

Faculty Assembly Meeting Minutes
 University Club Ballroom A
 February 22nd, 2011

Topic/Discussion	Action
<u>Call to Order.</u> President Michael R. Pinsky called the meeting to order at 3:04pm.	The meeting commenced.
<u>Approval of the Minutes of the January 25th, 2011 Faculty Assembly Meeting.</u> President Pinsky asked for approval of the minutes of the January 25 th , 2011 Faculty Assembly meeting. Beverly Gaddy would like her statement to be changed in the January 25 th minutes to “the chairs at Greensburg have not been evaluated, they will have just been appointed to a second three year appointment in the fall”.	The minutes were approved as written. Minutes will be altered to reflect this change.
<u>Introduction of Items of New Business.</u> President Pinsky asked if there were any new items of business to be brought forward. Denise Chisholm announced an event called “Oakland Needs You!” which will be held on March 24 th from 6:00-8:30pm. This event will focus on creating a vision for Oakland in 2025 and plan actions to move us toward that vision. Please call 412.621.7863 Ext. 17.	One new item of business was introduced.
<u>Report of the President.</u> President Pinsky gave the following report. The Senate Commonwealth Relations Committee has a legislative luncheon scheduled for Friday, March 18 at the Greensburg campus with Representative Timothy Krieger. Rep. Krieger is a Republican member of the House of Representative representing the 57 th district, which consists of parts of Westmoreland County. Anyone interested in attending this luncheon should contact Cindy Brendel in the Senate office at extension 4-6504 or at cindyb@pitt.edu . Also on a related note the “Pitt Day in Harrisburg” this year will be on Tuesday, April 5. That event has Pitt students and alumni from around the state contact their representatives and senators directly letting them know how important a vibrant and world class University in western Pennsylvania means to their region and the state as a whole. This grassroots lobbying effort has proven highly successful in the past in raising the visibility of the University of Pittsburgh in the eyes of the state legislature. Unfortunately, that date is also the date of our next Faculty Assembly meeting. So I will not be participating in it either. However, those of you or your constituents who would like to participate should contact Charlene Kumar in the Government Relations office; her extension is 4-7706 or ckumar@pitt.edu . Last meeting there was some discussion about the internal Chair and Dean reviews within the French and Italian Department specifically saying they never had such a review done to their knowledge. Vice-Provost for Faculty Affairs Andy Blair reviewed this specific area and reported back to me that his records indicate that his <i>ad hoc</i> working	

group conducted pilot evaluations of Provost-area deans and chairs starting during 2002-2003. The first evaluations of Arts & Sciences chairs occurred in fall 2003, working with the dean to identify department chairs to be evaluated. French & Italian was not part of that first Arts & Sciences effort. The Provost's office soon evolved into our current, after three-year, cycle to make the process more routine and tractable. The 2002-2003 pilots would be consistent with the Provost's letter to the faculty in August, 2002 indicating that this process was being put in place. Apparently the University Times is preparing an article on the evaluations, and Vice Provost Blair will provide that clarification to the University Times as well.

At almost 200 universities across the nation, faculty, staff, and administrators have formed a network on their campus to create a culture that is supportive and tolerant towards gay, lesbian, bisexual, and transgender (GLBT) students. These programs are known as "Safe Zone" or "Allies" networks. The Division of Student Affairs and the Senate Anti-discriminatory Policies Committee, in collaboration with the Rainbow Alliance, have created an Allies Network at the University of Pittsburgh and are offering training to colleagues. If anyone is interested in becoming a member of this network they are invited you to participate in our upcoming training session. The University of Pittsburgh Allies Network Training has been scheduled for Friday, March 25, 2011, from 9 AM -1 PM. The training will once again be conducted in Room 548 of the William Pitt Union. Continental Breakfast and Lunch will be served. The trainers should be able to share a great deal of information with those in attendance. Importantly, student leaders from our Rainbow Alliance organization will also have a role in the training, as they will share with the group not only their individual stories but how we as a University can better serve the needs of students in our GLBT community. If you are interested in attending the training session or want to share this information with your colleagues, please send a RSVP by email Tynetta Hall, Cross Cultural and Leadership Development Office at hallt@pitt.edu. Information will also be shared with the group on how you can become a part of the Allies Network. If you have any additional question please feel free to contact Tynetta Hall via email or at ext. 8-7831.

In another effort documenting the University's commitment to not only fostering tolerance and diversity but to make the University as inclusive environment able to recruit, and retain the very best students, faculty and staff I have the privilege to attending yesterday the first meeting of the Physician Inclusion Council jointly sponsored by UPMC and Pitt. This council is the rebirth of the previous UPP Physicians Services Diversity Committee. Co-chaired by Professors Jeannette South-Paul (Family Medicine) and Joel Schuman (Ophthalmology) the goal of this council is to help create a culture

where racial and cultural diversity are embraced and encouraged. Four sub-committees from this council were proposed. The first is Communications and Outreach which will be tasked with creating a visible alumni council, community outreach and effective communications plan for students, medical residents, clinical fellows and faculty. The second is Cultural Competency which will be tasked on identifying opportunities to ensure efforts around cultural competency are aligned and integrated into overall physician initiatives. The third sub-committee is Mentoring and Retention, which I joined. It is tasked with defining strategies for a formal mentoring program model, on-boarding program and outreach efforts for students, resident, fellows and faculty. The final sub-committee is Recruitment, which is tasked to identify strategies for recruitment that help support existing efforts with new resources and branding opportunities.

In our discussions yesterday it became clear that though focusing on the medical sciences, these issues can only be address from the wider perspective of the University as a whole and within the context of our local community. Thus, these issues exist across all schools and to the extent that they are ignored or talented people either do not come to the University or leave after training or a short stay on staff, were are diminished as a University community not to mention as an Academic research for the region. Thus, if any of you are interested in discussing these issue further, either at the end of this presentation, afterward here or even later by e-mail or phone, I would be willing to entertain ideas and options on how we can create such a group, similar in a lot of ways to that already existing for the undergraduates on the Oakland campus. I would like to remind us all that inclusion begins with a core belief that everyone deserves dignity and respect.

As elected members of Faculty Assembly you have an obligation to attend these meetings and if unavailable to notify the University Senate office as to your not attending and thus receive an excused absence. We all have busy schedules and often classes and travel conflict with some meeting times. But please let Lori know if you cannot make the meeting because we want to promote engagement and showing up is an essential aspect of that process. In that regard Professor Nick Bircher, heading our Senate Outreach program, will be contacting members of the Faculty Assembly to give a short already-developed PowerPoint presentation to each School or Department that explains what the University Senate is, why it is important to them and how they can participate. Once again volunteers can contact either Professor Bircher or Professor Irene Frieze if they wish to participate if not you will be notified as part of your elected responsibility to communicate with your constituents what the University Senate is and what activities are on-going.

As a note of final announcement, the Senate Tenure and Academic Freedom Committee will be hosting the Spring plenary on Thursday, April 14. The topic of this plenary will be teaching as criterion for promotion and tenure. Professor Linda Frank will report on this later in this meeting.

Now for some points that are off the topic of pressing issues and going more toward academic value. Is it time we re-evaluate our roles as both educators and role models for the undergraduate, graduate and post-graduate trainees we are entrusted to teach? What defines the role of the faculty as educators and the student-faculty interaction as student and parent expectations, electronic communications evolve and real world demands rapidly change? All our students use computers and all computers have Spell-check, so spelling is not an issue on term papers. The internet has made research both easy and poorly validated in terms of accuracy and relevance of data. Finally, the emerging graduate sees an employment environment completely different from their predecessors of only 20 years ago. Are we preparing the workers for this new age using the right tools and metrics to define success? Clearly, these issues will have different answers in different schools and within schools in different departments. Before formally creating an Ad Hoc committee to address these issues and inviting the Provost to attend, I wanted to raise this issue again here and ask my colleagues if they too consider this an issue worthy of active consideration and planning. Presently members of the Education Policies, Student Affairs and Tenure & Academic Freedom Committees obliquely discuss these issues. Perhaps it is timely that we actually focus upon them directly. The University of Pittsburgh has risen from being a good academic center when I came here 30 years ago to one of the absolute best. That was not by accident or without much effort and planning on the parts of many people through the years, most of whom we represent. However, we shall not remain at this level of success without continued effort. In a spirit of shared governance I believe that such an initiative embraced by the faculty would serve the goals and long term stability of the University.

Remarks

The faculty raised issues surrounding creating an ad hoc committee to investigate whether or not we are preparing our students to enter the workforce. Questions raised included:

Before we attempt to address the problem, shouldn't we first determine if there is a problem?

Can this evaluation be used as part of Middle States?

<p>What metrics will be used? How can we integrate these assessments with other ongoing activities?</p> <p>Pinsky replied that he has spoken to Provost Beeson so that this effort would be a collaborative one. He stated that it is something that needs to be evaluated and we should look into it in an active fashion. He wants to see what we are doing, not necessarily change what we are doing. He also responded that this type of investigation would be private to the university and not presented in a public forum. This is one way that we can do it through shared governance.</p> <p>Judith Erlen remarked that this discussion is easy to commence because Dr. Manfredi and Dr. Sbragia are involved in the committees.</p> <p>Another Faculty Assembly member remarked that she liked the idea and wanted to see how other departments in the university are developing their metrics to determine learning outcomes. Within our department, we have commented on the difficulty our graduate students have with writing. There are things as a faculty that we can do to promote better writing.</p> <p>Vice-President Weiss would like to make a proposal that we wait to hear the report from Provost Beeson and then we can decide if these issues should be addressed by some sort of ad hoc group.</p>	
<p><u>Reports by and Announcements of Special and Standing Committees of the Senate.</u></p> <p><u>TAFC Plenary Update</u> Linda Frank, Plenary Chair</p> <p>Tenure and Academic Freedom Standing Committee Committee Members for Plenary: Constantino, Weiss, Losagio, Balaban, Rubin, Hughes, Frank (Committee Chair) Tentative Title: “Teaching Excellence as a Criterion for Promotion and Tenure” Date: April 14, 2011 Location of Event: Student Union Assembly Room Time: 12:00 Noon – 3:00 PM Speakers: Thomas C. Smitherman, MD , School of Medicine James Maher, PhD, Former Provost</p> <p>Sharon P. Smith, PhD, President, University of Pittsburgh Greensburg</p>	

<p>Educational Objectives:</p> <ol style="list-style-type: none"> 1. To discuss academic promotion and tenure in the context of the three goals of a university (teaching, research, public service). 2. To identify models for integrating teaching excellence in faculty performance. 3. To identify factors and criteria considered in weighing teaching excellence in faculty promotion and tenure. 4. To discuss the development of criteria that support and enhance teaching as one of the primary goals of a university. <p>Speakers will include President Pinsky, Chancellor Nordenberg, Dr. Carey Balaban, Dr. James Maher, Dr. Sharon Smith, Dr. Thomas C. Smitherman, and Provost Beeson.</p>	
<p><u>Unfinished Business and/or New Business.</u></p>	<p>No unfinished or new business.</p>
<p><u>Announcements.</u> Senate Council will meet in 2700 Posvar Hall on Wednesday, March 2nd, 2011 and the next Faculty Assembly meeting will be on Tuesday, April 5th, 2011.</p>	
<p><u>Adjournment.</u></p>	<p>Meeting was adjourned at 4:09 pm.</p>

Members attending:

Baker, Beatty, Berry, Bircher, Bonneau, Buchanich, Chisholm, Close, Culley, Erlen, Fonzi, Frank, Frieze, Gaddy, Gallagher, Galloway, Hartman, Iwema, Kear, Kearns, Kendrick, Kovacs, Lin, Miller, Molinaro, Pinsky, Rickman, Savinov, Shaiman, Smith, Smitherman, Spring, Steinberg, Terry, Trovato, Weiss

Members not attending:

Arena, Balaban, Bauer, Boone, Brake, Chase, Daley, Deitrick, Hall, Henker, Ho, Hravnak, Karapinka, Labrinidis, Lunsford, Majumdar, Mark, Munro, Neufeld, Pan, Ray, Rinaman, Savoia, Smolinski, Towers, Wendell, Zutter

*Excused attendance:

Bartholomae, Becker, Burkoff, Caldwell, Chaiklin, Constantino, Elliott, Fabian, Greenberg, Harbert, Johnson, Kelly, Muenzer, Rougeux, Seybert, Singh, Slimick, Sparto, Sukits, Tuite, Wilson, Withiam

Others attending:

Blair, Brendel, Fedele, Hart

*Notified Senate office