

Faculty Assembly Meeting Minutes
2700 Posvar Hall
Wednesday, March 4, 2020

AGENDA ITEM	ACTION
<p><u>Call to Order</u></p> <p>The meeting was called to order by President Chris Bonneau at 3 pm.</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 February 5th, 2020 were approved.</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>Chris Bonneau</i></p> <p>I hope you all had a Super Tuesday! February was another busy month, filled with personnel changes, emerging health risks, governance concerns, and emails. Lots and lots of emails. So, what's been up?</p> <ul style="list-style-type: none"> • First, I want to assure you that, pursuant to the bylaws, when I was under general anesthesia for recent shoulder surgery, I signed a letter turning over the powers of the presidency to David Salcido. I reassumed them after surgery. At no time was there a gap in presidential authority. • At the Board of Trustees meeting last Friday, the Board voted on two items of interest. First, the Board approved a resolution to make Pitt carbon neutral by 2037. Initially, Pitt has planned to reduce carbon emissions by 50% by 2030. They are still on pace for that. But, this new goal increases that commitment. Second, the Board approved Socially Responsible Investing criteria that would allow the Board to consider other factors besides financial returns when deciding on investments. To the dismay of some students and non-university affiliates, the Board did not vote on fossil fuel divestment. This is not to say that they won't do so at some point; in fact, the SRI criteria allow for this very possibility. • The Pennsylvania Labor Relations Board granted Pitt's request for oral arguments about the alleged labor violations from last spring's elections. These arguments have been scheduled for May 28. The PLRB will make a ruling sometime after the oral arguments occur. So, it looks like the issue of graduate student unionization will continue into next academic year. 	

On the faculty front, a ruling is expected this month on the final size of the bargaining unit and whether the United Steelworkers have received enough faculty support to compel an election.

- There will be some new faces in the administration with the return of Laurie Kirsch to the faculty and the departure of Nathan Urban to Lehigh. Given her portfolio involving faculty affairs, Laurie was a key liaison between the Senate and the administration on a host of important issues, and on behalf of the Senate I want to thank her for her years of work.
- Today, we will hear from Ted Fritz, Associate Vice Chancellor for Public Safety and Emergency Management about Pitt's current preparedness surrounding COVID-19, aka the Coronavirus. For the latest information, please consult <https://www.emergency.pitt.edu/>. This website will have the latest information and advisories. Pitt developed a Pandemic Preparedness Plan over 10 years ago in response to the bird flu—sorry, avian influenza—and an updated version of this is currently being followed. On Friday, the Provost sent out a message requesting all faculty traveling overseas to register their trips through Pitt's SOS Travel Registry System (<https://globaloperations.pitt.edu/trip-registration/>)
- Through the work of David Salcido, our webpage is now featuring "Active Issues under Consideration" (<https://www.univsenate.pitt.edu/committees>). We hope this will improve communication between the Senate and the faculty. We encourage all committee chairs to send updates to Lori for inclusion.
- The Plenary is scheduled from 12-3pm on Tuesday, March 24, in the William Pitt Union. The topic is Mental Health in Academic Professional Life and the keynote speaker is Kay Redfield Jamison. Her talk is titled, "Consequences of Public Disclosure of Mental Illness" and it will be followed by a panel discussion featuring Jack Rozell (Associate Professor of Psychiatry and Medical Director of re:SOLVE Crisis Services), Sansea Jacobson (Associate Professor of Psychiatry), Christina Newhill (Professor, School of Social Work), and Nancy McKee (Clinical Manager at Life Solutions).
- Finally, today we will be talking about the Promotion and Tenure Ad Hoc Committee Final Report and Recommendations. The committee was formed by Provost Cudd to address two topics: tenure clock length and the formation of a Provost-level advisory committee on

promotion and tenure. Two of our members Kirill Kiselyov and Abbe de Vallejo served on this committee and the report was also discussed by the Tenure and Academic Freedom Committee. This report has been endorsed by the Council of Deans and it is presented here for our consideration. I will have more to say about the contents of the report when we discuss it, but the bottom line for me is that (1) no units have requested to extend the tenure clock and if one were to make such a request, there is a procedure in place for faculty involvement and decision making and (2) I like the idea of a Provost-level committee consisting of faculty to replace the existing committee that consists of Vice-Provosts. We have a similar system in the Dietrich School and I think it has served candidates for promotion and tenure quite well.

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

Provost’s Advisory Council on Promotion and Tenure, Tenure And Academic Freedom Committee

Chris Bonneau summarized for the Assembly the results of the work done by the Promotion and Tenure Ad Hoc Committee, which was formed to address two issues: tenure clock length and creation of provost-level Advisory Committee on Promotion and Tenure. Though none of the schools requested the change of the tenure clock at this time, there is now a process in place with faculty involvement to allow such request. The currently existing committee of vice-provosts will be replaced with one made of faculty.

Kirsch elaborated more on the proposed 4 subcommittees responsible for different schools.

Landsittel asked whether there was any concern that the new review committee will lose some of its overwriting powers now when it is not made up of vice-provosts.

Both, *Kirsch* and *Bonneau* explained that the similar process is used very successfully in the School of Arts & Sciences. According to *Bonneau* this approach offers even extra help and protection to faculty in the tenure process.

De Vallejo asked for clarification of the calendar of tenure decision. He did not like the idea of SOM being excluded from the general cycle.

In addition, *Murtazashvili* asked for elaborating a bit on type A extension (temporary remove from the tenure clock). From the ensuing discussion the Assembly got assurances that

- the membership of subcommittees would be drawn across the university to have expertise and fairness in each of the schools and areas, for which the subcommittees are responsible;
- the type A extension would be used very rarely and it was included just for clarity;
- and what the extenuating circumstances were (de Vallejo provided some

examples).

Loughlin wanted to know if the process stops when faculty votes “no” on the opt-in issue of changing the tenure clock.

Kirsch confirmed that it was faculty governance, and therefore if faculty votes “no” the issue is not going any further.

However, it is different with the tenure decision, when dean could go forward.

Loughlin, Kirsch, de Vallejo and *Bonneau* exchanged examples and explanations to clarify the difference.

Loughlin made a comment that Advisory Committee should make sure that requirements for promotion to full professor are applied uniformly across schools and there are no cases where the most recent work is weighted higher than the lifetime achievements, as per the criteria for promotion to full professor outlined in the faculty handbook.

Next, the discussion circled around 2 questions posed by *Weinberg* (and passed to the Assembly by *Loughlin*):

Does the extension of a tenure clock applies to people hired as associate professors?

Is there a process of recusal for members of the review committee because of the conflict of interest?

Kirsch, Loughlin and *de Vallejo* participated in the discussion of the first question.

The probationary period for hired associate professors is 3-4 years according to the University Bylaws, for assistant professors it cannot exceed 7 years. Any change would require the change of Bylaws. Committee did not consider this issue and the conclusion of the discussion was that the clock extension would not apply to them. They will still have only 3-4 years.

Kirsch, Loughlin, de Vallejo, Bratman, Salcido and *Bonneau* shared their thoughts and opinions in the discussion on possible conflict of interests and the recusal process for the members of the review committee. Though again, the committee did not discuss this, the understanding is that there should be some recusal path. The conclusion was that maybe the provost should clarify what constitutes conflict of interest and what does not.

Scott: How much time this will add to the already lengthy process of making tenure decision?

Kirsch: We allow 2 months for the university level review in our current review process so we assume it will be similar. The difference is the predetermined dates set up in the spring semester for the review time recommended by the committee. We will also have a pilot testing with a subset of decisions, after which we should have a better sense of time commitment.

Bonneau asked for motion to endorse recommendations of this report. The motion was seconded and voted on.

Motion passed.

After the vote *Becker* made a comment that he was aware of a tenure decision that took 3 years to make, and we almost lose a talented person because of it, so the lengthy decision making process may affect competitiveness of our university.

Pitt's Preparedness Plan, Ted Fritz, Associate Vice Chancellor for Public Safety and Emergency Management

The university has a pandemic plan, which was used during the avian flu, SARS, Ebola epidemics. We have been dusting it off since January. What is different this time is the flow of information, which is available instantly and 24 hours a day, and changes daily. We cooperate with Allegheny County Health Department. There are no case in PA yet. Our goal is to get ready for the worse and not to panic. Currently we are on high alert. The website with the information up-to-date and accurate information related to COVID-19 is ready. The work from home drill scheduled by School of Arts & Sciences is a good example of thinking about the next step. The next stage is full alert including social distancing, possible class cancellation. My advice to departments making their plans is that safety should drive all your decisions.

Fritz introduced **Jay Frerotte**, Director of Environmental Health & Safety and **Belkys Torres**, UCIS Director and open floor for questions

Chirimuuta: Graduate recruitment is approaching for which students are flying in. Is there any University guidance on the matter?

Fritz: We have advice on Pitt visitors. There is no recommendation about cancelling, but we should follow the guidance we have for students returning from study abroad

Kiesling: What about some clubs, not officially Pitt, going to Peru?

Torres: According to advice we got from the legal counsel, we cannot prevent them from going. They are strongly urged to reconsider. Decision is left to the individual groups.

Becker pointed out that some of the messages from Provost did not reached all the recipients. He asked to resend it.

Torres: Thank you for the feedback, but all the messages from Provost are on the website.

Becker: Lovely idea, but not helpful. Please resend it if you really want to reach SOM.

De Vallejo: Do we have any coordinated effort with the local hospitals? What are other practical things we can do?

Fritz: We are in communication with UPMC, and we have this information on our website.

Bratman asked about extra activities in cleaning around campus.

Frerotte: We have three teams (Pitt, Housing and UPMC facilities custodians) who are cleaning disease contact point (knobs, elevator button, railings etc.). We also installed 400 hand sanitizers around the campus. That is our cleaning enhancement.

Scott: What is the testing availability in Allegheny County right now? What are the HR implications of social distancing? Do people have to use their sick time or work from home?

Fritz (responding to Scott's first question): The good news is that CDC lowered the criteria required for testing, so it can be done faster to give us a better sense of spread. Pennsylvania Department of Health is doing testing, so if we have a suspected COVID-19 case Allegheny Health Department will facilitate it for us and CDC is conducting testing.

Frerotte (in response to the second question): According to CDC only those who were in close and prolonged contact are required to quarantine themselves.

<p><i>Labrinidis</i>: Yes, but what is the proper procedures in such case? Faculty has more leeway, but what the staff should do?</p> <p><i>Frerotte</i>: HR is looking at it now. The new disease should result in some liberalization of the rules. They should come up with guidance soon.</p> <p><i>Bonneau</i>: I hope that HR would treat staff as faculty is treated. We can take 2 week if needed for quarantine without a problem and staff should have the same opportunity.</p> <p><i>Bunger</i>: We have postdocs working on a project that has deliverables associated with attending a conference, but the student does not want to travel now. We have to balance student safety and the fact that we will not deliver on a project. Is there any university guidance for faculty on how to advise our students?</p> <p><i>Vallejo</i>: You cannot compel anyone to do anything. However, as long as the students know the risks (like informed consent), I think HR would understand.</p> <p><i>Torres</i> added that one caveat is that if your postdocs or students are internationals, some cannot travel due to the travel ban for that country.</p> <p><i>Bircher</i> disagreed with the informed consent approach; it is too early for it because nobody fully understands this epidemic’s dynamics yet.</p> <p><i>Labrinidis</i> said that it would be helpful to have a university directive, because then we could go to the organizers and explain why a student not attending a conference. He also commented on the A&S drill, which is scheduled for the spring break.</p> <p><i>Murtazashvili</i>: Some things might sort themselves. We had exchange with Kazakhstan that was cancelled once people learned that they have to go into quarantine for 14 days.</p> <p><i>Raukits</i>: Are we going to track how much it costs the university?</p> <p><i>Salcido</i>: Is there a supposition that next time epidemics come we will do it cheaper?</p> <p><i>Bonneau</i> thanked the presenters for coming and answering our questions.</p>	
<p><u>Unfinished Business and/or New Business</u></p> <p>None</p>	
<p><u>Announcements</u></p> <p><i>Salcido</i> had 3 announcements:</p> <p>If you are a committee chair, please be responsive for our current active issues plea and send it to us so we can post on our website.</p> <p>If you received a message, that is not reaching all designated audience, please, forward it on to your colleagues.</p> <p>Our Plenary Session will be on mental health, and I want you all to reach out and invite Life Solutions to your departments.</p> <p><i>Haley</i> (Bradford) asked if there were plans for streaming the Plenary.</p> <p><i>Bonneau</i>: Yes, it will be streamed.</p> <p><i>Wilson</i> reminded everyone that we are still accepting nomination for Senate officers and representatives until March 18.</p> <p><i>Vallejo</i> requested an email reminder about it to be sent out.</p> <p>The next Senate Council meeting will be held on <u>Thursday, March 19</u></p>	<p>No questions</p>

<u>Adjournment</u>	Moved and accepted at 4:19 pm
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Meeting was adjourned at 4:19 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, Beck, Becker, Berenbrok, Bircher, Bonneau, Bove, Bratman, Bunger, Chirimuuta, Dahm, De Vallejo, Fort, Goundappa, Haley, Hall, Judd, Kanthak, Kaufman, Kiesling, Klem, Kregg-Byers, Kucan, Labrinidis, Landsittel, Loughlin, Molinaro, Mulvaney, Murtazashvili, Poljak, Popovich, Rauktis, Roberts, Salcido, Sant, Scott, Sukits, Swigonova, Wilson, Wood, Yates

Members not attending:

Adams, Aziz, Bachman, Brodt, Buchanich, Cassaro, Conley, Falcione, Infanti, Irrgang, Jeffrey, Kaynar, Kohanbash, Kory, Long, Martin, McGreevy, Miller, Mostern, Mulcahy, Munro, Nelson, Potoski, Smolinski, Spring, Taboas, Triplette4

*Excused attendance:

Bickford, Cousins, Darnell, Denman, Frieze, Gramm, Henker, Jeong, Jones, Kiselyov, Kovacs, Morel, Murphy, Stoner, Vento, Weinberg

Others attending:

Frerotte, Fritz, Harrell, Johnson, Kirsch, McCarthy, Pope, Torres, Zutter, Zwick

* Notified Senate office