

Faculty Assembly Meeting Minutes
2700 Posvar Hall
April 30, 2013

Topic/Discussion	Action
<p>Call to Order. President Smitherman called the meeting to order at 3:03 PM</p>	<p>Meeting began at 3:03 PM.</p>
<p>Approval of the Minutes. President Smitherman asked for approval of the Faculty Assembly Minutes of April 2, 2013</p>	<p>Minutes approved as written.</p>
<p>Report of the Elections Committee: Dr. Pinsky Senate officer elections are now closed. Michael Spring is the new president. Thanks to Dr. Smitherman for serving during the past year. Irene Frieze was elected vice president. Thanks to Jim Becker for serving this past year as vice president. Linda Frank was re-elected as secretary for third term. Lori Molinaro, Senate Director will be getting information on the number of faculty voting at a later date.</p> <p>Report of Senate President: Dr. Smitherman</p> <ul style="list-style-type: none"> ➤ Elections for Senate Officers and open position in the Faculty Assembly were concluded on April 20th. <ul style="list-style-type: none"> ○ Dr. Michael Spring was elected as president for the next academic year, beginning July 1st. He is an Associate Professor of Information Science and Technology in the School of Information Sciences. He has been on Pitt's faculty since 1986. His involvement in the University Senate began in the early 1990s and has continued to the present. He is a member of the Faculty Assembly, the Senate Council and the Senate Budget Policies Committee now. He served on PUP from 1996 to 1998 and was that committee's chairman from 1997-1998. ○ Dr. Irene Frieze was elected as vice-president for the next academic year. She is a Professor of Psychology and is very well known to the Senate where she has served in truly numerous roles, including one year as President. ○ Dr. Linda Frank was re-elected for another term as Secretary. I will provide a more detailed introduction for next month's meeting. <p>For now please join me in congratulating Professors Spring, Frieze and Frank and wishing for them a fruitful and productive next academic year.</p> <ul style="list-style-type: none"> ➤ Remember that voting for members of the Senate Committees is underway. All members of the Faculty Assembly are qualified to vote. Please remember to do so while balloting is underway this week. ➤ There are several items of very good news on Pitt's sustainability activities. First, The Princeton Review's 2013 guide to 322 Green Colleges were recently announced. The top score available is 99. Pitt's grade was 97. Within PA, WV and Ohio, Pitt was the top school with the other schools ranging from 85 to 96. Pitt was the top Big East school with the other schools ranging from 60 to 95. Within the ACC, only Georgia Tech and Virginia Tech topped Pitt, with scores of 99 and 98 respectively. The other schools ranged from 78 to 95. ➤ Accolades and congratulations are due to the staff members at Pitt who 	

performed Pitt's survey submission and have played important roles in Pitt's sustainability efforts over recent years: Laura Zullo, Dan Marcinko, Lela Loving, Will Mitchell, and Kathy Trent (Facilities Management), Gena Kovalcik, Melissa Bilec, Bhavna Sharma, and Alex Dale (MCSI), Kevin Sheehy, Scott Artis, and Heidi Fonzi (Parking and Transportation), Renee Galloway and Tom Youngs (Purchasing), Patrick Heffley and Mary Carenbauer (Housing), Kristen Lauteri and Brenna Sweetman (Food Services), Mark Collins and Ward Allebach (Environmental Studies), Jay Frerotte (Environmental Health and Safety), and Diane Drazdzinski (Institutional Research), among others who may have contributed within individual units.

- Second, on April 12th there was a student symposium on initiatives being undertaken at the University on sustainability. Speakers included Pat Weiss, the co-chair of our PUP committee.
 - Dan Marcinko of Facilities Management reported that green practices are taken into consideration when constructing or renovating campus buildings, adding that the Chevron Science Center and the Biomedical Science Tower 12th floor renovation are the most recent of five LEED gold buildings on campus.
 - The University is pursuing various levels of LEED designation for its Salk Hall addition, Benedum Hall phase II-A, the new Nordenberg Hall dorm, the GSPH addition and renovation, mid-campus complex renovations, and the Clapp Hall renovation as well as for a new sustainable office and classroom building at Pitt-Greensburg and a new nursing building at Pitt-Johnstown.
 - Nordenberg Hall dormitory is on track to earn a LEED silver designation. I refer you for details to an article in the April 18th issues of the University Times.
- Third, the shape and form of the newly planned University Working Group on Sustainability are coming into focus. I hope to give you the precise details at our next meeting.
 - It is anticipated that there will be members from the University staff, from the student body, selected by certain student groups, University administrators and faculty members, selected by the University Senate.
 - It is anticipated that it will meet three times annually and that the meetings will be scheduled and organized by the Operations office of our Senior Administration.
- Over the last month, issues that the Tenure and Academic Freedom (T AFC) committee have been considering for several months continued to be one of the most active issue within the University Senate. I will provide you with a brief follow-up to my more lengthy report from last month.
 - (T AFC may be asked to conduct an informal investigation and mediation effort for a faculty member to seek redress of grievances arising from certain actions by an administrator not covered by other University policies when efforts to resolve the issue when prior efforts at resolution at the department, school, or campus level have not been satisfactory to the faculty member, according to University Policy 02-03-

01. Dissatisfaction with a salary decision is excluded, however, from this policy except where a salary decision or set of salary decisions is part of a pattern of conduct that, taken as a whole, may constitute the basis for a grievance. Dissatisfaction with a performance appraisal decision that is perceived to affect academic freedom is within the purview of the Tenure and Academic Freedom Committee.

- In recent months, there have been a number of requests from tenured faculty within the School of Medicine (SOM), principally from the basic sciences, who are not also members of the University of Pittsburgh Physicians, to TAFC for guidance, advice and informal mediation about planned reductions in their salaries for the next academic year.
- One of the most common concerns was the lack of knowledge on the part of the faculty members about University of Pittsburgh and SOM policies and procedures on this issue.
- Relevant documents are being posted on the SOM website now although we have made further requests to the Dean's office in the SOM for even more documents to be posted. I will provide further update on that topic at our next meeting.
- The Executive Committee met with Dr. Levine as part of a regularly scheduled meeting with Senior Administrators about 3 weeks ago.
- Subsequent to that meeting, Dr. Levine provided to Dr. Michael Pinsky and me a copy of his most recent draft at that time of an updated statement on Tenured Faculty Salaries and asked Dr. Pinsky and me for any comments and suggestions.
- We responded together with three suggestions. I will provide more information at next month's meeting. I also note that Dr. Levine has selected this topic for his State of the School address on May, 22, 2013. I encourage all members of the faculty of the SOM to attend.

Here is my understanding of where this issue stands now:

1. There is no guarantee of salary associated with conferral of tenure anywhere within the University of Pittsburgh.
2. The policies on Tenured Faculty Salaries and updated performance appraisal forms represent Official Policies that have been approved properly according to University and School of Medicine policies and procedures.
3. The role of the TAFC in this regard is properly focused on providing guidance and informal mediation to faculty members about salary decisions where a salary decision or set of salary decisions is part of a pattern of conduct that, taken as a whole, may constitute the basis for a grievance.
4. Dissatisfaction with a performance appraisal decision that is perceived to affect academic freedom is within the purview of the TAFC.

Current plan of reorganization of the School of Medicine that has not been presented to the faculty of the SOM for a vote. There has to be given 30 days in advance of the meeting. Thus, the vote will not occur at the May SOM meeting but will occur.

➤ The Plenary Session of the University Senate, "*The Cyberlearning Revolution in Higher Education: What should Pitt be doing about instructional technology in the age of MOOC's?*" was held on Thursday, April 18th. Professors Cynthia

Golden, Alan Lesgold and Charles Perfetti of the University of Pittsburgh and Professor Norman Biers of the faculty of Carnegie Mellon University were the featured speakers. Attendance was superb, probably the largest number in recent year. Feedback so far has been uniformly quite positive.

- We continue our discussions at Faculty Assembly meetings centered about the 2012 NRC report on the nation's research universities. Today, we are delighted that Dr. Blee and Sbragia will give us a presentation on the status and future of post-graduation education at Pitt and nationally.
- The Senate Budget Policies Committee continues to monitor the progress of the review of the process of suspending the graduate programs of the Departments of German, Classics and Religious Studies. Resolution of this issue, which has been considerably delayed for a number of reasons, is anticipated within the next few weeks.

Comments:

Baker: faculty member going to TAFC....it is the first step in filing a grievance. For problems with salaries, it has to be a pattern.

Smitherman: anything related to academic freedom is the purvue of the TAFC

Unfinished Business and/or New Business.

Graduate Education Special Report (Professor Kathleen Blee, Associate Dean for Graduate Studies and Research, Dietrich School of Arts and Sciences and Dr. Alberta Sbragia, Vice Provost for Graduate Studies)

Sbragia:

- Prior to working as a provost, had developed a mental map based upon my own experience
- Not aware of the variability of graduate education; encompasses cultures, assumption, and decision making styles
- Small group of engineering faculty....faculty wanted a meeting at 7:30 AM....example of different working styles, math not meeting before 11 am;
- Never assume any way of operating for a discipline
- Professional education is regulated by accrediting bodies; agencies are powerful.
- Meetings have a different rhythm based upon discipline
- Scientists: meetings are shorter, decision are made when they agree on Work in terms, student brought in early to these teams, students need to find faculty to work with; variation exists across the science, number of core course required vary greatly; carve out; distinct pattern for authorship. Social science; post docs are rare; Hillman provides important resources, spaces for PhD students is important;
- International graduate students;
- Funding of graduate student varies dramatically, engineering initially funded by department and later by grants; humanities...may receive fellowship; financial support provided by graduate teaching assistance ships. Humanities are usually not supported on faculty grants as seen in the sciences.
- Time to degree; 2010 9.3 year in humanities social sciences 7..7 life sciences

6.5 years

- Landscape is not uniform across the university; culture, teaching, financial support is all different across the schools and departments.

Comments

Smitherman: medical schools have been 4 years; I assumed that other disciplines utilized these parameters; NRC report held out as one of the products that is wrong with graduate education. What do you think about these comments?

Response: How do we fund graduate students? Patterns of funding are quite different and solutions may be quite controversial. Culture of supervision of the graduate student; debate about how to shorten dissertation in the humanities. Solutions tend to come from wealthy private universities...i.e. Stanford. How do we improve the quality of graduate education given funding constraints?

Smitherman: universities cannot cover all areas of graduate education.....choose those that can be done well.

Response: University of Pittsburgh is following the plan that supporting departments that are doing well. Pitt does not have all programs.

Pinsky: Graduate education should result in some form of employable position. Are we taking less time or more time? Should we make it shorter?

Response: how can we have our students graduate earlier? How do we fund this?

Bircher: with regard to medical education..... if your end point is board certified...it's between 4 and 16 years....there is a lengthy process for employability.

Blee

- Attempt to identify graduate education as moving forward. In many disciplines there are profound changes in the intellectual content; team produced knowledge for example.
- Providing a field of knowledge that is shifting significantly depending upon the department. Structural and financial shift, demographics shifts and has implications for the classroom. There are geopolitical and contextual shift...i.e. rise of excellent universities in china and India.
- There is a different kind of market and intellectual environment. We need real innovative thinking; we need accelerated change...not just replicating our own experiences.
- This requires a deep and sustained discussion in the department. Should not be administratively imposed. Lots of possibilities on the table.
- Joint ventures with outside university, multidiplinary...think more outside of the box, position ourselves well in changing structural and intellectual environment

Below are distilled points of conversation

- High quality (scholarship, teaching, placement)...forefront of research, create students who are excellent teachers; meaningful engagement with students; multifaceted understanding of teaching; where students are placed when they graduate; are they going into positions that the program is geared to produce.

- Well defined (clusters, opportunities, balancing) how does a program great a definition of itself, discern a cluster of excellence and opportunity to move to the future. Where are we best now and where can we move into a new direction; balancing of specialization and breadth...not clear if this is the correct route...
- Scaled (educational, mentoring, placement)...Size of graduate programs has been driven but things other than the content (how many teaching assistance needed?) Is this a good thing or not a good thing? Are we able to create depends on discipline the quality education experience. What is the optimal size
- Diverse (responsive to US populations, competitive for international students) extremely heterogeneous populations in the US...our graduate programs are appropriate response to the changing demographics. How are we going to compete with students internationally?
- Cost effective (admissions, milestones, time to degree) need to reduce attrition....this is a cost; when do students exit the program (should be at milestones); not completing dissertation...this is a cost to the University in terms of faculty time; match students to faculty; establishing clear milestones for students
- Integral (Pitt mission, importance of graduate education)...what is the place of graduate students at Pitt, how do they fit into the mission; how to help graduate students to take on new tasks not just teaching but mentoring undergraduate students; changing research mission; importance to the larger community

Reports of Standing Committees

Computer Usage Committee (Professor Alex Labrinidis, Co-Chair)

- OMET evaluation
 - Switching to online will impact survey participation both scores should similar
 - Increase participation is to remind and encourage students
- Academic Analytics database
 - Use to provide context and quantify scholarly output
 - Allow comparisons with peer department nad other universities
 - Different levels of use across schools, up to the deans
- New CSSD Initiatives
 - Cloud storage (Pitt.box.com)
 - Free accounts, initial quota of 25 GB
 - Allow filed synchronization across computer
 - Collaboration features
 - Password resets every 6 months
- People Soft
 - Photos of students with roster
 - Class roster photos can now e downloaded
 - Class rosters include email addresses and can be downloaded
- Preferred vender policy

- Computer consolidation initiatives (<http://cfo.pitt.edu/cci?>)
 - Received feedback with issues when trying to purchase non-preferred computers
 - Preferred does not mean mandatory
 - Art Ramincone (January faculty assembly mtg)
 - Jinx Walton (at SCUC meeting)
- Faculty Information system
 - Trying to integrate with existing data sources (e.g. Pub Med, university data warehouse, PeopleSoft)
 - Many improvements
 - Working on NSF biosketch creation
- Training through HS Connect
 - Add a unique identifier/key in the modules names (e.g. M2013.014)
- Read Green
 - over 4,000 university employees subscribed
 - 260,000 emails sent from 7/12 through 4/13

Tenure and Academic Freedom Committee (Professors Lisa Borghesi, Rose Constantino, Co-Chairs)

- Universities are drivers of innovations. Senate standing committees and this assembly are the gatekeepers
- Purpose: report of the 2011-2012 composition and State of the University of Pittsburgh faculty (report distributed)
- Total number of faculty remained stable for past 15 year. SOM has a significant increase in the number of tenured faculty members
- Project trends in NIH and NSF extramural expenditures raise a concern regarding the sustainability of the growing cadre of tenured faculty.
- 2041 2007 2002 in 2011 in SOM
- Two patterns of faculty utilization is observable
 - Fulltime outside of the tenure stream slight increase in A & S, other professions, regional campuses; continues to rise in the SOM
 - Reflects the specialized roles faculty performs
- Proportion of full time faculty
 - Arts and Sciences; part time faculty has doubled over time; correlates with increased enrollments
 - Slight reduction in tenured faculty
 - SOM; increased at the time of increased funding from NIH
- We need to ascertain whether projected SOM finances reserves are sufficient to sustain estimates of the long term salary support commitments to the current SOM tenured faculty base.

Comments:

Baker: cuts in the salaries of the School of Medicine; part time faculty...enormous amount of information....large number for the AAU schools.

Pinsky: salary never guaranteed with tenured faculty

Wilson: number from regional campus are growing than shows on the public records, depends upon how part time is defined.

Constantino: schools making their own policy decisions without faculty discussion, approval Smitherman: the bylaws can be amended and voted on accordingly.	
<u>No New Business</u>	
<u>Announcements:</u> None <u>Adjournment.</u> Meeting was adjourned at 4:30 PM	

Respectfully submitted,

Linda Rose Frank, PhD, MSN, ACRN, FAAN
Senate Secretary

Members attending:

Ansell, Baker, Becker, Bircher, Borghesi, Buchanich, Burkoff, Butterworth, Clark, Clermont, Constantino, Costantino, Erickson, Frank, Gaddy, Hartman, Hravnak, Kear, Kearns, Kelly, Labrinidis, Lin, Lyon, McLaughlin, Miller, Molinaro, Neft, Pinsky, Savoia, Shafiq, Slimick, Smith, Smitherman, Song, Spring, Tananis, Terry, Vieira, Weiss, Wendell, Wilson, Withers

Members not attending:

Barker, Bauer, Bledsoe, Bonneau, Chase, Chiarulli, Cohen, Culley, Daley, Fabian, Gallagher, Gibson, Gleason, Jones, Leers, Majumdar, McKinney, Mulcahy, Neufeld, Nisnevich, Riccelli, Rougeux, Savinov, Smolinski, Sukits, Tisherman

*Excused attendance:

Alexander, Bartholomae, Beck, Caldwell, Cauley, Chaiklin, Flynn, Karp, Kovacs, Lewicka, Lunsford, Shaiman, Skledar, Withiam

Others attending:

Balaban, Barlow, Blee, Carr, DeJong, Fedele, Frieze, Novy, Sbragia,

*Notified Senate Office