

Faculty Assembly Meeting Minutes
2700 Posvar Hall
October 10, 2017

AGENDA ITEM	ACTION	
<p><u>Call to Order</u> The meeting was called to order by President Frank Wilson.</p>	<p>The meeting commenced at 3:00 pm.</p>	
<p><u>Approval of the Minutes of the May 9 Faculty Assembly Meeting</u> Minutes (September 12, 2017) were approved as written.</p>	<p>Approved</p>	
<p><u>Items of New Business</u> No items of new business were raised.</p>	<p>No items</p>	
<p><u>Report of Senate President, Frank Wilson</u> Welcome. President Wilson announced the Open Forum following this meeting to discuss the “Pitt Principles”</p> <p>Update on Expanded Executive Committee: Lunch and meeting. Very productive meeting with representatives present from all standing committees, including the new Faculty Affairs committee. Theme of the meeting included each committee considering its missions and unfolding work. Also how each committee’s work may intersect with other committees. We see opportunities for integration and collaboration --- responsibility of officers and committee chairs to alert membership of possibilities for collaboration. Past examples include the Budget Policies Committee and the ad hoc Non Tenure Stream Committee collaborated to consider part-time faculty issues.</p> <p>One of the things President Wilson enjoys the most in this work is the opportunity collaborate with many people around interesting issues.</p> <p>ROBIN KEAR/FRANK WILSON: Solicited potential ideas for topics for the plenary.</p> <p>Discussion: MARIA KOVACS: what is the focus for the plenary? No real restrictions --- we are open to topics of broad interest to faculty or proposals for focused smaller topics. Past topics included metrics, shared governance, and others. KOVACS: suggested that the “value of education” is an important issue related to funding and political concern. CAREY BALABAN: role of entrepreneurship on the academic environment. Set of traditional values and changing issues and concern.</p>	<p>Report and Discussion</p>	
<p><u>Reports by and Announcements of the Special</u></p>	<p>Budget Policies Committee: Part-Time Faculty Report Wes Rohrer, Chair</p>	<p>No discussion</p>

<p><u>and Standing Committees of the Senate</u></p>	<p>Written report and additional comments:</p> <p>Mr. President, I want to provide a brief update about the agenda of the Budget Policies Committee for the current year and to highlight a new report on part time faculty salaries. The Committee has for the past several years focused on faculty salaries, both trends over time and through various benchmark comparisons, distinguished by internal cohorts based on gender, Oakland and Regional campuses, rank, etc. These efforts were and continue to be worthy investments that have stimulated not only productive discussion between faculty and administrative leadership but have led to actions to address imbalances and inequities.</p> <p>However, this year we have decided to broaden our inquiry within the scope of the committee’s mission to focus on other salient matters affecting and affected by University resource allocation processes. For example, we will be discussing the fiscal situation and strategic direction of all four Regional campuses; reviewing the new Total Rewards program for staff compensation; and developing a plan for communicating with and monitoring the work of local academic unit PBCs. All of these items are well within the committee’s charge and are timely to be addressed. Of course, as we broaden our purview we will do so in collaboration with other standing committees as appropriate, including our new Faculty Affairs Committee.</p> <p>I want to bring your attention specifically to the new report on Part-time Faculty Salaries that was referenced in the University Times issue of September 28. Although I will not be discussing the report in detail, it may be accessed at the link embedded in the article and I encourage all interested faculty to review it. However, I do want to provide some context for this new report. This report was developed in response to the Committee’s expressed desire to obtain useful information about the compensation of part time faculty. Sounds like an easy ask, but it was not. This Committee initiative reflected the broader concerns about the role and status of this important and often under-appreciated faculty cohort that led to the development of the ad hoc committee on part-time and non-tenure stream faculty chaired by Irene Frieze whose timely and important work has already been acknowledged by the Faculty Assembly.</p> <p>The Provost Office presented this report at our September PBC meeting showing trends over a 3-year time period for salaries and salary adjustments of part-time regular and temporary faculty, comparing Arts & Sciences, other Provost Area schools, Health Sciences and the Regional campuses, in the aggregate. The</p>	
--	---	--

	<p>bottom line is that the report shows modest increases in mean and median salary levels for part-time salaries from 2013 to 2016 in all areas except the Health Sciences. Again, I encourage you to review the U-Times article and the report itself to draw your own conclusions.</p> <p>Four broad comparisons were made: Arts & Sciences, Other Professional Schools, the Health Sciences and the Regionals all in the aggregate. As usual the School of Medicine faculty were excluded. The comparisons were between Fall 2013 and Fall 2016 based on Faculty Records and payroll data. Two sets of measures were included means and medians reported as % differences reporting both unadjusted differences and a comparable set of comparisons adjusting the Fall 2013 data to apply what the average salary increment would have been for the three year period. All comparisons were made for the four groups and overall, University-wide.</p> <p>The major points I want to offer in concluding my update are that this new report was based on an ongoing collegial interaction with administrative leadership and that the report is responsive to broader concerns raised about the status of our part-time faculty. The Committee did not prepare the report nor are we in a position to validate its methodology or conclusions derived from it. In fact, some concerns about its methodology have already been discussed in committee, particularly regarding composition of the final “part- time” group. What we should recognize is that this report was a good faith effort on the part of our colleagues in the Provost Office to address the deficiency in our data about and awareness of part-time faculty compensation and that a comparable report will be included along with other targeted salary reports on a three-year cycle. We do have concerns about the report and continue to work with the Provost’s Office for the three-year cycle toward the next report. It is my understanding that separate public reporting of part-time faculty salaries by AAU institutions is rare if not unique. The PBC intends to continue to dialogue with the Provost Office to improve the report for future iterations.</p> <p>This completes my remarks and I appreciate your attention to them. ----- end of written report and comments -----</p> <p>Discussion: LOUGHLIN: How many people? Based on? 574 records, part-time population included in analysis, within the Schools noted. More fine-grained report is requested as the report moves forward.</p>	
--	---	--

	<p>PRESIDENT FRANK WILSON: Really appreciate what the Budget Policies Committee has done – a good model among one of our most important committees ---</p> <p>Some of the topics: reviewing the University budget policies and processes, disagreements that have been productively worked out, good faith efforts to report more data. Wes and co-chair, and Dave DeJong got together to produce a reporting cycle that would address the needs of Faculty Assembly. These are not simple techniques or reports to generate. This work will help to establish regularity. As other committees think about their work, please consider how the liaisons with the administration can be helpful in moving the agenda forward.</p> <p>There certainly are more than 574 part-time faculty, however, there are a large range of categories. There is wide variation. For example, a true adjunct --- is a working professional who comes to offer specific service to the University --- some are paid, some are not. These are not people who depend on adjunct work as their full-focus work. Also, this does not include some groups, for example, lab assistants. The formulas are complex. There is a rationale for each decision and while President Wilson may not agree with each decision, there is a reasonable rationale and an openness to continually reconsider how new provisions may affect the inclusion of groups or not. Wilson has served in various capacities/committees that have had input into these discussions and has seen evidence of good shared governance practice. Other committees may have similar complex issues --- we need to be appreciative of efforts toward collaboration and press forward to continue that good faith effort and work.</p>	
	<p>International Partnership Agreements Platform Belkys Torres Associate Director Ian McLaughlin, Global Operations Support Manager, UCIS</p> <p>Powerpoint presentation available at: http://www.univsenate.pitt.edu/faculty-assembly</p> <p>Review details for International Partnership Agreement forms, procedures, policies, steps for use.</p> <p>Comments: Ian McLaughlin is the on-the-ground staff member to assist faculty. His role is to assist with all aspects of faculty work --- one-stop shop.</p> <p>Discussion: Several questions were asked during the presentation by</p>	

	<p>members regarding types of agreements, how to begin an agreement, whether an MOU might be the best way to start, how international agreements may be necessarily different from domestic agreements, and the added benefits of going through the Global Operations Support center. Use of feedback has been used to refine the resources and services. Detailed responses were offered, many pointing to consideration of encompass.pitt.edu resources and contacting Ian McLaughlin.</p>	
<p><u>Announcements</u></p> <p>Pitt Principles Open Forum --- all Faculty Assembly members (as well as other faculty) are invited; after this meeting. (In 2500 behind Assembly chambers).</p> <p>PRESIDENT WILSON indicated that a number of organizations are likely planning similar discussions (staff and students). This Open Forum is one of two discussions we plan, the next being focused on socially responsible investing for the University.</p> <p>It's important that we involve ourselves in these critical conversations.</p> <p>JAY SUKITS: Retirement oversight committee had a presentation at the Benefits and Welfare committee recently. There are a number of other reports and actions related to retirement system.</p> <p>PRESIDENT WILSON: more reports will be integrated with Faculty Assembly meetings as we go forward.</p> <p>Additional Announcement – 3rd Annual Community-Based Research, Service Learning, and Civiv Engagement Conference, Idea Exchange -- October 26, 2017, 2p-5p, O'Hara Student Center Ballroom. See: http://www.elsiehillmanforum.pitt.edu/idea-exchange</p> <p>We also have no approved budget from Harrisburg --- this is the time to make calls and send emails to your representative.</p>		
<p><u>Adjournment</u></p>		<p>Moved and accepted, 4:12p</p>

Documents from the meeting are available at the University Senate website:

<http://www.univsenate.pitt.edu/faculty-assembly>

Respectfully Submitted,



HAIL TO PITT!

Cindy Tananis, Ed.D.
University Senate Secretary

Associate Professor
Administrative and Policy Studies, Education Leadership
Director
Collaborative for Evaluation and Assessment Capacity

Members attending:

Bachman, Balaban, Becker, Bircher, Bonneau, Brodt, Cassaro, Conley, Dahm, Danford, De Vallejo, Dewar, Fort, Frieze, Gold, Guterman, Infanti, Jones, Kaufman, Kear, Kovacs, Kubis, Landsittel, Loughlin, McGreevy, Molinaro, Morel, Mulvaney, Olanyk, Phillippi, Rigotti, Rohrer, Salcido, Sant, Stoner, Sukits, Tananis, Weinberg, Wilson, Withers, Yarger

Members not attending:

Adams, Bilodeau, Bratman, Buchanich, Clark, Cook, Goldberg, Harper, Irrgang, Kanthak, Kelly, Kiselyov, Landrigan, Long, Lyon, Mendeloff, Mulcahy, Nelson, Roberts, Sereika, Smolinski, Soska, Swanson, Taboas, Thorpe, Van Nostrand

*Excused attendance:

Betru, Borovetz, Bromberg, Czerwinski, Deitrick, Gaddy, Harries, Henker, Horne, Kaynar, Labrinidis, Martin, Muenzer, Munro, Perry, Spring, Tashbook, Weikle-Mills

Others attending:

DeJong, Fike, Marra, Torres

*Notified Senate Office