

Faculty Assembly Meeting Minutes
2700 Posvar Hall
November 27, 2012

Topic/Discussion	Action
<u>Call to Order.</u> President Thomas Smitherman called the meeting to order at 3:02 pm.	The meeting commenced.
<u>Approval of the Minutes of the November 7, 2012 Faculty Assembly Meeting.</u> President Smitherman asked for approval of the minutes of the November 7, 2012 Faculty Assembly meeting.	The minutes were approved as written.
<u>Introduction of Items of New Business.</u> President Smitherman asked if there were any new items of business to be brought forward.	No items of new business were brought forward.
<p><u>Report of the President.</u> President Smitherman gave the following report:</p> <p>Conference Room A in the University Club was not available for our meeting today. To help stay within our budget, we are meeting today in Posvar Hall. The site of January meeting is uncertain at this juncture. At our next meeting in Conference Room A in the University “Club, we will try one more way of setting up the room. We’ll see how it goes. I look forward to your feedback.</p> <p>I will announce again, in case you missed it before, that the date of our one plenary session for this year is now set for Thursday afternoon, April 18th. The title is <i>The Oncoming Cyberlearning Revolution in Higher Education?</i> Dr. Cynthia Golden, Director of our Center for Instructional Development and Distance Education, Dr. Charles Perfetti, the director of our Learning Research and Development Center and Dr. Alan Lesgold, the dean of our School of Education will be our principal speakers. Our committees on Student Affairs, Educational Policies and Computer Usage will help in planning the session.</p> <p>Dr. Irene Frieze of the Gender Discrimination Initiatives (Subcommittee of the Senate’s Anti-discriminatory Policies Committee) forwarded a proposal to us. It originated in the Gender Subcommittee about some issues related to non-tenure stream faculty. Dr. Frieze and the committee graciously consented to our request that this proposal also be sent to the Tenure and Academic Freedom Committee for their review on November 13th, as these topics have historically been considered to be within the purview of that committee. That meeting was well attended, including three representatives from the Executive Committee and the administration’s liaison to the committee, Vice-Provost Carey Balaban. In my view, that meeting was helpful in further refining the recommendations and Professor Irene Frieze will present the revised report today.</p>	

The Budget Policies Committee continues to monitor the process of reviewing the status of the three graduate programs in German, Classics and Religious Studies. We can be hopeful that the review will be completed in the near future.

There is an upcoming luncheon November 30th with state Senator Tim Solobay sponsored by the Commonwealth Relations Committee. All members of the Faculty Assembly are invited but the deadline to respond has passed. The first meeting, with state Representative Mike Turzai, had to be held without him, because of a death in his family. Vice-Chancellor Paul Supowitz provided useful information about state support of the University's budget. Feel free to call Lori Molinaro for details in the Senate Office.

I remind you that the Provost has agreed to present at one of our special presentations to Faculty Assembly this year. She will present on April 2 and will discuss what Pitt is about, what we are doing, what are the accomplishments that have pushed Pitt up the academic ladder so rapidly. She has also agreed to add some budgetary information in that presentation. The Athletic Committee's report on the Student Athlete at Pitt has been scheduled for our February 19 meeting. Four other special sessions are in the planning stage now. Please try to attend as many of these special presentations as you can.

Since the last meeting of the Faculty Assembly, on November 14th, the final report of the Governor's Advisory Committee on Postsecondary Education has been released. Chancellor Nordenberg was appointed to the Commission by the Governor and played a vital role in its deliberations and recommendations. The Chancellor's statement on the report is available on the University of Pittsburgh's web site with a link on the home page. I encourage you to read the Chancellor's statement. The entire report (file under "Recommendations") and a brief summary of the recommendations (filed under "Brochure") can be accessed by the following link:

http://www.education.state.pa.us/portal/server.pt/community/pde-acpse/20753/commission_recommendations/1305393

I also recommend that you read these recommendations at least in the summary form.

The recommendations include linking pay to performance through performance benchmarks. If executed correctly, that should be a bonus, not a burden, to the University of Pittsburgh. Perhaps the most exciting recommendations to me were recommendations on establishing a baseline for funding the state-associated universities, some of which follow below:

Year 1:

Establish a minimum level of \$1.67B of base funding in year 1 (fiscal year 2013-14), which is equivalent to the postsecondary funding appropriated through the Pennsylvania Department of Education and the Pennsylvania Higher Education Assistance Agency

during fiscal year 2012-13, to be allocated to the four goals outlined above consistent with historic funding ratios. The Commission believes it is imperative to the health and vitality of our postsecondary system that funding not fall below this level. In addition, by making a long term commitment to this base funding, institutions will be able to more effectively plan and manage their operations.

Years 2 and 3:

Establish an interim period (fiscal years 2014-15 and 2015-16) representing a transition time for the institutions to begin adapting their programs and operations to meet prescribed performance benchmarks. The Commission recommends establishing an initial performance fund of \$256M to be earned over these two years to the extent funds are available given economic circumstances. If fully achieved, this would return FY 2015-16 funding to the average funding level (in nominal dollars) achieved over the prior ten years (fiscal years 2002 – 2011).

I note that if this recommendation is followed, it would come fairly close to that recommended by the recent NRC report on Research Universities.

Of course, this report is advisory. We shall see what actions are taken by the Governor and the House and Senate.

This is the last meeting of the Faculty Assembly before the upcoming holidays. I wish for you and your family and friends a joyful and happy holiday season. We will next meet on January 22nd. Please check for the location before you set out for the meeting. I look forward to seeing you then.

President Smitherman concluded his report and asked for questions or comments. Professor Pinsky wanted to congratulate the Chancellor on support from the legislator. It represents a true victory for the Commonwealth. I want to go on the record to thank the Chancellor for all of his hard work on the subject.

President Smitherman mentioned that the four Executive Officers gave the Chancellor a letter of thanks and commendation at the last Senate Council meeting.

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

No action needed.

Benefits and Welfare Committee – Angelina Riccelli, Chair

Angie circulated a report. Eight meetings are scheduled for the 2012-2013 academic year. At the Sept. 11 meeting, John Kozar reviewed changes to the Student Health Plan. He discussed revamping and removing certain caps in health care coverage. This coverage is applicable to both graduate and undergraduate students. Our guest speaker was Jay Mahoney, relations manager at TIAA-CREF.

At our October 9th meeting, John Kozar reviewed the plans for the post 65 retiree meetings. He also discussed the post 65 medical coverage rates. Jessica Daw, Director of Clinical Pharmacy for UPMC Health Plan, reviewed the formulary coverage offered to the University Health Plan. She noted that there is an increase in the use of generics, there is an addition to a 4th tier for specialty medications, also consideration for the development of a newsletter to disseminate information to all consumers.

At the November 13 meeting John Kozar presented information on the expense of health care coverage. He noted that the university's cost has increased due to addition of family members covered; he also noted there is an increase in coverage of chronic conditions. Our guest for the Nov. 13 meeting was Dr. John Jakicic (Director, Physical Activity and Weight Management Research Center). John provided information on changes to the Wellness program and also the renovations at Trees Hall. He stated the Community Health Program was merged with the Pitt Health and Fitness Program. The programs were competing against each other.

Trees Hall renovation now has state of the art equipment, the fee for faculty and staff use is set at a nominal rate to encourage faculty and staff participation. The faculty/staff class offerings are going to be separate from the student academic credit class offerings. Utilization of the facility will be monitored and Dr. Jakicic is open to the possibility of adding a site on lower campus.

Spring term agenda includes: January topic – Work/life balance issue, February - long term care, March – vision and dental coverage, April - 2014 Affordable Care Act and the impact to the University health care benefits, May - TIAA Cref presentation. Chair Riccelli concluded her report and asked for questions.

Questions: Cauley asked about parking facilities at TREES, Riccelli commented the OC lot is an option, but better to take the shuttles. Song – asked about hours of operations and when the program will start. Riccelli commented the program will begin in January.

Pinsky – asked about Bellefield facilities. Riccelli commented they were not discussed.

Flynn – curious how it is laid out, do the students still use it?

Riccelli: students use TREES for classes that are scheduled w/John Jakicic’s dept. The fee is about \$40/term. Nothing has been finalized; they also are going to offer classes.

Non-Tenure Stream Faculty Report – Irene Frieze

The committee began looking at this issue as a gender issue, but found it’s not a gender issue, but continued looking at the issue.

The resolution which was agreed on with ADPC and TAFC, but we are currently only looking at full time non tenure stream faculty members.

If you look at the current university policies we are not suggesting anything new, just asking that the current policy be followed more carefully.

The number of full time faculty not in the tenure stream has been growing at the University of Pittsburgh. [See <http://www.pitt.edu/univsenate/committees/tenure/documents.html>].

Given this, it benefits the whole university community to think about their situation and ways we can improve some of the already excellent policies we now have [such as providing full medical and retirement benefits to our NTS faculty].

Within this framework, we propose the following

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Recommendations in regards to **full time faculty** outside of the tenure stream:

1) Each school or unit [when appropriate] should have a clear policy about non-tenure stream faculty that is publically available [ideally on the website].

2) Position titles to be used within the unit should be clearly specified, and meet definitions outlined in the Faculty Handbook [<http://www.provost.pitt.edu/info/FacultyHandbook.pdf>]. Duties should be consistent within title as much as possible.

3) Letters of Appointment should clearly describe expectations for the position, and evaluation and promotion procedures. They should also list the time periods of the appointment.

4) Policies should include plans for regular annual evaluations, and who conducts them. Other non-tenure stream faculty may be involved in these evaluations for other non-tenure steam faculty.

a) For general information about annual review of all faculty [including non-tenure steam faculty] see <http://www.provost.pitt.edu/memo/04-27-1999.html> .

- b) A terminal review may be done for those whose contracts will not be renewed.
- 5) Policies should outline criteria for promotion for each relevant non-tenure stream classification used in the unit. Non-tenure stream faculty may be asked to serve on committees evaluating promotion of other non-tenure stream faculty.
- 6) Procedures in each academic unit should ensure timely activation and maintenance of institutional privileges. Each unit should ensure that non-tenure steam faculty have appropriate resources to function effectively.

Report of the Nontenure Steam Faculty subcommittee of the Gender Discrimination Initiatives subcommittee of the Senate Anti-Discriminatory Policy Committee.

These recommendations were approved by the Senate Anti-Discriminatory Policy Committee on September 18, 2012. They were modified and are pending approval by the Tenure and Academic Freedom Committee on November 13, 2012.

NTS Subcommittee members: Irene Frieze [chair], Helen Cahalane, Catherine Greeno, and Steven Wendell.

Bircher: Taking the SOM as an example, do you believe the policies ought to include an explicit statement regarding the use of non-tenure stream faculty as a staffing issue?

Frieze commented that she has not reviewed that policy recently. We are not recommending what the policy should cover except what is listed here.

Vice Provost Balaban responded it varies by school.

Kearns – asked if the Provost’s Office has guidelines for the promotion of NTS faculty?

Balaban – first level of review is done at the department, second level of review - dean

Kearns – I’ll have to check my facts, I thought the individual needed to meet the Provost’s guidelines for Assoc. Asst., Full even outside of the NTS.

Bircher – One crucial difference for the medical school policy for NTS faculty is for those people in the tenure stream there are required elements those same required elements for the non-tenured stream faculty, the committee is able to pick and choose which one they apply to that individual candidate.

Frieze – Clear that there are no clear guidelines on this topic.

Smitherman – Kathy Humphrey said these issues are under her purview and she has promised to get to work on these issues. Asked

Irene to keep in contact w/Kathy and follow up with Faculty Assembly later in the spring semester

Balaban – The School of Social Work has a helpful web page addressing many of these issues

Smitherman – Pathways for Success in the Non-tenure Stream, Sam Tisherman has been chairman of non-tenure track promotions and appoints committee in the SOM for several years.

Tisherman – the School of Medicine is trying to be very transparent on this issue for both TS and NTS.

Smitherman – In many ways to have general overarching guidelines with a lot of flexibility is a good thing. If you make the code too strict you lose flexibility. For example, in the SOM you need many kind of people to get the job done. In a university as big and complex as ours, a lot of flexibility and a degree of vagueness in the overarching guidelines is actually useful for the faculty.

Tananis – It's easy to start to think of NTS faculty as part time, but there are many NTS faculty who are full time and there is a difference between non-tenure stream and adjunct.

Cauley – Public Health, we were told by the Provost's Office if you want to change from NTS to TS faculty, you need to repost the position, the faculty member has to apply.

Smitherman - The SOM has the same policy, it's always been that way. It's cumbersome but it's possible.

Smitherman – we gently discourage people to not publicize if they are tenured or not, we appreciate all the faculty. It's worrisome that some NTS faculty feel less than appreciated. I think we need to get rid of it everywhere.

Baker – Several comments, I agree with what you said as well as the recommendations that Irene presented. The Governor's commission report lists that 60% of the teaching in PA is done by adjunct faculty, (they use the term adjunct as either full time or part time, just not tenured). Pennsylvania is well ahead of the rest of the nation in that regard, we have a much higher percentage of adjunct faculty than most other states. In regards to #2, meeting definitions outlined in the faculty handbook, for the reasons that Tom just outlined that isn't going to happen in the Health Science Schools. Long ago they dropped use of the term clinical and research, because that tells you if you are tenured or not. The third point is the Dental School has long had a separate set of criteria for promotion of people outside the tenure stream. That is because 90% of the faculty are outside of the tenure stream and they had to. I think a lot of the problems with non tenure

stream are Health Sciences issues, you don't see them much in the lower campus.

Smitherman – that was my major objection. In the Medical school when we tried it about 10 years ago, we had a complex system of prefixes and suffixes, it was a total disaster. We abandon it. I had the same impression of Dr. Baker.

Balaban – a lot of local culture, regarding people feeling valued, that is probably coming from the unit. It's a lesson for civility.

Hrvanak – our clinical mission in the school of Nursing is extremely important.

Cauley – In the GSPH, specifically Epidemiology we have some research prefix faculty and that really is for faculty who do not want to be involved in teaching. It works for them.

Tananis – NTS faculty are pretty much doing work of TS faculty, there aren't clear distinctions of what is teaching, research, etc. Those things meld together in clinical schools. Do we use prefixes because people don't know what they do, or is it so everyone else knows what you do? Why is that so important?

Frieze – Our hope is that units should think about titles and investigate them. I think the answers will be different in every unit.

Chaiklin – When I look at the resolution, and it says the number of full time faculty not in the tenure stream has been growing, to me that's a big issue. It's problematic that TSF are being replaced by NTS faculty.

Smitherman – salaries and tenure and non-tenure are totally disassociated at the SOM.

Assembly – that is not common

Balaban – TS & TSF have not been shrinking at the university.

Rose Costantino – Full time faculty in the tenure stream is growing.

Frieze – call to question the resolution.

Whereas, The number of full time faculty not in the tenure stream has been growing at the University of Pittsburgh;

Whereas, The Senate's Anti-discriminatory Policies and the Tenure and Academic Freedom Committees reviewed and approved the full time non-tenure stream faculty report; therefore, be it

Resolved, That Faculty Assembly approve the proposed

No opposition, 1 abstained, motion passes.

recommendations in regards to full time faculty outside the tenure stream and encourages all of the University schools and responsibility centers to follow these guidelines

Unfinished Business and/or New Business

Students for Disability Advocacy – Jonathan Duvall

Jonathan is a Masters student in Rehabilitation Science and Technology, SHRS and a Graduate Student researcher in the Human Engineering Research labs w/Rory Cooper.

New group at Pitt, established in June 2012 as a student organization first meeting Nov. 2011. Purpose – support group for Pitt students w/disabilities, advocate for change.

Faculty advisors , Katherine Seelman and Ashli Molinero both faculty in SHRS

SDA – first meeting in Nov. discussed issues:
Housing, assessable file formats, transportation

We've had 4 meetings, 30-40 members, recruitment through the Disability Resource Services Lynette Van Slyke also helped recruit students by emailing and placing signs in her office.

At meetings, students discuss their lives, support and barriers basically anything they are having problems with. The students brainstorm as well as give advice.

Events: Hip Hop in Wheelchairs, disability poetry anthology with the English Department, roundtable discussion regarding disabilities in the humanities, disability training with the Writing Center, attending the Disability issues and Advocacy Conference at Univ. of Tenn in

<p>Knoxville, also participated in the One Young World Dinner.</p> <p>Met with Dr. Jonathan Young, Chairman of Obama’s National Council on Disability.</p> <p>Emerging issues: Faculty-student interactions: How can we make it easier for fac. and students to interact? Faculty learning about student accommodation needs – Disability Resource Services involvement?</p> <p>Housing – not all dorms are available, virtually no accessible off campus housing in Oakland, transportation from accessible housing due to Port Authority cuts</p> <p>Social Security – Expertise to guide students to access necessary services, ie – personal assistance. It’s an issue w/Medicaid & social security if you make a certain amount of money you lose your benefits.</p> <p>Smitherman – this is reminiscent of Students w/Vet Services.</p> <p>Bledsoe – Chair of student affairs committee, I’d like to invite Jonathan to our January meeting for you to give this report and we can work on future issues.</p> <p>Riccelli – Resource at the Dental School for special needs, but that is available and treatments can be rendered in a timely manner.</p>	
<p><u>Announcements.</u> none</p>	<p>Information only; no action needed.</p>
<p><u>Adjournment.</u> The meeting was adjourned at 4:17 pm.</p>	<p>Meeting adjourned.</p>

Members attending:

Baker, Becker, Bircher, Bledsoe, Borghesi, Burkoff, Butterworth, Cauley, Chaiklin, Clark, Costantino, Erickson, Flynn, Gleason, Hartman, Hravnak, Kear, Kearns, Lunsford, Lyon, McKinney, Molinaro, Neft, Pinsky, Riccelli, Savoia, Shaiman, Slimick, Smitherman, Song, Spring, Tananis, Terry, Tisherman, Weiss, Wendell, Withers, Withiam

Members not attending:

Barker, Bauer, Bonneau, Caldwell, Chase, Chiarulli, Cohen, Culley, Fabian, Feuer, Gallagher, Gibson, Jones, Karp, Labrinidis, Leers, Majumdar, McLaughlin, Miller, Mulcahy, Neufeld, Savinov, Shafiq, Skledar, Smolinski, Vieira

*Excused attendance:

Bartholomae, Beck, Buchanich, Clermont, Constantino, Daley, Frank, Gaddy, Kelly, Kovacs, Lewicka, Lin, Nisnevich, Smith, Sukits,

Others attending:

Balaban, Barlow, Duvall, Fedele, Frieze, Mazzocca, Seelman

*Notified Senate Office