

Faculty Assembly Meeting Minutes
2700 Posvar Hall
February 5, 2019

AGENDA ITEM	ACTION
<p><u>Call to Order</u> The meeting was called to order by President Chris Bonneau.</p>	<p>The meeting commenced at 3:00 pm.</p>
<p><u>Approval of the Minutes of the Past Faculty Assembly Meeting</u> Minutes (January 8, 2019) were approved as written with one word correction: pay to play in President’s Report</p>	<p>Approved</p>
<p><u>Items of New Business</u></p>	<p>None</p>
<p><u>Report of Senate President, Chris Bonneau</u> As you all know, February is the shortest month of the year. Unfortunately, It is also the month with the longest report of my tenure. Lots going on.....buckle up. The Union of Pitt Faculty delivered signed cards to the Pennsylvania Labor Relations Board (PLRB) on January 18. This represents the next step in the campaign to unionize Pitt faculty. For an election, cards must be signed by at least 30% of the members of the proposed bargaining unit. From here, the PLRB will certify that the threshold has been met. There are still several steps before an election will take place, including the possibility that Pitt will challenge the nature of the bargaining unit. As the official instrument of shared governance, neither the Faculty Assembly nor the Senate Council has a position on this issue. Additionally, while the officers may have their own personal views on unionization of faculty, none of us speaks (or purports to speak) for members of the faculty. I would like both this body and the members of it to assist our colleagues in making an informed decision by providing timely, relevant, and accurate information to the faculty. If you have specific questions about information that is being presented by either side, please feel free to contact any of us. If we don’t have the answer, we will work to get it for you. Finally, it is important to keep in mind that while this issue may become highly charged, the vast majority of both supporters and opponents have the best interests of the faculty and university in mind. At the recent meeting of the Faculty Affairs committee, there was an important discussion of the classification of regular versus temporary part-time faculty. The key difference between the two is the regular part-time faculty are eligible for benefits, while temporary part-time faculty are not. However, it became clear that the classification criteria seemed to be without guidelines and highly dependent on the school the faculty member is in. So, I might be teaching 1 course in the Dietrich School and be classified as regular part-time faculty (and thus eligible for benefits) and Frank might be teaching a 1 course in</p>	<p>Report Discussion</p>

the Katz School of Business (for example) and classified as temporary part-time and thus ineligible for benefits. We both are doing the same job with the same level of effort, but only 1 of us is eligible for benefits. Thus, the Faculty Affairs Committee is going to be working with Vice Provost Laurie Kirsch to develop and implement some guidelines to ensure equal treatment across schools for the same tasks.

The Student Admissions, Aid, and Affairs Committee heard a presentation by Leigh Culley, the Director of Disability Resources and Services. In the ensuing conversation, concerns were raised about Pitt not having a general policy allowing students with documented disabilities to register for classes early; these decisions are made on a case-by-case basis. The concern was the message this sends and how it may not be competitive with schools we are competing against for students. Specifically, the issue of Type 1 Diabetes was raised and how students with this condition cannot be guaranteed a schedule that does not conflict with their meal times. We can also think of issues faced by students with mobility restrictions trying to get from one end of campus to another in 10 minutes. On the face of it, this seems to me to be an easy fix. We have a blanket policy that allows athletes to register early for classes, why can't we extend this to those with documented disabilities that require classes at certain times? This is on the agenda for our meeting with the Provost next week.

A series of announcements:

- Senior Vice Chancellor for the Health Sciences and Dean of the School of Medicine Art Levine has announced his decision to step down from his posts. Per the Guidelines for Searches for Senior Administrators, there will be 2 faculty members from the School of Medicine, 2 faculty members from the other schools in the Health Sciences, and 1 faculty member from the Provost's area on the search committee. You will soon be receiving a memo from me detailing the procedures for selecting these faculty members.
- EIADAC reminds faculty that during Spring semester 2019, University of Pittsburgh's finals week poses a unique and potentially challenging situation. Finals week is April 22-27 with a "reading day" scheduled for April 20. Commencement is April 28th. Please be cognizant that Passover 2019 begins on Friday evening April 19th and ends the evening of April 27th. Easter according to the Gregorian calendar is on April 21st and according to the Eastern Orthodox calendar is on April 28th. In support of former Provost Beeson's August 9, 2018 message to faculty regarding religious observances, EIADAC asks that faculty, staff, and administrators 1) remind students to notify faculty of potential conflicts ahead of time, 2) be sensitive to students observing this holiday time, and

3) make appropriate accommodations without penalizing students.

- There is still time for faculty and staff to register for the Mental Health First Aid USA Course. This course teaches about signs and symptoms of mental health challenges, interventions, and referrals. This will take place on Feb 7 and 8th (half day each) and meals will be provided. For more information, go to: https://calendar.pitt.edu/event/mental_health_first_aid_usa_course#.XFIMT_ZFxaR

Finally, two reminders:

Pitt will be conducting a second round of the Collaborative on Academic Careers in Higher Education (COACHE) survey of all full-time faculty during the spring term. COACHE is based at Harvard's Graduate School of Education and has been administering its faculty satisfaction survey for over 10 years. This survey will be administered from February to April (starting next week). In 2016, 46% of our full-time faculty participated. Results from the 2016 survey can be found at: <https://www.provost.pitt.edu/coache>. Also on that site are steps Pitt has taken in response to the results. I strongly encourage you to participate, and I'll be sure to remind you in subsequent reports.

Reminder #2: it is elections season. Please consider nominating a friend, enemy, or yourself for any of the officer positions or faculty assembly. We are in need of a new Vice-President as Robin is term-limited. We may also need a new Secretary. It is my intention to seek another term as President. I plan on spending the next several weeks in local diners talking to "real faculty members" about their concerns as my reelection campaign swings into action.

DISCUSSION:

Senior Vice Chancellor of Health Sciences

DE VALLEJO: Re: Search committee for Senior Vice Chancellor for Health Sciences: can this post be considered separate from the Dean of the School of Medicine? This seems a conflict of interest, and the office encompasses many areas and units.

KOVACS: It has been separated in the past

BONNEAU: When I was informed of the resignation, I suggested to the Chancellor there was benefit to separating these positions, in terms of human resource and supervision issues. My hunch is that it will continue to be a combined position because that is how it is constructed similarly in peer institutions. We will raise the issue again with senior administration at our next Executive Committee meeting.

HENKER: The School of Nursing has had similar concerns

BIRCHER: What is the benefit of a single person

MUNRO: Perhaps this could be drafted as a resolution

BONNEAU: By the next meeting, the search may already be underway

<p>GOLD: I also support the separation of the position because of financial; conflict of interest KOVACS: We could make a resolution from the floor. BONNEAU: I prefer not to have resolutions crafted from the floor. KIRSCH: Bonneau is more well-informed than I am, though I am happy to pass on the information. BONNEAU: Might we take a straw vote on this? Summarize the reasons for separation. BECKER: If the positions are split, how they are split is important (discussion of inter-relatedness, future of academic medicine, missions of each position have different priorities)</p> <p><i>Reasons for separation (various Faculty Assembly members discussed further and :</i> Financial conflict of interest across various schools within health sciences Administrative conflict of interest Scope of the job Mission of each position Academic medicine concerns are not aligned with corporate mission</p> <p>POLL TO SEPARATE: 4 abstain, 30 yes</p>		
<p><u>Reports by and Announcements of the Special and Standing Committees of the Senate</u></p>	<p><u>Tenure and Academic Freedom Committee</u> <i>Drs. Barry Gold and Maria Kovacs, Co-Chairs</i></p> <p>A brief Powerpoint slide deck is available on the Senate website. We've been asked to provide a presentation of data on faculty numbers from the Pitt Fact Book. (See slides) 2009-2018:</p> <ol style="list-style-type: none"> 1. Increase in the number of tenured faculty; though not much variation 2. Some schools show decrease (most in Medicine) in the number of tenure stream (as people become tenured). Most variability in Medicine. 3. Outside of tenure stream: Steady across most schools with a dramatic increase in Medicine. Most accelerated growth in outside the tenure stream (excluding Medicine): Arts and Sciences. KIRSCH: Increase in A&S coincides with growth in number of labs and a concomitant decrease in part-time faculty, hence increase in fulltime non-tenure stream. 	<p>Reports and Discussion</p>

	<p>DISCUSSION: STONER: What are the numbers in A&S? GOLD: Reviewed numbers via graphs BRATMAN: Where do we stand on trends with peer institutions? KIRSCH: I don't have that precise info, but we have some general information. GOLD: 16 fewer TS faculty, NTS has gone up significantly WILSON: NTS faculty increase is notable. Distribution by rank is notable as well with fewer at higher ranks. Pattern over time has been gradual increases over time. Health Sciences have higher numbers. GOLD: Number of undergrads has also gone up over the last ten years.</p> <p><u>Educational Policies Committee</u> <i>Doug Landsittel, Chair</i></p> <p>Discussion of responses to student mental health needs across schools. Responses are highly variable. Required syllabus statement might make things more confusing. We decided not to make a proposal for consideration.</p>	
<p><u>Unfinished Business and/or New Business</u></p>	<p>DE VALLEJO: Suggestion for bylaws change for consideration of Faculty Assembly/Senate officer terms to be for two years rather than one. BIRCHER: Discussed often and it has been decided not to extend terms, though we can consider it again. GUTTERMAN: It's two years at Bradford WILSON: Greensburg is at two years as well. It's a complex organization and it takes time to learn best how to do it, and two years might be helpful. FRIEZE: Past President would then be a four-year committee. TANANIS: Continuity would increase with additional years. WILSON: It could be six years!! TANANIS: Endorsed candidacy for officer's positions.</p>	<p>Briefing and Discussion</p>
<p><u>Announcements</u></p> <p>Plenary is March 27, 12:00-3:00 Assembly Room, Student Union. Please come for lunch, great speakers, and discussion.</p>		
<p><u>Adjournment</u></p>	<p>Moved and accepted, 3:50p</p>	

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

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

Respectfully Submitted,



HAIL TO PITT!

Cindy Tananis, Ed.D.

University Senate Secretary

Associate Professor

Administrative and Policy Studies, Education Leadership

Director

Collaborative for Evaluation and Assessment Capacity

Members attending:

Arkush, Aziz, Becker, Bircher, Bonneau, Borovetz, Bratman, Bromberg, Conley, Dahm, Danford, Deitrick, De Vallejo, Fort, Frieze, Gold, Goldberg, Goundappa, Guterman, Henker, Kear, Kiselyov, Kovacs, Kucan, Landsittel, Loughlin, Molinaro, Morel, Mostern, Mulvaney, Munro, Nelson, Poljak, Sant, Stoner, Sukits, Tananis, Tashbook, Triplette, Wilson, Yates

Members not attending:

Adams, Betru, Bilodeau, Cassaro, Cousins, D’Cunha, Denman, Gaddy, Harper, Harries, Horne, Infanti, Irrgang, Jones, Kanthak, Kaufman, Kaynar, Kelly, Landrigan, Long, Mahoney, Martin, McGreevy, Mulcahy, Roberts, Rohrer, Smolinski, Soska, Spring, Swigonova, Taboas, Van Nostrand, Weikle-Mills, Weinberg

*Excused attendance:

Bachman, Brodt, Buchanich, Labrinidis, Miller, Salcido

Others attending:

Amato, Bonner, Harrell, Kirsch, Rubio

*Notified Senate Office