

Faculty Assembly Meeting Minutes
2700 Posvar Hall
Wednesday, January 8, 2020

AGENDA ITEM	ACTION
<p><u>Call to Order</u></p> <p>The meeting was called to order by Vice President David Salcido.</p>	<p>The meeting commenced at 3:00 pm</p>
<p><u>Approval of the Minutes of the Past Faculty Assembly Meeting</u></p> <p>The Minutes of the December 3, 2019</p>	<p>Approved</p>
<p><u>Items of New Business</u></p> <p>No new items</p>	
<p><u>Report of the Senate President</u></p> <p><i>David Salcido, Senate Vice President's Report, January 2020</i></p> <ul style="list-style-type: none"> ▪ On to the report.... I was told that I would be giving Chris's report today, but when I asked for it, all he sent me was: <ul style="list-style-type: none"> - "This concludes my report. Are there questions or comments?" - Challenge accepted. ▪ Senate President Chris Bonneau is absent in Puerto Rico, where – as you might be aware – there have been several earthquakes this week. Please keep him and his family, as well as the people of Puerto Rico, in your thoughts. You all know better than I, that Chris is a warm, compassionate human being, gracious and humble to a fault, and dedicated to service, both to the University and elsewhere. Times like this put the true irreplaceability of the many great members of our community in perspective. That said – and I say this with the utmost respect for Chris – I take great comfort in anticipation of what is likely to be the most expletive laden seismological report any of us have ever heard, upon his safe return. ▪ I will try to keep the rest of the report brief with just 3 updates so we can move on to some important matters. <ul style="list-style-type: none"> - As announced yesterday the new Senior Vice Chancellor for Health Sciences has been selected: Dr Anantha Shekhar of University of Indiana. Faculty Assembly members from the Health Sciences met with Dr Shekhar last year as part of the candidate interview process and were generally impressed. We are looking forward to having a close relationship with Dr Shekhar in the interest of advancing shared governance within the Schools of Health Sciences. - The Senate Plenary topic has been selected – Faculty Mental Health – and with the excellent guidance of Linda Tashbook and our Senate Mental Wellness Taskforce, a keynote speaker has been identified, Dr Kay Redfield Jamison of Johns-Hopkins. Dr Jamison is an internationally 	<p>Report</p>

recognized researcher and author in the space of bipolar disorder who writes and speaks on her own experiences living with bipolar disorder amidst the challenges of academic professional life. If you have not already done so, please read her book "An Unquiet Mind". Her talk will be followed by a panel discussion and potentially other activities, if interest materializes. If you have ideas for add-on events in your schools, or you are interested in participating in the Plenary in general, please let me know.

- Lastly, the Executive Committee keenly recognizes the need to improve the communication mechanisms utilized by the Senate.
Communication, as I use the term here, is very broad and includes more accessible and transparent reporting of our work in the assembly, council and committees, but also includes adequately capturing the sentiments of the faculty at large, so that we can best represent them. It also includes branding.... In the coming months, we will update the senate website to begin addressing some of these needs, we will pursue and use some additional lines of communication to reach the faculty, and we will plan some outreach efforts. We will also ask for your help in creating a series of 3-minute video segments under the tentative title, "Why We Serve". The series, which we hope to distribute widely through our available communication channels, will highlight brief reflections from members of our Senate community, speaking to why they commit their time and energy to Senate service. It has truly been an honor to serve with this dedicated group, and I would like to see the stories and motivations that drive you captured and shared in a way that can inspire and inform others.

- This concludes my report. Are there questions or comments?

Stoner: Do you know if those candidates for SVC were asked about possible conflicts between the two positions during the interview process?

Salcido: Yes. I lead the subcommittee that have the chance to interview candidates. It was the topic of keen interest and we ask that each of them. I cannot say what the individual answers were, but we engage them in the topic and the general consensus was that separating the positions in our unique would be a step backwards and it would generate more chaos and create more disadvantage that we have in a current structure.

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

Frank Wilson on behalf of the Election Committee reminded everyone about the upcoming elections to the Officers of the Senate and members of Faculty Assembly in early April. There are no openings for the School of Engineering, GSPIA, Social Work and ULS, but you are all encouraged to recruit people from other schools to run for the remaining positions. The election for Senate Committees would follow shortly after the FA elections (in late April). You will hear more the election process. All current officers decided to run for re-election, but you can still nominate some

<p>else or run yourself for the officers positions. We will take nomination till the middle of March.</p>	
<p><u>Unfinished Business and/or New Business</u></p> <p>Pathways – <i>Steve Wisniewski</i>, Vice Provost for Budget and Analytics and <i>Amanda Brodish</i>, Director of Data Analytics & Pathways for Student Success</p> <p>Presentation described the student success initiative with 2 components (student advising and analytics), reasons behind the choice and implementation timeline. https://www.univsenate.pitt.edu/faculty-assembly</p> <p><i>Raukits</i>: Is this for undergraduates advising only or do you foresee this moving into graduate programs?</p> <p><i>Wisniewski</i>: For now just undergraduates. <i>Brodish</i>: We want to make sure first that all our undergraduate students are supported on the platform, before we think of others. <i>Wisniewski</i>: Also we could first bring more functionality (for which we are pressed by the vendor), which we are not implementing right now, because our goal is to work on the breath not depth right now. But it is something on the road map.</p> <p><i>Labrinidis</i>: Is there any accommodation for the outside curriculum events?</p> <p><i>Wisniewski</i>: We are uncomfortable doing that until we know how it is working.</p> <p>Shaping the Workplace – <i>Dave DeJong</i>, Vice Chancellor of Human Resources</p> <p><i>DeJong</i> presented the initiative targeting to improve Pitt as a workplace (How Pitt looks as an employer to current and prospective employees?). Through listening session they plan to collect data to see what the current state is, benchmark it the peer institutions, and finally to evaluate the potential for change. This holistic approach will be done in 5 areas: salaries, benefits, work-life balance, performance evaluation, and work environment (including safety, culture, and engagement with community). More at: https://pitt.sharepoint.com/sites/human-resources/shaping-workplace/SitePages/Home.aspx</p> <p><i>Frieze</i>: From what you said it looks like the staff is the main focus, but for NTS faculty some of the issues you mentioned are not addressed as you think for faculty.</p> <p><i>DeJong</i>: I am aware of all the complexities and differences between NTS & TS, full-time and part-time. We would attempt to benchmark faculty broadly.</p> <p><i>Bircher</i>: For faculty evaluation we have a good system (good documentation), but we lack in implementation. <i>DeJong</i>: In comparison, we do not have anything even</p>	<p>Presentations and Q&A</p>

<p>close to this for staff. The goal is to have evaluation for every staff, so we can have meaningful evaluation.</p> <p><i>Stoner:</i> Do the dean certify that all faculty was given an evaluation, because if they are asked to provide only a sample, it does not represent the totality.</p> <p><i>DeJong:</i> Deans are not asked to provide a sample but to provide a random sample. They do not pick, the Provost Office picks which evaluations they want to see.</p> <p><i>Becker:</i> To what extent, what you described applies to the faculty of the Schools of Health Sciences?</p> <p><i>DeJong:</i> Equally to anyone. They have access to the same benefit packages. I see no difference there.</p>	
<p><u>Announcements</u></p> <ol style="list-style-type: none"> 1. City of Pittsburgh has a neighborhood planning program, a 10 year development plan with community input. Our neighbor, Oakland is undergoing the planning process right now. I am the faculty representative on the Planning Committee. For those willing to get involved there is more information at: https://pittsburghpa.gov/dcp/oakland 2. For February only, the Senate Council meeting will be held on <u>Wednesday, Feb. 12</u> 	No questions
<p><u>Adjournment</u> Meeting adjourned at 4:03</p>	Moved and accepted at 4:03 pm

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

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

Respectfully Submitted,

Małgorzata (Gosia) Fort
Secretary, University Senate

Members attending:

Almarza, Anderson, Aziz, Beck, Becker, Berenbrok, Bircher, Bratman, Brodt, Chirimuuta, Conley, Dahm, Danford, Darnell, Fort, Frieze, Haley, Hall, Henker, Infanti, Jeong, Judd, Kaufman, Klem, Kohanbash, Kucan, Labrinidis, Landsittel, Loughlin, Molinaro, Murphy, Poljak, Popovich, Potoski, Rauptis, Roberts, Salcido, Sant, Scott, Spring, Stoner, Sukits, Vento, Wilson, Wood

Members not attending:

Adams, Buchanich, Irrgang, Jeffrey, Kanthak, Kaynar, Kiesling, Kiselyov, Kregg-Byers, Long, Martin, McGreevy, Morel, Mostern, Mulcahy, Munro, Murtazashvili, Smolinski, Taboas, Triplette, Weinberg, Yates

*Excused attendance:

Bachman, Bickford, Bonneau, Bove, Bunger, Cousins, Denman, DeVallejo, Goundappa, Gramm, Jones, Kovacs, Mulvaney, Nelson, Swigonova

Others attending:

Brodish, DeJong, DiPalma, Harrell, Manges, Pil, Pope, Wisniewski, Zwick

*Notified Senate Office