

Faculty Assembly Meeting Minutes
2700 Posvar Hall
October 2, 2018

AGENDA ITEM	ACTION
<p><u>Call to Order</u> The meeting was called to order by President Chris Bonneau.</p>	<p>The meeting commenced at 3:00 pm.</p>
<p><u>Approval of the Minutes of the Past Faculty Assembly Meeting</u> Minutes (September 4, 2018) were approved as written</p>	<p>Approved</p>
<p><u>Items of New Business</u> STONER: University of Pittsburgh International Week events are coming up October 13-20, 2018. Please review event opportunities at: https://www.internationalweek.pitt.edu</p>	
<p><u>Report of Senate President, Chris Bonneau</u> Well, we are now 1 month into the semester and things are ramping up. As you well know, October is the beginning of the dreary rainy season in Pittsburgh, so it's a great time to get stuff done. First, an update on the IP Policy that was discussed last week. The Research Committee, Senior Vice Chancellor Rutenbar, and University Legal Counsel have been working on finalizing the specific language of the new IP agreement. Lori sent around the text of the final agreement. This gets us into compliance with the new federal regulations in the least restrictive means possible. This will need to be signed by all faculty at the time of grant activation and will supersede any other assignment faculty have signed. Senior Vice Chancellor Rutenbar is in the process of assembling a committee that will take a holistic look at Pitt's IP Policy and the Research Committee will be working with him and his committee on this. Most of our committees have organized themselves and begun meeting. An ad hoc committee of the Budget Policies Committee, led by Wes Rohrer and in conjunction with Dave DeJong, developed and approved some guiding principles for planning and budget committees at the unit-level. These were sent to the Council of Deans at the end of September and we are hopeful this will increase both transparency and input into the Planning and Budgeting Process within each school. The Tenure and Academic Freedom Committee is working with Tom Hitter, who heads up the policy office in the Office of Legal Counsel, on developing an Academic Independence Policy, which would address situations where a potential donation to Pitt is contingent on the donor having some say on academic matters (curriculum, hiring, etc.). As you may know, this is an emerging issue in higher education with institutions like George Mason and Florida State coming under fire for allowing contributors to have a say on curriculum and hiring. I am glad to see Pitt thinking about this issue in advance of a specific case arising. The provost has decided to renew Pitt's subscription to Academic Analytics. We expressed our concerns with how the data would be used and she</p>	<p>Report Discussion</p>

said that, with very limited exceptions, it would be used to evaluate colleges and programs and not individual faculty members. We told her that many faculty had qualms about the accuracy of the data, etc. and she acknowledged those. She said that she views it as one tool among others to inform decision making/resource allocation. I suggested that she develop a "best practices" document that sets out the proper and improper uses of Academic Analytics so that Deans and others that use it aren't misusing it. She seemed very receptive to this. The Educational Policies Committee will be discussing this issue in the near future and I hope they will be involved in the drafting of this "best practices" document.

The Educational Policies Committee will also be addressing the issue of student evaluations of teaching. The empirical evidence on the biases in these instruments is clear, with women and racial minorities scoring worse on them, other things being equal. While it is clear that that we value good teaching at Pitt, we also need to value evaluation of that teaching that is as free from bias as possible. Using student evaluations of teaching for promotion and tenure decisions is highly problematic and we need to examine a way to do this better and fairer.

As I am sure you saw, Chancellor Gallagher addressed the university community regarding sexual assault and harassment in light of the sentencing of Bill Cosby and the Kavanaugh confirmation hearings. This is an issue we all must take seriously and I am glad to see Chancellor Gallagher continuing to lead on this front. Today, we will hear from Katie Pope, the Title IX coordinator at Pitt. When I first asked Katie to speak to us, I had no idea just how timely it would be.

At the Board of Trustees meeting on September 28, a draft of Pitt's Campus Master Plan was released. There will be multiple Open Houses to discuss the Plan and receive feedback. The first one will be on October 9 from 3-4:30pm in the university Club Ballroom.

In terms of our plenary, the topic this year is Free Speech in the Modern University. There are few issues more central to the purpose of a university. You will be hearing much more about this in the coming weeks and months.

Finally, you may have read in the Pitt News that the Student Government Board is interested in taking up the issue of a tobacco-free campus. This caught my eye and I met last week with leaders of the Student Government Board (SGB), Staff Council, and Lori Molinaro (who served on a committee that drafted a tobacco-free campus policy). There was widespread support around the table for such a measure. In terms of next steps, I have referred it to the Benefits and Welfare Committee; the SGB is doing a survey of students and hopes to report a resolution out sometime this semester); Staff Council is also consulting with their members. My hope is to have Benefits and Welfare make a recommendation to Faculty Assembly sometime this semester. We have also broached this with some members of the administration and they also seem supportive. There are over 2000 campuses that are smoke-free and over 1800 that are tobacco-free. It is well past time that Pitt joined them.

Provost Ann Cudd will be addressing our body on October 30

LANDSITTEL: which facilities will be involved in a **non-smoking policy**

BONNEAU: All owned and leased properties, likely

<p>KARIORIS: IP policy, will there be a retraction for former policy signers? MOREL: the new agreement will supersede all others and will be rolled out with new grants for faculty TANANIS: Problem, previous signers who will not be signing a new agreement (NTS, grad students, some other faculty). DEVALLEJO: can we petition the university to revoke the prior agreements? LABRINIDIS: as new agreements are signed, old agreements are revoked BIRCHER: this body cannot act on a contract for individuals with the university; there are new options regarding IP policy now KARIORIS: why does the university want rights signed over by faculty that are mainly teaching? BONNEAU: this is a larger issue with the developing IP plan, will Pitt void the prior agreements, or what other actions will be taking to be better off as we move to the future? TANANIS: graduate students and others who will NOT be signing a new agreement may still be held to the old agreement with no superseding agreement. BECKER: how are we communicating the policies and procedures to faculty and others? BONNEAU: as new policy is developed and activated, they will be widely communicated</p>	
<p><u>Reports by and Announcements of the Special and Standing Committees of the Senate</u></p>	<p><u>Ad hoc Communications Committee</u> Frank Wilson, Chair</p> <p>Submitted by Frank Wilson on behalf of Committee members Jim Becker, Cynthia Danford, Robin Kear, Maria Kovacs, and Doug Landsittel, and Senate Executive Committee members Chris Bonneau, Lori Molinaro, and Cindy Tananis.</p> <p>During the Spring 2018 Semester, ongoing concern regarding changes in Pitt’s Office of Communications, and especially with the University Times, reached a critical point. Even though a dormant Advisory Board for the Times had been reconstituted and meeting, frustrated Assembly members and the Executive Committee found it important to consider whether the formation of a new standing committee on Communications might be necessary. As the Spring term ended, an Ad Hoc committee was organized for that purpose.</p> <p>The Committee met on June 20th and decided to proceed as follows:</p> <ol style="list-style-type: none"> 1. To arrange a meeting with the newly appointed Vice Chancellor of Communications Ellen Moran in order to acquaint her with the roles and structures of the University Senate and to learn of her vision and plans for the Office of University Communications.
	<p>Report</p> <p>No Discussion</p>

	<p>2. In particular, to get more information regarding the searches for a new Editor and full-time reporter for the University Times, and the intended focus of that publication going forward.</p> <p>3. To consider the communication needs of the Senate and the options for satisfying them.</p> <p>On August 20th Senate President Chris Bonneau and Committee members Robin Kear, Maria Kovacs, and I finally met with Vice Chancellor Moran. She did share with us her plans for changes in her office. Especially noteworthy for us were efforts underway to assist and facilitate internal communication channels between Pitt schools, departments, and programs, and to provide a centralized calendar that each could use for announcements and to better promote events and initiatives. Most important though was the Vice Chancellor’s unambiguous commitment that the University Times would return to its role as an objective source for reporting news and issues of concern to faculty and staff. The newly hired editor, Susan Jones (who comes with substantial journalistic experience), would have the kind of editorial autonomy that had been the hallmark of the publication for decades.</p> <p>On August 22nd, the Senate Executive Committee met with the new University Times editor, Susan Jones, Donovan Harrell, the new, experienced, full-time reporter, and veteran part-time reporter, Marty Levine. In that discussion, we addressed questions about reporters’ relationships with our standing committees, the continuation of the regular Senate Matters column, and issues to which we thought the Times should pay special attention. Susan Jones reiterated that although she does report to Vice Chancellor Moran, she has also been given full editorial control over the University Times.</p> <p>Having now seen tangible evidence of the changes in the Times as it resumed publication this fall, and with an improved relationship with the Office of University Communications, we are confident most of the issues that lead to this Committee’s work have been, or are being, seriously addressed in positive ways. We are also convinced that the communication needs of the Senate can be met utilizing our own web-site, which has been improving steadily over recent years, and through the efforts of our existing standing committees, coordinated by the Executive Committee.</p> <p>We therefore do not recommend the establishment of a new standing Communications Committee at this time.</p> <p>DISCUSSION: None</p>	
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	<p><u>Benefits and Welfare</u> Linda Tashbook, Chair</p> <p>The Benefits and Welfare Committee is not involved with the "Tell Us How You Get to Pitt" survey that was recently circulated via Read Green. Seeing that this survey "will help Pitt track progress on the Pitt Sustainability Plan as we work towards 50% reductions in transportation emissions" the Benefits and Welfare Committee intends to monitor outcomes of the survey-- particularly regarding our free access to Port Authority Transit.</p>	
<p><u>Unfinished Business and/or New Business</u></p>	<p><u>Title IX Briefing</u> Ms. Katie Pope, Title IX Coordinator</p> <p>The presentation is available at the Senate website.</p> <p>DISCUSSION: TANANIS: are the number and types of complaints and investigations kept and when and where are they reported? POPE: No, the reporting goes directly the Chancellor only. We have seen a 25% increase each year in the number of complaints. L. NELSON: a male student has been part of the investigation (cleared) and has input to share. Also a female student having an incident reported against her will — these are issues to be discussed further. POPE: willing to talk with the student and/or faculty member; or to Pam Connelly. BRATMAN: with respect to feedback from students. Student organizations are part of the governance structure, is there a way to more broadly and formally have input on processes and procedures. POPE: there is a monthly meeting of student task force group and staff who work with student governance. BRATMAN: what is the message related to confidentiality? POPE: two things: one, leave the door open to determine what they want to do. Provide them with resources. Two: if something needs to be done to address the situation. Complainant is notified. Privacy is a goal. If there is violence, threat made or danger to the university community, we then need to take independent action. STONER: we expect a decrease in stringency of Title IX guidelines. Is the university required to do less? POPE: right now the government offers guidance. The</p>	<p>Briefing and Discussion</p>

	<p>Chancellor has made it clear this is a priority.</p> <p>FRIEZE: Privacy guidelines. Current guidelines do not allow for non-report for faculty. We indicated then that this would be reconsidered. There is no legal requirement for that policy. Institutions have taken a broad position of any employee that can help them.</p> <p>POPE: we think the data support the position and we can train faculty and students of how to deal with getting students to counseling</p> <p>TANANIS: Title IX, Civil Rights investigator, Interim measures/Case manager. Can you explain the scope of the last two duties?</p> <p>POPE: civil rights investigator (Title VII and IX) being hired ; case manager hired last December, triage</p>	
<p><u>Announcements</u></p>		
<p><u>Adjournment</u></p>		<p>Moved and accepted, 4:04p</p>

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

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

Respectfully Submitted,



HAIL TO PITT!

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, Bachman, Becker, Betru, Bircher, Bonneau, Borovetz, Bratman, Brodt, Cook, Dahm, Danford, D’Cunha, DeAngelo, De Vallejo, Fort, Frieze, Goldberg, Goundappa, Guterman, Harries, Henker, Infanti, Jones, Kanthak, Kaufman, Kear, Kelly, Kiselyov, Kucan, Labrinidis, Landsittel, Molinaro, Morel, Mostern, Nelson, Poljak, Spring, Stoner, Swigonova, Tananis, Tashbook, Van Nostrand, Wilson, Yates

Members not attending:

Adams, Bilodeau, Bromberg, Cassaro, Conley, Cousins, Deitrick, Gold, Harper, Horne, Irrgang, Kaynar, Landrigan, Long, Mahoney, Martin, McGreevy, Miller, Mulcahy, Munro, Roberts, Rohrer, Salcido, Sant, Smolinski, Soska, Taboas, Weikle-Mills, Weinberg

*Excused attendance:

Buchanich, Czerwinski, Denman, Gaddy, Kovacs, Loughlin, Mulvaney, Sukits

Others attending:

Connelly, Harrell, Karioris, Kirsch, Pope, Sciannameo

*Notified Senate Office