

**Faculty Assembly Meeting Minutes
Via Zoom**

Wednesday, May 6th, 2020

AGENDA ITEM	ACTION
<p><u>Call to Order</u></p> <p>President Chris Bonneau called the meeting to order at 3:01 pm. Bonneau reminded everyone to mute their mics and those calling in, whose names are not visible, to send their names to Lori Molinaro so she can take attendance.</p>	<p>The meeting commenced at 3:01 pm</p>
<p><u>Approval of the Minutes of the Past Faculty Assembly Meeting</u></p> <p>The Minutes of the April 1st, 2020 were approved.</p>	<p>Approved</p>
<p><u>Items of New Business</u></p> <p>David Salcido will introduce his idea of a possible new Senate committee for discussion. There were no other items of new business.</p>	
<p><u>Report of the Senate President,</u> <i>Chris Bonneau</i></p> <p>Well, we have reached the end of an academic year like no other. Normally, this meeting would be a time for us to take a deep breath, look back on the year behind us, and eagerly anticipate summer break and the year ahead. But, this is no normal year.</p> <p>I suspect many of you have questions and concerns about what lies ahead. I will tell you what I can.</p> <ul style="list-style-type: none"> • From the last minute, SVC for Business and Operations, Greg Scott is on administrative leave for personal reasons and his duties were added to Dave DeJong's portfolio. • The search for the Vice Provost for Graduate Studies is underway. This will be an internal search and the job description is currently being developed. In the interests of efficiency, or perhaps perversity, the same search committee will be used for this one as is being used for the Vice Provost for Faculty Affairs and the Vice Provost for Faculty and Diversity. Because of this, I am adding a new area of expertise to my CV: selecting vice provosts. • The Plan for Pitt 2025, which was originally scheduled to be rolled out in the fall, is being delayed 6 months to take into account information and knowledge gained over the past several weeks. In addition to the many challenges COVID-19 has presented, it has also presented some 	

opportunities and it is prudent to think carefully about how might affect us going forward.

- At least in part due to faculty concerns about the conduct of investigations, both in the context of Title IX and other matters, the Office of Legal Counsel has developed an Office of Compliance, Investigation, and Ethics. This will function similar to the Office of Policy Development. This has been in discussion for the past couple of years, and I am hopeful this will ensure that those who are being accused of violations of university policy will have their due process rights protected. The stakes—both professional and personal—are too high for investigations to be left up to those with little or no training.
- On Friday, the Chancellor announced the formation of three task forces to begin the planning for the fall semester. Within these task forces are working groups that will focus on different aspects of the Task Force. Many of you have been asked to serve on one or more of these working groups and I appreciate your willingness to lend your expertise to this important task. The three task forces are: Reimagining Pitt Education (led by Ann Cudd and Jimmy Martin), Research (led by Rob Rutenbar), and Employees and Operations (led by Dave DeJong). You can find information about these groups at <https://www.emergency.pitt.edu/planning>

Want some good news? Then I am here for you!

- In terms of our projected retention rate, our projections are great, both for the Oakland campus and the regional campuses. These percentages reflect the percentage of students who plan to continue at Pitt in the fall. Obviously, these percentages are subject to change, but they are an encouraging sign. Minimally, we'd rather have numbers that are at (or close to) all-time highs than those on the low side.
- What about the incoming class? First year deposits are ahead of last year by 17.8%. Also, Pell eligible deposits are up over 25%, showing the success of Pitt Success. Deposits by underrepresented minorities are up 23% and out-of-state deposits are up 22%, year-over-year.
- This is all fantastic news and a testament to the work of Marc Harding and his whole team over at Admissions and Financial Aid. But, the work is not done. Oafa will be spending the next few months working with others across the university to retain every student possible.

That's it for news, now on to updates.

- Access to university buildings remains extremely limited and is guided by both the governor's order and the Emergency Operations Center. As things changed, we will be notified. That said, things will not go back to "normal" anytime soon. If you look at the governor's Process to Reopen Pennsylvania, even when Allegheny County moves from red to yellow, schools remain closed and telework is to continue wherever

possible. Pitt will offer guidance as to what will be permitted, but I just want everyone to realize that “reopening” Allegheny County and Pitt is not just flipping on a switch and we go from darkness to light. Think of it like a dimmer switch.

- As the Chancellor said at the last Senate Council meeting, we do not expect much (if any) hiring to occur. There are some searches for Deans that are underway and those will continue. While no one likes to use the word “freeze” because that might foreclose opportunities unnecessarily, there is definitely a “pause.”
- Normally by this point, the University Planning and Budgeting Committee has made a recommendation to the Chancellor about next year’s budget, including tuition and compensation increases. As we are sorting out the financial impacts of the crisis (which includes lost revenue, increased expenses, decreased endowment, and an uncertain amount of Commonwealth support), we have not yet done so. Speaking only for myself, it is hard for me to see any compensation increases for next year. The existing budget deficits are real, and some of the projections are scary. On the tuition front, the Chancellor has signaled that tuition increases are almost certainly off the table as well. The quote in the *University Times* was, “It’s very hard for me to see upward movement on tuition when families are under such tremendous financial pressure.” The CFO’s office has presented UPBC with scenarios involving enrollment, commonwealth support, etc. While I cannot get into specifics, I think it is pretty obvious that if we lose a lot of enrollment and state support, things are going to be pretty bad for us from a financial perspective. We are cautiously optimistic that we are not going to be in that bad scenario, but it would be irresponsible not to have a plan for if we are.
- Normally, we do not meet in June. However, given that the Task Forces will be making their recommendations to the Chancellor by the end of May and UPBC is likely to have a budget recommendation by then as well, I think it would be helpful to schedule a June meeting for updates and discussion. Right now, we have June 3rd held, but I was notified yesterday that we have a UPBC meeting that afternoon. So, perhaps we will push it a day or two. We will let you know soon.

In addition, with that, I will stop and answer questions.

De Vallejo: Are there any faculty on the VP search committees?

Bonneau: I am not sure I may be the only non administrative faculty member. No, Laurel Roberts is also on the committee.

Scott: Is the VP for Graduate Students at the associate professor or full professor rank?

Bonneau: We have not seen the position description yet.

Next, David Salcido presented his idea for a Senate Standing Committee on Health, Safety & Preparedness (HS&P), which would consider all issues related to safety

(including public safety, infectious disease mitigation, building environment hazard reduction, and disaster planning) at the University for ensuring the safety and resilience of the institution and its personnel under normal, extraordinary, and emergency conditions. I am proposing considering if the standing committee like this is needed.

Frieze: It sounds to me like the best solution would be to create an ad hoc committee for 2-3 years, after which we decide if standing committee is needed.

Yates: Some existing committees deal with some aspects of the similar issues, so we would need to phrase the scope carefully. We need clearly delineate the scope.

Mulcahy: Sorry for being tardy. Are there any plans of bringing residential students in the fall?

Bonneau: The hope is that we will be able to. The work leading to formulating plans for the fall is going on right now.

Scott: We should hear some reports from the current standing committees, which would give us an idea of possible overlap or need for HS&P committee.

Bonneau: SAAA committee is ready to give us an update now

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

Gramm summarized three main issues which were at the center of SAAA committee's interest:

1. Financial aid: the committee monitors students upward financial mobility (as reflected by Pitt Success and Pella programs), but points to lack of similar aid for graduate students, and it is interested in the possible waiver for graduate students for remote learning
2. Support, especially to international students, if we stay in the remote classes mode
3. Data privacy for students

Smolinski: What is the reason for student location tracking?

Gramm: We were told that student data was collected. Now, it could be used only for safety reasons, but since there is interest to use this data, so we need policy and disclosures to students that they can be tracked through their mobile devices.

Taboas: Collecting is not a result of a conscious effort, but the fact that mobile devices are logged automatically when they switch between wireless routers.

Labrinidis: It is an important distinction whether we have the technology to collect

such data or whether tracking is happening already.

Bonneau: It is an important issue to follow up on in the fall.

Bonneau started to give announcement (see below), but more questions were raised, so the discussion continued.

De Vallejo: If the University opens in the fall, are there any discussions how to monitor people?

Morel: Task force working on research among others is charged in purchasing masks and PPE for the whole university, so they have enough when we need them.

Bonneau: University wants to be open and safe, and as flexible as possible, so if there is another wave, we are ready to close again. Nothing has been set in stone yet, but discussions and tasks force work is going on right now.

Becker: No government or institution can open economy, even if we are allowed to open, it is a different issue who want to or be able to return.

Smolinski: The return of academics is easy; reopening the housing and facilities need more planning.

Sukits: We need access to our offices in order to prepare for the classes. This should be a priority to let faculty access offices.

Bonneau: We are still waiting for the governor to switch to yellow, only then access to buildings may be allowed.

Bickford: Is there any discussion at the UBPC about the layoffs?

Bonneau: We do not know yet how we will deal with the budget. I will fight hard against furloughs and layoffs, and some cuts will be pushed to the units, like the decision not to rehire visiting faculty.

Bickford: It should be priority to protect part-time faculty, if we are committed to protect everyone.

Labrinidis: I agree with Tylor not to differentiate between full time and part-time faculty

Bonneau: We cannot meet the minimal enrollment and social distance a class in nationality rooms. Many issues like this need to be resolved.

Adams: If we are to convert classes to online classes, this is I expect some pressure from administration, which may affect some of the part-time faculty.

Smolinski: If students return to campus, and you have to have smaller classes to allow social distancing, you need more instructors.	
De Vallejo: It looks like there is no point of further discussing this issue, we should wait for the reports coming out of the tasks force	
	Discussion and Vote
<u>Announcements</u> Linda SantaCasa is offering to make cloth masks for the members of the senate. If you are interested, send her an email. Open enrollment is delayed - it is going on right now. The next Senate Council meeting will be held on <u>Thursday</u> , April 14 via Zoom	No questions
<u>Adjournment</u> Meeting was adjourned at 4:04 pm	Moved and accepted at 4:04 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:

Adams, Almarza, Anderson, Aziz, Beck, Becker, Berenbrok, Bickford, Bircher, Bonneau, Bove, Bratman, Brodt, Buchanich, Bungler, Conley, Cousins, Dahm, Darnell, Denman, De Vallejo, Falcione, Fort, Frieze, Goundappa, Gramm, Haley, Hall, Henker, Infanti, Jeffrey, Jeong, Judd, Kanthak, Kaufman, Kaynar, Kiesling, Klem, Kovacs, Kregg-Byers, Kucan, Labrinidis, Loughlin, Molinaro, Morel, Mostern, Mulcahy, Mulvaney, Munro, Murphy, Murtazashvili, Poljak, Popovich, Potoski, Rauptis, Roberts, Salcido, Sant, Scott, Smolinski, Spring, Stoner, Sukits, Taboas, Vento, Wilson, Wood, Yates

Members not attending:

Bachman, Buchanich, Chirimuuta, Irrgang, Jones, Kiselyov, Kohanbash, Long, Martin, McGreevy, Miller, Nelson, Swigonova, Triplette, Weinberg

*Excused attendance:

Landsittel

Others attending:

Amerigo, Assad, Francesca, Gabrielson, Harrell, Jones, McMahon, Pil, Russell, Suppok

*Notified Senate Office