

Minutes of Senate Faculty Affairs Committee Meeting

March 2020

Date and time:	March 24, 2020, 10:30 am - Noon
Location:	Zoom
Present:	Chris Bonneau, Helen Cahalane, Abbe De Vallejo (co-chair TAFC), Lorraine Denman, Irene Frieze, Vicki Gamble, Suzanna Gribble, Sandra Guzman, Robin Kear, Laurie Kirsch, Marty Levine, Patrick Loughlin, Carol Mullen, Tom Songer, Jay Sukits, Amy Tuttle, and Seth Weinberg, Frank Wilson
Absent:	Yodit Betru, Scott Glaser, Morgan Pierce, and Juleen Rodakowski

Call to Order – The meeting was called to order by I. Frieze at 10:32 am.

1. Introductions were made, recognizing Abbe De Vallejo from the TAFC committee.
2. Tenure clock amendments due to COVID-19.
 - a. L. Kirsch discussed that Provost Cudd will approve 1 year tenure-clock extension requests. This will be a “Type E” temporary transfer out of the tenure stream, similar to the current “Type A” temporary transfer.
 - b. SOM faculty are on a ten-year tenure clock, Type A is not applicable, but they are eligible for Type E.
 - c. A. de Vallejo asked about if it has to be for one year, that additional flexibility may be required.
 - d. L. Kirsch said the matter was being discussed at this week’s Council of Deans meeting as a top priority
 - e. Committee discussed in-depth the mode of approval, should there be any review process, there may be faculty anxiety in asking for an extension, do not want to create a mechanism where a decision would be denied and an appeals process is necessary. Those present agreed that the Provost should have the authority to automatically grant the extension for those who opt-in. No department or school level review is necessary.
 - f. C. Bonneau noted that some may be ready to submit their package now and may decide to continue, those 2, 3, or 4 years out may feel most constrained, but is happy to have the extension available for everyone.
 - g. L. Kirsch will convey committee sentiments to the Provost and Council of Deans.
3. Hiring
 - a. L. Kirsch, at this time there are no hiring freezes, though it is acknowledge the new difficulties in completing the hiring process given all restrictions.
 - b. S. Weinberg shared that three lines were frozen in the SOM
4. Summer courses
 - a. C. Bonneau stated that the Provost wants a decision soon so that faculty can plan, administration is trying to avoid late decisions.

5. Librarian COVID-19 concern
 - a. R. Kear stated that ULS was asking the 80 NTS librarians to sign remote work agreements that was created by H.R for staff, temps, hourly student workers. Not sure why the librarians were asked to sign. Email inquiries had not been replied to as of today.
 - b. L. Kirsch confirmed the policy was developed for staff, the only faculty remote agreement out there is if you work outside of PA for more than 6 months to ensure that taxes are paid properly.
 - c. L. Kirsch will follow-up with ULS admin.

6. General COVID-19 concerns
 - a. L. Denman addressed that part-time and adjunct faculty may not be receiving the updates from the Center for Teaching and Learning. L. Kirsch said each school is asked to give a point of contact to CTL so that all faculty receive distribution emails. Possible that some faculty do not use Pitt emails. Materials are linked in many other places in addition to email.
 - b. S. Guzman shared a concern regarding a faculty member being dismissed because of response to chair regarding plans for remote teaching. L. Kirsch reminded the committee that Life Solutions is available for all faculty and that grievances are handled by T AFC.
 - c. S. Weinberg discussed the need for an asterisk next to annual evaluations this year given current circumstances and impact on meeting goals.
 - d. C. Bonneau reminded the committee that Spring 2020 OMETs are not required for annual evaluation, this was in a communication from the Provost to the faculty.
 - e. T. Songer asked about how administration was receiving input from campus community. C. Bonneau stated that the faculty senate is consulted daily and communicates with senior administration. Pleased with level of involvement so far. In particular, faculty senate pushed for the decision to remain remote for the rest of term and for the week of cancelled classes to allow faculty to prepare.
 - f. R. Kear asked about Zoom links to attend faculty assembly meetings. Committee chairs are on assembly and can forward the link to committee members.
 - g. L. Kirsch stated how quickly the situation is evolving and kudos to the CTL who are going above and beyond call of duty. She is impressed and thankful to the Pitt community for working together.
 - h. C. Bonneau said the search for Vice-Provost for Faculty Affairs is in process, job ad not written yet, will be internal hire. Ideally will have one-month overlap with L. Kirsch in June. Not sure about position held currently by Nathan Urban. Ads will be posted as a read green email, Pitt HR and to members of faculty assembly for distribution.

7. Annual evaluation letter draft
 - a. To be discussed in April, update sent out via email to committee for review.

8. Non-discrimination policy
 - a. FASC report is still ready
 - b. Likely this issue is not coming up on the May agenda
 - c. P. Loughlin notes not particular sense of urgency from EIADAC and policy office to address our concern, proposes that when the policy is coming to faculty assembly, we submit the committee report.

- d. L. Denman would like to meet with EIADAC to understand their rationales for policy

Meeting adjourned at 12:10 pm