Scott, Smolinski, Swanson, Taboas, Thorpe, Velankar, Vieira, Weikle-Mills

*Excused attendance:

Beck, Bonneau, Czerwinski, Dahm, De Vallejo, Flynn, Gaddy, Kovacs, Munro, Nardone, Nelson, Rigotti, Stoner, Sukits

Other attending/guests:

Balaban, Bonner, Fike, Frieze, Kirsch

*Notified Senate Office