Faculty Assembly Meeting Minutes
2700 Posvar Hall
January 8, 2019

AGENDA ITEM	ACTION
Call to Order The meeting was called to order by President Chris Bonneau.	The meeting commenced at 3:00 pm.
Approval of the Minutes of the Past Faculty Assembly Meeting Minutes (November 27, 2018) were approved as written	Approved
Items of New Business	None
Report of Senate President, Chris Bonneau Welcome back! I hope you all had a good break. It seems a bit cruel to have a meeting so early in the semester, but we want to get you while you're still fresh! I am going to keep my report relatively brief because (1) we've been on break and (2) we have a lot of committee reports today. 　　　As you may have heard, on December 15, the body of one of our students was found on Lothrop Hall; foul play has been ruled out by the police and medical examiner. This tragic event is, sadly, becoming far too common on university campuses across the country. Many of us are concerned about the well-being of our students, yet we often teach large classes which makes it difficult to get to know students and for students to get to know us. Thus, we are often unaware of what is going on in their lives and they often do not feel comfortable talking to faculty about their struggles, feelings, etc. 　　　So, this has got me thinking about whether there is anything we can do as faculty to indicate to students that we can be a resource for them in times of trouble. One thought is drafting model language that can be put on class syllabi and discussed the first day of class, much like we do for Academic Integrity, the Office of Disability Resources, etc. Perhaps signaling to students that we think this is important and making them aware of the resources available to them would help. Maybe not; I don't know. It seems to me to be a relatively costless step we can take that could potentially have some payoffs. Both the Educational Policies Committee and the Student Admissions, Aid, and Affairs Committee will be discussing this issue and what steps, if any, we can take. 　　　The Humanities Council has raised some important concerns with the use of Predictive Analytics in Advising. While it is still not clear how this software and data will be used (and the consequences of its use), we have asked the Student Admissions, Aid, and Affairs Committee to look into this, and they are planning to have Vice Provost McCarthy address it when he speaks to them later this month. 　　　Pitt Day in Harrisburg in March 26. Be sure to be on the lookout for more information. It's a nice chance to join your colleagues and students to present legislators with information about all the great things Pitt is doing. 　　　The Chancellor has announced the second year of Pitt Seed Grants. This is open to all faculty and staff members across all five campuses and proposals can receive up to $50,000 to advance the Plan for Pitt. A letter of intent is required by	Report Discussion

	February 8. More information can be found on the Chancellor's website: https://www.chancellor.pitt.edu/spotlight/pitt-seed-project-year-two. Finally, 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 (specific dates TBA). 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 with this important task, and I'll be sure to remind you in subsequent reports.	
Reports by and Announcements of the Special and Standing Committees of the Senate	**Benefits and Welfare Committee** Linda Tashbook, Chair The committee has heard and discussed the issue of smoke/tobacco free policies. There is currently a policy in place though it is not enforced widely or consistently across the campuses. There was a group of community members that developed new policy language for consideration. The committee discussed this draft language. The committee considered next steps and the following is suggested: The Benefits and Welfare Committee, having considered the University's existing policy on smoking, Policy 04-05-03 at http://www.cfo.pitt.edu/policies/policy/04/04-05-03.html and a recently proposed Policy on a Smoke and Tobacco-Free Campus that was drafted by a group of concerned members of the University community (attached) currently believes that neither policy establishes an enforceable plan that protects the diverse self-interests of individuals and the shared interest of the university community related to the health risks of smoking. Therefore, the Benefits and Welfare Committee recommends that the University form an *ad hoc* committee to: 1. Define and quantify the University's secondhand smoke problems in a proper Statement of the Problem that specifically addresses the geography, air quality, and other environmental issues at University of Pittsburgh locations. 2. Review the University's current efforts to educate faculty and staff about healthy choices related to tobacco products and consider ways to revise and extend their content or availability.	Reports and Discussion

> 3. Consider the University's existing smoking cessation services and resources and ascertain whether to revise and extend their content or availability.
> 4. Develop ideas for enforcing Policy 04-05-03 and any other University policies that exist to protect members of the University community from the dangers of secondhand smoke.
> 5. Consider the policies, services, multiple perspectives and resources related to all aspects of a potentially smoke-free environment.

We suggest that this *ad hoc* committee report its observations and propositions to the Benefits and Welfare Committee and we further suggest that this *ad hoc* committee include smokers as well as non-smokers from among the University's student, staff, and faculty populations as well as the Benefits and Welfare Committee and that these participants represent health-related and non-health related disciplines.

We respectfully ask that the University Senate present this recommendation to the University administration

DISCUSSION:
BRATMAN: It seems the proposed document was ill conceived. I was taken aback by how patronizing and impractical. What is the administration's position? I very much support the pending motion for the task force.
Tashbook: The administration has suggested the formation of the task force to consider next steps.

DE VALLEJO: Is there a University principle about smoking? I think there should not be a policy banning smoking – it is a personal choice.
Tashbook: I agree that we need more clarity

MOREL: How will this task force be formed?
Bonneau: It would be formed by the Chancellor in conjunction with Senate executive committee members to assure committee and stakeholder representation.
A group was originally formed in 2016 to consider how to respond to the press for smoke-free environments.

VOTE: Opposed 2, 1 abstention, motion carries.

Computing and Information Technology
Michael Spring, Chair

Background: There was a study of IT was conducted by Deloitte at Pitt that resulted in a report that is available. They report

$133M on IT at Pitt, somewhere between 6% and (% of Pitt's budget. The report covered a number of areas considered. The first item to be addressed is governance, and the University is requesting input by January 11. This motion assumes that all partners are acting in good faith, as a reminder for the administration that various committees should be consulted. The report is fairly complex --- to summarize simply: 1. Greater efficiency by consolidation, 2. Greater transparency is needed for stakeholders to have input

> Motion on New Governance Structures for Information Technology

> Whereas, the University commits significant resources to information technology, and
> Whereas, the University has commissioned a study by Deloitte Consulting on ways to improve the governance and operation of these resources, and
> Whereas, the University has requested that involved parties provide feedback and reactions to the recommendations by January 11th, 2019,

> Therefore be it resolved, Faculty Assembly asks the Chief Information Officer and the Chancellor to consult with the Senate Computing and Information Technology Committee, the Senate Executive Committee and Faculty Assembly on the most effective and efficient way to meld the existing Senate Standing Committees with the new structures that are being considered for governance of information technology.

> *Submitted to Faculty Assembly on behalf the Standing Committee on Computing and Information Technology*
> *By Michael B. Spring, Chair*

DISCUSSION:
MUNRO: are there bylaw implications in the reorganization of committees suggested by this motion?
Spring: There are no bylaw implications because there are no suggested changes to Senate committees. There have been past examples of "melding" existing University and faculty/Senate governance committees to work together toward policy. Spring described past budget/planning example.

TANANIS: Do you really mean to indicate that committees would "meld" or that we are seeking to assure collaborataion?
Spring: collaboration makes sense

STONER: Friendly amendment might be to replace meld with "include relevant members of existing Senate standing committees in";
TANANIS "collaborate with"
BRATMAN: "integrate in"

De VALLEJO: participation
GUTERMAN: this seems to have structural implications
… additional discussion continued regarding the exact working of the motion. Examples were read from the report that dealt with governance …
"Connect" was chosen to replace "meld" ---
VOTE: 2 against, 0 abstain, motion carries

Faculty Affairs
Tom Songer, Co-Chair

Last year the committee began a process of reviewing and monitoring NTS committee recommendations. A progress report has been distributed and discussed with the assembly.

See two files distributed by the Faculty Affairs Committee (also available via Senate website):
Faculty Affairs Updates Chart
NTS Promotions Policies Guidelines (referred to by progress report update; location of guidelines by school and unit), and *Senate Committees Continued Involvement in Identified NTS Issues*

Next steps for the committee: to continue to consider recommended issues; collaboration and pressing forward with issues of climate/culture; different titles away from non-tenure stream; collaboration with other standing committees

DISCUSSION:
KIRSCH: NTS participation in decision-making processes has seen progress in some units, perhaps more than is indicated here (in the report)
FRIEZE: In terms of resources, the original committee thought of resources much more broadly than is currently listed here (in the report)
STONER: Many NTS may not be "teaching" --- so there may be additional needs beyond teaching-related resources
MOREL: Research Committee should be added to the chart
(FRIEZE – there was no research at the time these recommendations were made)
BRATMAN: Fulltime NTS at the School of Law; NTS colleague was granted a sabbatical.
BONNEAU: The Provost's office is working on this issue and considering possibilities for professional learning leaves
BIRCHER: Summary info related to NTS reviews at the School level? Does the process actually take place? Renewal form letter is severed from the review process.
KIRSCH: Provost confirms that all school have conducted the

	Faculty Review process. The 10% review is from Provost area schools; the Medical School reviews 20% and includes TS and NTS across ranks; review follows TAFC agreed upon framework MUNRO: Emeritus: clarification --- 19% of retiring faculty, 70% of NTS retiring faculty received emeritus status. FRIEZE: Is your committee doing anything else or is this committee just focusing on these recommendations? No, enough work with these!	
Unfinished Business and/or New Business		Briefing and Discussion
Announcements We would also like to remind you that Faculty Assembly and Senate elections are coming up --- nomination info was emailed to you earlier today via ReadGreen. Please take a look and consider nominations!		
Adjournment		Moved and accepted, 4:10p

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

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

Respectfully Submitted,

   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, Betru, Bircher, Bonneau, Bratman, Brodt, Buchanich, Conley, Dahm, Danford, Denman, De Vallejo, Fort, Frieze, Goldberg, Goundappa, Guterman, Harries, Henker, Kear, Kiselyov, Kucan, Labrinidis, Landsittel, Loughlin, Molinaro, Morel, Mostern, Mulvaney, Munro, Poljak, Salcido, Sant, Spring, Stoner, Sukits, Swigonova, Tananis, Tashbook, Van Nostrand, Wilson, Yates

Members not attending: Adams, Bilodeau, Bromberg, Cassaro, Cousins, D'Cunha, Deitrick, Falcione, Harper, Horne, Infanti, Irrgang, Jones, Kanthak, Kaufman, Kaynar, Landrigan, Long, Mahoney, Martin, McGreevy, Miller, Mulcahy, Roberts, Rohrer, Smolinski, Soska, Taboas, Weikle-Mills, Weinberg

*Excused attendance: Bachman, Borovetz, Gaddy, Gold, Kelly, Kovacs, Labrinidis, Nelson

Others attending: Amato, Harrell, Kirsch, Lancaster, Rubio, Songer, Tuttle, Triplette, Urban
*Notified Senate Office