

**Faculty Assembly Meeting Minutes
Via Zoom**

Tuesday, June 9th, 2020

AGENDA ITEM	ACTION
<p><u>Call to Order</u></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><u>Approval of the Minutes of the Past Faculty Assembly Meeting</u></p> <p>The Minutes of the May 6th, 2020 were approved as written.</p>	<p>Approved</p>
<p><u>Items of New Business</u></p> <p>There was no new business.</p>	
<p><u>Report of the Senate President,</u> <i>Chris Bonneau</i></p> <p>Thank you all for joining us today. I appreciate you taking the time out of your summer schedule for this unusual meeting. As I deliver this, I am in Washington, DC, blocks from the White House, where I have come with my family to raise our voices in concert with all those protesting for justice, equality, and fairness. We have faced moments like this before, and failed. But we have another chance to get it right. Another chance to change our society. Another chance to ensure that #BlackLivesMatter. Let's not fuck this up too.</p> <p>On that issue, late today we will hear from Sydney Massenberg, a recent graduate of Pitt, who has a proposal to require a course in Black Studies as part of Pitt's undergraduate curriculum. Despite graduating, Sydney remains concerns with the student experience at Pitt, and she has put forward a proposal that is worthy of our serious consideration. It is students like Sydney that make Pitt great...and I am not just saying that because she was one of my best students.</p> <p>Now, about the past 24 hours. As many of you know, yesterday an email went out to incoming students and parents detailing some changes to the academic calendar for the fall. The Pitt News picked this up and it came as a surprise to faculty and staff. Including me. As a member of the Executive Committee of the Reimagining Pitt Task Force, I knew a schedule change was possible, even likely. However, I did not know it was going to be announced as final. Simply put, this is not acceptable and, in my opinion, constitutes a failure of shared governance. I believe the Provost and Chancellor when they say it was inadvertent and the email was not supposed to be</p>	

sent until after the Chancellor's email to faculty and staff. But even though this was not supposed to happen, it did. And I have spent the past day fielding lots of emails and texts from colleagues who are quite upset with how everything transpired. Many of these messages have said that this event indicates to them that faculty are not a central part of the decision making process; several have indicated that this miscue has colored their perception of the legitimacy of the reopening process. To my colleagues, I want to say: I hear you and I understand your concerns.

Before all this, last week we sent out a survey to our members and asked them to share it with colleagues in their units. We asked two simple questions. First, we asked what unit they were in and, second, we asked, "what concerns, if any, do you have about the reopening process. Please elaborate as much as you like." We had been hearing concerns from several people, and we wanted to get a sense of both the concerns as well as how widely shared they were. We received 111 responses; half from the School of Medicine. In terms of topics, a crude word cloud of bigrams was extracted from the responses while excluding small structural words. As you can see, social distancing and mask wearing are key concerns. You can also see a lot of concern about transportation and working remotely. We distilled the concerns into 6 key points:

- Risks associated with returning to campus need to be explicitly clarified or people will assume the worst
- Infection mitigation efforts, social distancing rules, and enforcement procedures need to be explained plainly.
- Regardless of its current status, the early restart program provided a demonstration of issues (including transparency and efficiency) that may be encountered in restart efforts and should be reviewed.
- There is serious concern that the expectation of effort to produce combined online / in-person courses will overwhelm faculty.
- Students should be kept involved in decisions that will affect them as plans are developed and executed.
- More frequent communication from leadership is needed as plans evolve.

The irony of the last point is not lost on me and the other officers. We have sent this to the administration and will be discussing it at our meeting on Tuesday.

We have three other issues on the docket for today:

- The Faculty Affairs Committee is presenting revised guidelines for annual reviews of faculty that they have been developing in concert with the Provost's Office. These guidelines were sent around with the meeting materials.
- Senior Vice Chancellor Emeritus Art Levine will be giving us a presentation on COVID-19 and the current state of medical knowledge.

<ul style="list-style-type: none"> Finally, Katie Pope, Associate Vice Chancellor for Civil Rights and Title IX, will be giving us an update on how Pitt plans to proceed in light of the new rules issued by the Department of Education. <p><i>Bratman:</i> Will there be a discussion or action on Sydney proposal?</p> <p><i>Bonneau:</i> Discussion and it will go to the Educational Policies Committee and EIADAC to move it forward, but I wanted to bring it to Assembly for discussion.</p> <p><i>Stoner:</i> I am interested in contractual details. With the new start date, new faculty and post docs need to be informed asap about this new schedule.</p> <p><i>Bonneau:</i> Thank you. We will raise this issue at the Thursday meeting.</p> <p><i>Denman:</i> Do you have any idea when we will have more detailed information regarding teaching?</p> <p><i>Bonneau:</i> No, but we should prepare course that could be taught in person and online.</p> <p><i>Denman, Karioris, Kiesling and Adams</i> raised other concerns about teaching, like scheduling classrooms, contracts and contract’s timing, new technology associated with HiFlex plan, working without getting a paycheck (new faculty and students) until September, resources for faculty to teach from home (technology) and IP rights for online classroom content.</p> <p><i>Bonneau:</i> I hear the urgency and we need answers and details asap if we are to deliver high quality classes. The budget passed through Budget and Planning Com., now it goes to Chancellor.</p> <p><i>Judd:</i> Re ancillary budget--we are still waiting for part-time instructors to be approved for courses on the books. Faculty are being told that they may have to give up sabbaticals or take on extra courses, and in many cases these would be new courses, so we do need to know what we are teaching now.</p>	
<p><u>Reports by and Announcements of the Special and Standing Committees of the Senate</u></p> <p>Revised Guidelines for the Annual Review of Faculty – Irene Frieze and Lorraine Denman on behalf of the Faculty Affairs Committee</p> <p><i>Frieze</i> advised the Assembly that the FAC worked on these guidelines with TAFC for more than a year and then let <i>Denman</i> to introduce the guidelines. <i>Denman</i> asked for feedback for the distributed guidelines. <i>Frieze</i> added that the most important change is included in the section 1, which talks about the need to notify annually faculty about the annual review process and she confirmed that they seek a vote from Assembly to approve.</p> <p><i>Bircher</i> suggested changing the language of the 2b section from permissive to mandatory rather, but <i>Frieze</i> said the language had been discussed many times and</p>	<p>Approved</p> <p>43 – yes 2 – no 3 - abstain</p>

<p>this was the best choice they could arrive at to be very inclusive for all groups of faculty and their roles. <i>Frieze</i> said that any change at this point would unnecessarily hold up this document.</p> <p><i>Bircher</i> asked if there was any mechanism for appeal built into it.</p> <p><i>Frieze</i> and <i>Denman</i>: No, but the committee does not have the power to do this. They asked for vote on the document as it was.</p> <p><i>Bonneau</i> suggested using the chat box to say whether you approve or not.</p>	
<p>Covid-19 presentation - Dr. Art Levine</p> <p>Dr. Levine gave a presentation</p> <p><i>Bonneau</i> (relaying chat question): Can you comment why race has not been mentioned among demographic factors? The latest numbers show that people of color are dying at, at least, six times the rate of people who are white, controlling for other demographic factors.</p> <p><i>Levine</i>: It is difficult to disentangle it from other factors, like density, need to take public transportation etc.</p> <p>Due to the length of the previous presentation and Pope’s other commitments, the presentation “New Title IX Regulation” was postponed.</p> <p><i>Bonneau</i> introduced <i>Sydney Massenber</i>g, Pitt graduate, who sent a letter to Chancellor Gallagher, Dean Bonner, Provost Cudd, and Faculty Senate President <i>Bonneau</i>. She calls on the University to include a Black studies course as part of general education requirements. She said that currently the offered by self-selection courses, result in people of color taking them. It will benefit white students more. Her letter is published at https://docs.google.com/document/d/1HRxgkclT6LzQxQjJ-b0y2kAqBn9v4y-jtla4nTEMLA/edit</p> <p><i>Massenber</i>g started a petition among students to support her idea (5300 signature to this day).</p> <p><i>Bonneau</i>: As I stated earlier we want to pass this on to Educational Policies Committee and EIADAC</p> <p><i>Denman</i>: I think it is a wonderful idea. I will support it. Thank you Sydney.</p> <p>[Support and thanks from more faculty expressed via chat box]</p> <p><i>Karioris</i>: It is a very timely idea. It is also a good opportunity to rethink education programs and critically evaluate interdisciplinary and intersectional approach, which is</p>	

focused, but it does not dismiss other classes that teach diversity. It would help not to overload Africana Studies but work together among different disciplines.	
<p>Announcements</p> <p><i>Bonneau</i>: Is there interest for the meeting in July? [Confirming nodes] We will get in touch with you about the next meeting.</p> <p><i>Salcido</i> reminded everyone that there is a meeting of HS faculty with Anantha Shekhar next week.</p>	No questions
<p>Adjournment</p> <p>Meeting was adjourned at 4:47 pm</p>	Moved and accepted at 4:47 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, Bircher, Bonneau, Bratman, Brodt, Buchanich, Bungler, Conley, Cousins, Dahm, Darnell, Denman, De Vallejo, Falcione, Fort, Frieze, Goundappa, Gramm, Jeffrey, Jeong, Judd, Kanthak, Kaynar, Kiesling, Klem, Kohanbash, Gregg-Byers, Kucan, Labrinidis, Landsittel, Martin, Molinaro, Morel, Mostern, Mulvaney, Murphy, Murtazashvili, Poljak, Popovich, Potoski, Rauptis, Roberts, Salcido, Sant, Scott, Smolinski, Spring, Stoner, Sukits, Swigonova, Taboas, Triplette, Vento, Wilson, Wood, Yates

Members not attending:

Bachman, Bickford, Bove, Chirimuuta, Henker, Infanti, Irrgang, Jones, Kaufman, Kiselyov, Kory, Long, McGreevy, Miller, Mulcahy, Munro, Potoski, Weinberg

*Excused attendance:

Haley, Hall, Kovacs, Loughlin

Others attending:

Abraham, Bonner, Danford, Gabrielson, Gutterman, Harrell, Hitter, Jones, Karioris, Levine, Macadangdang, Mahon, Massenberg, Mauk, Moss, Newhill, Pil, Pope, Streeter, Suppok, Tuttle, F. Yates

*Notified Senate Office