

Minutes of Senate Faculty Affairs Committee Meeting

Date and time:	January 13, 2022 2:30 pm – 4:00 pm
Location:	Zoom
Present:	Helen Cahalane, Lorraine Denman, Irene Frieze, Vicki Gamble, Suzanna Gribble, Donovan Harrell, Robin Kear, Patrick Loughlin, Vinayak Sant, Tom Songer, Seth Weinberg
Absent:	Parnaz Boogdagh, Yolanda Covington-Ward, Tom Diacovo, Gosia Fort, Christine Jackson, Victoria Lancaster, Isabella Stash, Carly Swartz, Amy Tuttle, John Wallace, Lu-in Wang

Call to order—The meeting was called to order by L. Denman at 2:32 pm

1. Approval of November minutes

2. United Way drive document

- a. P. Loughlin and S. Weinberg drafted a statement regarding what the issues raised around the United Way campaign and some perceptions on how seeking contributions are made.
- b. Product of the discussions at November FASC meeting and subsequent email discussions.
- c. Attempt to find some ground where certain changes could be made to address the perceptions of coercion and to address the religious/cultural concerns.
 - a. Stop soliciting and tracking at the unit level
 - b. Enable anonymous giving
- d. V. Gamble, brought to staff council meeting that occurred today. Members of the sub-committee had either experienced or knew about issues that are akin what are in the document. Sub-committee asked what is different about United Way and the Pitt Day of Giving?
 - a. Will consider the Pitt Day of Giving concern
- e. R. Kear, going to talk to senior admin in a few weeks about this.
- f. T. Songer, Pitt sanctions only United Way and Pitt Day of Giving. Wants the document to focus on the only those two campaigns.
- g. V. Sant, agree with the two points in there should not be any tracking, but he likes the suggestion of an approved list as alternatives of where to give.
- h. H. Cahalane, doesn't see any mention of the United Way day of service mentioned, it is attached to the main United Way campaign.
- i. S. Weinberg, possibly as another recommendation is to ask for clarification on how solicitation can/cannot take place would be helpful as current and only policy appears in only the staff handbook,
- j. T. Diacovo (via L. Denman communicating email comments), supports the recommendation and should only solicit by email/mail (not in office spaces) and not track. References Children's Hospital of Pittsburgh donation solicitation as a model.

- k. Going to add a line that anonymous means “no official recognition of the donor”
- l. Concern is that it will never be truly anonymous donations as giving is done exclusively through my.pitt.edu so that Pitt receives the credit for the contribution.

3. How to proceed during the time of union formation

- a. Provost Office administration not in attendance
- b. Concern might stem from “direct dealing”, University administration seems to be taking conservative approach on interpreting the legal terminology.
- c. No idea on anything that relates to topics that might be covered in the CBA.
- d. Unclear what the committee can do in this landscape of time when the union is being formed and CBA being developed. There is a status quo committee in the Provost Office.
- e. T. Songer, suggested maybe getting a representative from Pitt General Counsel office.
- f. I. Frieze, develop a list of questions to send to L. Wang and J. Wallace
 - i. Update on how the anti-discrimination policy is proceeding in light of union formation
 - ii. Cluster hire updates
 - iii. T. Songer, pandemic planning as it relates to a shifting approach away from counting cases, what might the new planning look like?
 - 1. R. Kear, inviting a CMRO rep to faculty assembly, might be better to have broader audience
 - iv. Update on the committees that were established to review the tenure and promotion package. How does the current environment effect/not effect promotion and tenure.
 - 1. R. Kear, review committee program is currently on pause, with the exception being the committee that had been formed which was looking at the Pittsburgh and Regional campuses promotions from Associate to Full professor.

4. February meeting: Thursday, February 10 (2:30-4:00pm) on Zoom

- a. Pretty much determined but will see if there is any major conflict with others that would precipitate a shift in day/time.

Meeting adjourned at 3:58 pm