

**Faculty Assembly Meeting Minutes  
Via Zoom**

**Tuesday, July 7th, 2020**

AGENDA ITEM	ACTION
<p><b><u>Call to Order</u></b></p> <p>President Chris Bonneau called the meeting to order at 3 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. Use chat function to ask questions.</p>	<p>The meeting commenced at 3 pm</p>
<p><b><u>Approval of the Minutes of the Past Faculty Assembly Meeting</u></b></p> <p>The Minutes of the June 9th, 2020 were approved as written.</p>	<p>Approved</p>
<p><b><u>Items of New Business</u></b></p> <p>There was no new business.</p>	
<p><b><u>Report of the Senate President,</u></b> <b><i>Chris Bonneau</i></b> So, here we are again.</p> <ul style="list-style-type: none"> <li>• I have heard several concerns about the Provost’s email from June 26. I think a lack of clarity led to some fundamental misunderstandings. To begin, one of the key things that I was advocating for was that faculty not be forced to come to campus if they did not feel it was safe to do so. I am pleased that this is the case. A faculty member need not be in the classroom if they have personal circumstances that put them at high risk. But in that case they can choose one of the following four options to teach the class: appear on the screen in the front of the classroom and conduct discussions or field questions through the cameras trained on the class in the classroom, <b>OR</b> they can team teach with another faculty member who does not have a personal circumstance that puts them at high risk, <b>OR</b> employ a TA to help mediate or facilitate the interactions in the classroom, <b>OR</b> they can employ a staff member or UTA to help mediate. In any of the cases after the <b>OR</b> the instructor of record can also be present on the screen in the classroom. The first of these options, while in many ways is not optimal, is an option that we plan to support with a technical support staff person from IT who can come into the classroom for a short period of time (with a face covering, of course, and while maintaining physical distance from students), turn on the equipment, then leave and monitor it remotely. All of these options are consistent with the Provost’s message to faculty, and faculty are not being asked (nor were they ever) to put someone else in harm’s way in order for their class to occur.</li> <li>• Please consult <a href="http://coronavirus.pitt.edu">coronavirus.pitt.edu</a> for the most updated information. You can also find university policies on Shared Spaces and PPE here:</li> </ul>	

<https://www.policy.pitt.edu/university-policies-and-procedures/covid-19-standards-and-guidelines>. As additional standards and guidelines and developed and approved, they will be housed here as well as announced to the university community.

- One of the other primary concerns of faculty members is the current university policy on copyrights. Specifically, faculty members were concerned that the existing policy granted Pitt ownership of presentations and recordings that were to occur under the Flex@Pitt model. The copyright policy was scheduled to be revised in conjunction with the new Intellectual Property Policy. However, all of the COVID-19 planning and troubleshooting has delayed the completion of that IP Policy. Thus, we are hoping to “patch” the current policy with a new copyright policy that will cover faculty ownership of course materials. I sent around a draft of this as well as some FAQs and we will vote on endorsing this policy in a few minutes. I want to thank Rob Rutenbar, Michael Madison from the law school, and the co-chairs of the Research Committee (Penny Morel and Pat Smolinski) for their quick turnaround on this.
- As if things are not complicated and anxiety inducing enough, Immigration and Customs Enforcement (ICE) announced new guidelines yesterday relating to international students. Specifically, nonimmigrant F-1 and M-1 students attending schools that are entirely online will not be permitted to remain in or enter the U.S. For schools adopting a hybrid model, these students will be permitted to remain and enter. I wish I could say I was surprised or shocked at this short sighted, callous, and unnecessary decision. But we all know better.
- In case you missed the announcements, which would have been easy to do since there are so many of them, several new appointments were announced in recent weeks, all of them replacing departures:
  1. Lu-in Wang (School of Law) is the new Vice Provost for Faculty Affairs.
  2. John Wallace (School of Social Work) is the new Vice Provost for Faculty Diversity and Development.
  3. Amanda Godley (School of Education) is the new Vice Provost for Graduate Studies.
  4. Dwight K. Schrote is the new Assistant to the Vice Provost for Vice Provosts.
  5. Carissa Schively Slotterback has been named the new Dean of the Graduate School of Public and International Affairs.
  6. Clyde Wilson Pickett has been named the new Vice Chancellor for Diversity and Inclusion.
- The Board of Trustees Budget Committee will meet on July 15 to formally vote on the budget for next year.
- As you know, the situation is constantly evolving, and recently things have gone in the wrong direction in terms of the number of cases in our area. The advantage of Flex@Pitt is that we will be able to change between methods of instruction as conditions change. And it is important to note that all plans are subject to change based on conditions, both on campus and in the community. This semester is going to be difficult for everyone involved. But if there’s one thing I have learned over the past few months, there are no obvious choices here—everything involves a set of trade-offs and level of risk acceptance. Not

everyone is going to be satisfied with the decisions that are made, but I can assure you that these decisions are being made carefully, thoughtfully, and ethically.

As I begin my third, and final, term as President I continue to appreciate all of the efforts you have made during this unprecedented and challenging times. Working together, we can continue to ensure that the faculty are integral parts of the planning and implementation going forward. I will continue to send updates to you as things unfold.

*Weinberg:* Compliance issues are not limited to students. I see ground staff on campus without masks. How can we enforce the compliance?

*Bonneau:* The Resilience Steering Committee is addressing it. Our plan to return to campus works only to the extent all people comply with the health guidelines.

[Q = sent via chat]

*Q:* Are our postures of guarded and elevated risks the same as state green and yellow?

*Bonneau:* Similar but not the same. They meet the standard of green and yellow, but they have different components.

*Q:* Who will be responsible for providing in-classroom person?

*Bonneau:* My understanding is it will be up to each instructor.

*Q:* Will faculty be required to wear masks?

*Bonneau:* Masks are required when inside under all postures.

*Q:* If faculty commute from a different county or state, how different public health orders in those jurisdictions will affect their responsibilities on Pitt campus?

*Rutenbar:* Very timely question since travel policy is being worked on right now, and commuting guidelines fall under it. At the moment commute from different counties is treated the same, but it may change.

*Gramm:* What is being done about ventilation system, like in Cathedral when all windows are painted shut?

*Bonneau:* All buildings were evaluated for compliance with industry standards. They are increasing inflow/outflow.

*Q:* If I don't feel comfortable being in the classroom, I feel reluctant to ask my TA to stand for me.

*Bonneau:* Under Flex@Pitt plan you can reach to Cent. For Teaching and Learning who will have IT staff to assist with the classroom technology.

*Becker:* I am still concerned about communication, which is still bad and inconsistent, so my department decided to have our own website. He suggested delivery of pertinent information in a weekly or daily email ("Push vs Pull") as procedures continues to change. Researcher in no cost extension situation are getting no guidelines. In addition, they cannot continue their research.

*Bonneau:* Push information is a good idea.

*Rutenbar:* Broader issues of lack of information from the top (current administration) is problematic. The flex memo was extended to the end of the year, but the issue of holes in the budget was not resolved yet. There is 26 billion ask on the Hill right now, but we do not know if it will get some traction.

Q: Will faculty go through approval process to work remotely?

*Bonneau:* No. Faculty are trusted to do what is best for them.

Q: Will the hybrid teaching guidelines differ for graduate / undergraduate instruction?

*Bonneau:* I have not been told that there is any difference and it has not been discussed in any of the meeting I participated. The classroom situation is still being evaluated.

The question from Hall about draconian ICE's rules will be answered under the new business.

Q: Will there be compensation for extra work this summer?

*Bonneau:* I raised this issue, but there will be no extra compensation.

Q: What about ethical concern about asking others to be in a classroom where a faculty member doesn't personally feel comfortable. Many may feel unable to refuse because of power differentials.

*Bonneau:* I would suggest not asking people who may feel that way, but use IT staff who is hired for assisting with technology in the class. You may ask colleagues who are on campus anyway.

Q: What is Pitt plan for testing?

*Bonneau:* This has not been announced yet.

Q: How about parking space if you prefer not to use the bus?

*Bonneau:* I will get back to you on that.

[In chat: I got a link from admin about \$5/day parking that will be starting soon. Parking info: <https://www.pts.pitt.edu/parking/permits/facultystaff/parking-and-transportation-updates-july-2020>]

Q: How is Pitt planning to support faculty and staff with kids who are unable to go to daycare/school?

*Bonneau:* It is a concern for many of us. We operate under assumption that school will reopen.

The questions, which are not answered now, David will compile and we will get information back to you.

*Karioris* (with multiple questions) is concerned about lack of information about schedule of classes, absence of administration who could provide answers and that students might not be able to take a desired course because of the conflicts. He does not believe that changes to schedules could be minor if we have 1/6 of our current capacity.

*Bonneau:* We are not only subtracting but also adding new class spaces. Schedules should be ready by next week. [Re: absence of administration] Faculty Assembly is our meeting (no administration present unless invited), where faculty can raise issues.

Q: Are there any special considerations for health sciences where there is a greater risk of exposure?

*Bonneau:* I'll get answers from the SVC Shekhar's office.

We will move on to the next item on our agenda.

<p><b><u>Reports by and Announcements of the Special and Standing Committees of the Senate</u></b></p> <p>None</p>	
<p><b><u>Unfinished Business and/or New Business</u></b></p> <p><b>New Title IX Regulations Katie Pope, Associate Vice Chancellor for Civil Rights and Title IX</b></p> <p><i>Pope</i> said that Department of Education released these rules in May. The biggest changes include live hearings and cross-examinations of victims by the accused, and more restrictive definition of sexual harassment. The biggest challenge is to overhaul our procedures, policies and training by August 15.</p> <p>In response to many questions from the audience, she clarified that:</p> <ul style="list-style-type: none"> <li>• Nothing prevents Pitt from investigating cases no longer covered by the new stricter regulations;</li> <li>• If an incident occurs off-campus, ODI still can impose measures to keep the accused away from the accuser; many cases can be resolved amicably and do not go through full investigation process.</li> <li>• Both parties involved have to be Pitt community members;</li> <li>• The training has to happen before the classes start, by August 19;</li> <li>• People who recently went through the Title IX training required every 4 years, will have to go through the new training again;</li> <li>• If the harassment happens on Zoom, it is considered happening on campus if it is part of the class.</li> </ul> <p><b>IP Policy Rob Rutenbar, Senior Vice Chancellor for Research</b></p> <p><i>Rutenbar</i> advised the Assembly that Pitt currently has 2 policies related to the IP: Patent Rights and Technology Transfer Policy and Copyright Policy. They are both old and require some updates, but at this time, we are going to patch the Copyright Policy only to include the digital course materials. We are not going to fix and update the whole policy, just the piece, which was wrong and is very relevant to what we need now: we will replace old ownership language with the new. This is interim fix. The plan is to replace both pieces of IP policies later.</p> <p><i>Bickford</i>: Could not we just fix it by waiving the clause about retaining an unlimited/indefinite license to course materials until we are back to normal instruction?</p> <p><i>Rutenbar</i>: We do not have mechanism to waive policy, we can change it, and we want to have policy and we want to be clear that you own the rights.</p>	

*Morel:* Can you clarify the exceptions?

*Rutenbar:* 1) to create course under a separate research contract, or 2) to build something outside of your normal job (example MOOC). Therefore, nothing you are doing for the HiFlex, is outside of your normal work.

*Smolinski:* Is anything on Canvas owned by Pitt?

*Rutenbar:* Canvas is just a platform; it has nothing to do with your rights. You own the content of the course you built for the Flex@Pitt.

Q: Why is the license unlimited and not timed?

*Rutenbar:* We follow the national best practices.

*Bonneau* called for motion to vote.

Then, the Assembly voted via poll to accept this change in the Copyright Policy.

Since abstain option in this poll was not activated, please, email Lori if you want to abstain.

The motion passed 67 yes, 3 no's, 4 abstentions

#### **Discussion of Presidential Proclamation RE: H1-B and J1 Delo Blough, Director OIS**

*Blough* explained the recent Presidential Proclamation and said that the restriction to H1-B employment visa effected Pitt the most. It mostly applies to professors and researchers coming from foreign country. It does not affect people with this type of visa who already are in US or at Pitt. They can continue their employment though we would advise them not to leave the country now.

*Bonneau:* Is Pitt working on any response?

*Blough:* Pitt shared the statement with media as we are in this meeting. We have emails ready to send to each student.

She answered then other questions from the audience explaining that:

- Provost Office will not process J1 visas.
- International athletes as international students have to be in person in classes.
- The rule that international students can only have 1 online class was lifted for spring and summer, but now guideline is vague this issue.
- If we created 1 class in person, may not be enough to bypass current limitations, because the non-compliance may put students at risk.
- If the classes were completely online, the students will have to return to their own country.

<ul style="list-style-type: none"> <li>• OIS will have to confirm that each student has the minimum number of online courses.</li> </ul> <p>Then, the discussion focused for a while on other issues:</p> <ul style="list-style-type: none"> <li>• the possibility of creating a class in the general requirements to help students meet this rule of attending the class in person,</li> <li>• what can we do to help,</li> <li>• what happens if we change posture in mid of semester,</li> <li>• whether Flex@Pitt classes are not considered online (because of in-person component),</li> <li>• OIS as a resource for all visa issues (especially when work assignment changes).</li> </ul> <p>Blough clarified that international students could be a full time students, taking all online classes from home (though technology can be an issue)</p> <p>OIS will have A&amp;Q page shortly.</p>	
<p><b><u>Announcements</u></b></p> <p>We will get answers for all the questions not addressed fully during the meeting. David Salcido collected all the questions.</p> <p>We will have FA meeting in August. Molinaro will send date information.</p> <p>Please share the information from the meeting with your colleagues.</p>	<p>No questions</p>
<p><b><u>Adjournment</u></b></p> <p>Meeting was adjourned at 5:13 pm</p>	<p>Moved and accepted at 5:13 pm</p>

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, Anderson, Aziz, Beck, Bench, Berenbrok, Bickford, Bircher, Bonneau, Bove, Bratman, Brodt, Buchanich, Conley, Cousins, Denman, De Vallejo, Falcione, Fort, Frieze, Goundappa, Gramm, Guterman, Hall, Henker, Jeong, Jones, Judd, Kanthak, Kiesling, Kiselyov, Klem, Kovacs, Kregg-Byers, Kucan, Labrinidis, Loughlin, Maier, Molinaro, Morel, Mostern, Mulvaney, Murphy, Murtazashvili, Newman, Oyler, Paljug, Paterson, Popovich, Roberts, Salcido, Sant, Schuster, Scott, Smolinski, Stover, Streeter, Sukits, Swigonova, Tashbook, Wilson, Wood, Yates, Yearwood, Zack

Members not attending:

Almarza, Bungler, Cassaro, Chirimuuta, Darnell, Irrgang, Jeffrey, Kohanbash, Kory, Miller, Mulcahy, Munro, Nelson, Pacella-LaBarbara, Potoski, Rauktis, Spring, Taboas, Triplette, Vento

\*Excused attendance:

Poljak

Others attending:

Aggelou, K. Albers, K. Allison, Amato, Andrews, Andrews-Braun, Asai, Asplin, Becker, Benos, D. Blough, Brett, W. Campbell, J. Carlson, Cauley, Chrysanthis, Ciccocioggo, F. Cohen, N. Constable, N. Corbin, M. Corn, Dahm, Damiani, L. DeAngelo, Dimitra, A. Duncan, K. Evans, Facher, Faselow, Feick, Fertman, Foxcorn, N. Glazener, Gordon, W. Gorman, Gribble, Guggenheimer, Hainer, Na-Rae Han, M. Hamilton, Harrell, Heath, Horms, Houser, S. Jimenez, S. Jones, Joranson, Karioris, Kaushic Keating, Kiner, R. Kiner, Kirdy, P. Korg, Kucan, Kucinski, Kupas, Kurash, Lausberg, E. Lee, K. Ledger, Lindhiem, LMC, M. Long, Lugene, Lynn, M. Madison, Majumdar, Malin, Marain, E. Marck, Mark, Marvin, J. Moss, J. Morgan, M. Murray, Napierala C. Nappi, Ned, D. Nero, Newhill, Newsome, Nick, Nickerson, Olga, Olson, L. O'Reilly, D. Palma, E. Palmer, F. Pil, Pope, Rory, Rudnicka, Nowlin-Russell, Rutenbar, Safin, J. Sahel, Sara, Sebastian, Sgourakis, Shaman, Sherwood, Shineman, A. Smith, Songer, Sprague, Stapel, Tannery, C. Treado, Trichel, Tuttle, Vee, Wandett, Wang, Watclaf, Weinberg, A. West, L. Wiggins, E. Winter, H. Yam, F. Yates, Zapanta, Zboray, Zwick,

\*Notified Senate Office