

Faculty Assembly Meeting Minutes
2700 Posvar Hall
May 8, 2018

AGENDA ITEM	ACTION
<p><u>Call to Order</u> The meeting was called to order by President Frank Wilson.</p>	<p>The meeting commenced at 3:00 pm.</p>
<p><u>Approval of the Minutes of the Past Faculty Assembly Meeting</u> Minutes (April 10, 2018) were approved as written.</p>	<p>Approved</p>
<p><u>Items of New Business</u> Report from Tenure and Academic Freedom Committee will be made today</p>	<p>No Business</p>
<p><u>Report of Senate President, Frank Wilson</u> As the last Faculty Assembly I address as President: Declare success – didn’t mess anything up horribly across the years!</p> <p>Plenaries: across my years as President: academic freedom, evaluation of teaching metrics, teaching as we move forward. All three were significant and have left ongoing processes to benefit the University. Thank you to all who helped.</p> <p>Noteworthy Issues: Salary Reductions for Tenured Faculty – debate and discussion, some tension between Faculty Assembly and administration. We ended up with strengthen relationships and better policies.</p> <p>Standing Committee formed – Faculty Affairs: formed and developed with a mission statement.</p> <p>Strategic Plan for Pitt – we’ve been linked in and have had influence in the development of the plan</p> <p>Non-Tenure Stream Faculty – started before my term but also formed final reports and recommended implementation of policies; still underway in our work</p> <p>University Times – ongoing issues that are continuing, continue to play an important role, including development of ad hoc committee</p> <p>Consensual Relationship Policy – we helped to refine and polish that policy and we were rightly involved in the development</p> <p>Senate Standing Committees – have been active and hard working, engaged to continue in coming years</p> <p>Research Committee – was formed and has grown into its mission and come to develop and refine significant policies</p> <p>Student Admission, Aid, and Affairs – has merged and done good work with student issues and a working agenda</p>	<p>No Report</p>

<p>EIDAC – has become even more critical in these days as the culture has begun to deal with very challenging issues</p> <p>Community Relations Committee – Has helped us to think about research in terms of community engaged research, and helped us to recommend adoption of a national recognition system for community engagement. There are numerous issues moving forward; and they continue to work with Provost’s liaisons to improve teaching and learning opportunities</p> <p>Benefits and Welfare – heavily involved in due diligence with benefits oversight, especially this year with retirement savings benefits.</p> <p>Preliminary work done with administration that leads to productive committee meetings with little wasted time, through better planning. Most of our committees work well in this way and we need to think about doing this as often as possible.</p> <p>Chris Bonneau will continue to be actively engaged with committees, as well, as he enters his Presidency.</p> <p>Ad hoc Committees: Fossil Fuel Investment worked for a year and made recommendation for Socially Responsible Investment Committee through the Chancellor</p> <p>Botched attempt to have Computer Use and Education Policies ad hoc committee to address the OMET system – it all worked out ok, but we didn’t need an ad hoc committee. We now have an ad hoc Communications committee (Frank Wilson, Robin Kear, Doug Landsittel, Cynthia Danford — others are invited to join us). We hope to develop a report as soon as possible.</p> <p>Thank you for your confidence and relationships. I am fortunate to have been a part of this</p> <p>DISCUSSION: KOVACS: you’ve done very well as President in carrying through with issues KEAR: stayed optimistic in personal adversity, listened, collegial, and cared deeply TANANIS: Frank has been a good colleague and leader, though he didn’t ever provide written reports (Note to Chris as incoming President). LANDSITTEL: it’s been important to have representation from the regional campuses, as well WILSON: the input from regionals has been wonderful and important, and a major benefit to the university as a whole; hope this extension of our faculty community continues.</p>		
<p><u>Reports by and Announcements of the Special and Standing Committees of</u></p>	<p><u>Elections</u> <i>Michael Spring, chair</i></p> <p>Elections completed successfully: Chris Bonneau was elected as</p>	<p>Discussion and Vote noted within report</p>

<p><u>the Senate</u></p>	<p>President, Robin Kear as Vice-President, and Cindy Tananis as Secretary</p> <p>Committee elections results are available on the back table</p>	<p>section</p>
<p><u>Unfinished Business and/or New Business</u></p>	<p><u>Faculty Affairs Committee</u> <i>Chris Bonneau, Co-Chair</i></p> <p>Working for a year to consider issues and develop a mission statement.</p> <p>Draft Mission: Approved April 11, 2018</p> <p>Recognizing that faculty involved in teaching, research, and/or service activities at the University of Pittsburgh entail a range of positions (full-time, part-time, tenure stream, non-tenure stream), appointments, and duties in a range of settings, the Faculty Affairs Committee serves the university community to provide input, insight, recommendations, and review to the policies and procedures that pertain directly to faculty. Particular attention will be placed upon the impact of university practices with regards to part-time faculty and non-tenure stream faculty, who often are not included in actions undertaken by other committees. The responsibilities of the committee will include contribution to and review of policies and procedures that affect faculty performance, development, evaluation, promotion, engagement, involvement in governance, and access to university resources, and other similar issues that may arise. The committee is an advocate for the promotion and advancement of equitable practices that support the growth, vibrancy, and quality of all faculty members.</p> <p>-----</p> <p>In addition to developing the committee mission, the committee has been active looking at by-laws related to NTS and PT faculty (including the many terms we use), to consider recommended changes.</p> <p>DISCUSSION: BALABAN: no action required? Elected members will need to approve and/or revise. BONNEAU: planned for the new year</p>	<p>Report and Discussion</p>

	<p><u>Tenure and Academic Freedom</u> <i>Maurica Kovacs, co-Chair</i></p> <p>Continuation of issue from a few years ago from the Med School related to salary and position cuts based on reduced or absent research funding. As a result, the Provost developed with the committee: Salary reductions must be transparent, accountable, and use specific Provost-approved criteria:</p> <ol style="list-style-type: none"> 1. Evaluation should be based on three prongs of research, teaching, and service. 2. If salary was cut for lack of research support, policy for restarting the position if funding becomes available should be included. 3. Statement for Deans – the policy should be applied equitably. <p>Thanks to Vice-Provost Laurie Kirsch for her advocacy and hard work.</p> <p>KIRSCH: Evaluation and performance is taken very seriously and necessary for career advice and highlighting areas of deficiencies so they can be addressed.</p> <p>The memo in 2016 from the Provost was developed; worked through issues with committee; shared on website and with Deans and campus Presidents.</p>	
	<p><u>Announcements</u></p> <p>Transition of Presidential leadership is occurring already.</p>	
	<p><u>Adjournment</u></p>	<p>Moved and accepted, 3:39p</p>

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:

Bachman, Balaban, Bircher, Bonneau, Bratman, Brodt, Bromberg, Cassaro, Conley, Cook, Dahm, Danford, Fort, Frieze, Gold, Goldberg, Henker, Infanti, Kear, Kiselyov, Kovacs, Kubis, Landrigan, Landsittel, Loughlin, Molinaro, Mulvaney, Munro, Phillippi, Rigotti, Rohrer, Sereika, Spring, Tananis, Tashbook, Weinberg, Wilson, Withers, Yarger

Members not attending:

Adams, Bilodeau, Borovetz, Clark, Czerwinski, Deitrick, De Vallejo, Guterman, Harper, Harries, Horne, Irrgang, Jones, Kanthak, Kaufman, Kaynar, Kelly, Labrinidis, Long, Lyon, Martin, McGreevy, Muenzer, Mulcahy, Olanyk, Roberts, Salcido, Sant, Smolinski, Soska, Stoner, Sukits, Swanson, Taboas, Thorpe, Weikle-Mills

*Excused attendance:

Becker, Betru, Buchanich, Gaddy, Infanti, Morel, Nelson, Perry, Rohrer, Van Nostrand

Others attending:

Fike, Kirsch, Urban

*Notified Senate Office