

Faculty Assembly Meeting Minutes  
2700 Posvar Hall  
October 30, 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 (October 2, 2018) were approved as written</p>	<p>Approved</p>
<p><u>Items of New Business</u></p>	
<p><u>Report of Senate President, Chris Bonneau</u></p> <p>It's been a rough few days in our community. As we all know, a horrific hate crime and mass murder occurred at the Tree of Life Synagogue on Saturday morning, which resulted in the deaths of 11 people and injured 6 more (including 4 police officers). Many of us know people who attend this synagogue; some of us may know someone who was murdered. There are no words that are sufficient to talk about this horrific act. While we all grieve differently, I hope we all recommit to protecting our core values of acceptance, diversity, inclusion, and love, and continue to make our University and the larger community in which we live one where acts of hatred and intolerance are not tolerated.</p> <p>Many victims had a connection to our community. Among them were:</p> <ul style="list-style-type: none"> <li>• Joyce Fienberg: she was a research specialist at our Learning Research and Development Center (LRDC) from 1983 until her retirement in 2008.</li> <li>• Dr. Richard Gottfried: he received both his undergraduate and dental degrees from Pitt. He was also a volunteer faculty member at the dental school.</li> <li>• Dr. Jerry Rabinowitz: he had been a clinical volunteer in family medicine at our School of Medicine.</li> </ul> <p>These are connections that have been publicly reported, but we know the connections Pitt has to this tragedy are far wider - there are faculty, staff, and students who are privately grieving the loss of family members, colleagues and friends right now. And we must all work together to give them the support they need.</p> <p>In remembrance of those lost, I ask you to join me in a moment of silence.</p> <p>I also want to make you aware of on-site support for faculty. The Office of</p>	<p>Report</p> <p>Discussion</p>

Human Resources will host a group support session for all Pitt faculty and staff from 11:45am-12:45pm tomorrow in the Gold Room of the University Club. On Thursday, Life Solutions professionals will be available to offer individual support from 11am-1pm at the UPMC MyHealth@Work Center, Medical Arts Building, 3708 Fifth Ave, Suite 505 and Scaife Hall, 3550 Terrace St., Suite 401.

There is no good way to transition to ordinary business so, I guess this will just be a bad one. I am going to keep my remarks short because I want to allow ample time for our discussion with Provost Cudd.

The Research Committee continues to be extremely busy. You may have seen the new Intellectual Property “patch” which they worked on was announced to the University community last week. Additionally, Pat Smolinski will be reporting today on a modification to University policy in order to get us into compliance with a new policy at the National Science Foundation. The administration worked with faculty leaders to craft this modification and I am pleased that we were able to get into compliance with a relatively minor change.

The Plant Utilization and Planning Committee met to discuss the campus master plan as well as a proposed Temporary Signage Policy. The committee and guests provided a lot of feedback regarding the latter and the Policy Development Office is going to continue working on this. Any new policy will be presented to PUP for comment and then will come through this body, per our normal procedures.

And now, for our Halloween message.....Frank, Lori, and I made the drive to the Bradford campus to visit with their faculty on October 25. Robin was supposed to come along, but she **ghosted** us. The drive was a bit **eerie**, especially when a **black cat** ran out in front of the car. It gave us quite the **spook**. Anyway, it was a real **treat** to meet with our colleagues up there, **witches** exactly what we expected. Issues we discussed include: shared governance, student evaluations of teaching, student quality and enrollments, and strengthening ties between regional campuses and the Oakland campus. I will be traveling to Greensburg on Friday to meet with colleagues there.

Finally, our plenary on Free Speech in the Modern University is scheduled from 12-3pm on March 27. Our keynote speaker will be Professor Sigal Ben-Porath from the University of Pennsylvania. Her most recent book is *Free Speech on Campus*, and we are thrilled she will be joining us.

Wilson: Our trip to Bradford was wonderful. Two faculty from UPB are coming to the next Educational Policies meeting, which is most helpful.

<p><u>Reports by and Announcements of the Special and Standing Committees of the Senate</u></p>	<p><u>Research Committee</u>  Pat Smolinski, Co- Chair</p> <p>On September 19, 2018 the National Science Foundation published a News Release (18-082) entitled “NSF announces new measures to protect research community from harassment”. In this News Release it was stated:</p> <p>“On Sept. 21, 2018, NSF will publish a term and condition for awards, to become effective 30 days after publication, that will require awardee organizations to notify the agency of:</p> <ul style="list-style-type: none"> <li>• Any findings or determinations that an NSF-funded principal investigator or co-principal investigator committed harassment, including sexual harassment or sexual assault.</li> <li>• The placement of the principal investigator or co-principal investigator on administrative leave, or of the imposition of any administrative action relating to a harassment or sexual assault finding or investigation.”</li> </ul> <p>After consultation with the Senior Vice-Chancellor for Research, the Office for Diversity and Inclusion and representatives of the University Senate Research Committee, the interim plan to make the University compliant with this NSF requirement, a modification (in bold) will be made to the University’s Non-Discrimination Policy (07-01-03) which reads:</p> <p>“Complaints may be handled by the person/office receiving the complaint or referred to another appropriate office within the University, <b>except all complaints alleging such a violation by a Principal Investigator of Co-PI on a National Science Foundation (NSF) grant must be referred to the Office of Diversity and Inclusion (ODI) for handling and that office’s procedures for investigation will apply to these complaints.</b>”</p> <p>A memo to this effect from the Senior Vice Chancellor and Provost and the Senior Vice Chancellor for the Health Sciences was sent to the Council of Deans and Division and Department Chairs on 22 October 2018.</p> <p>Stoner: Has there been any discussion as to why they want this? Could it impact granting decisions or renewals? What is their</p>	<p>Report</p> <p>Discussion</p>
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	<p>interest in knowing this information?</p> <p>Smolinski: We don't know why they want this information.</p> <p>Bonneau: There are a lot of uncertainties at this time, it was very sudden. Will they be satisfied with how the University handles things? Currently no other funding agency does this.</p> <p>Conley: There is discussion that they may want to access what is happening or they may want to try and manage it.</p> <p><u>Computer Usage Committee</u></p> <p>Frank Wilson, Senate Liaison on behalf of the CUC Chair Michael Spring. A name change requires a vote since it's a Bylaws change. Originally the name was Computer Usage, now they are suggesting Computing and Information Technology.</p> <p><b>Name:</b> Computing and Information Technology.</p> <p><b>Mission:</b></p> <p>The Senate Computing and Information Technology Committee monitors computing and computer-related activities at the University of Pittsburgh for the University's Senate Council and the Faculty Assembly. The Committee is concerned with both academic and research computing and administrative information systems issues. The committee monitors issues, provides input on new initiatives, and reviews policies and procedures that affect students, faculty and staff.</p> <p>(Revised Fall/2018)</p> <p>Frieze: mentioned that the mission statement has been changed since it mentions committees that are no longer active.</p> <p>Motion passed – unanimous, no opposition.</p>	
<p><u>Unfinished Business and/or New Business</u></p>	<p>Ann Cudd, Provost</p> <p>Happy to be here and hope to be back many additional times. I hope my tenure here is long and that I am welcomed back to Faculty Assembly many times. In light of the mentioned tragedy at the Tree of Life over the weekend, our hearts and community are devastated. We need to unite to our commitment for</p>	

diversity and inclusion and a better community for all. Faculty and staff efforts are essential in the days ahead.

I want to share some of my beliefs and values related to our work at a university. I stand for excellence in everything we do. In the classroom and beyond. In teaching, research, outreach and everything we do. Our mission as a public research university to promote learning and inquiry, to extend knowledge and scholarship is noble. Our role as educators is transformative; we change lives with our impactful research and teaching and act as global citizens advancing all of humanity. We teach and exemplify the values of diversity and excellence. We are a beacon for truth and inquiry. We are living in a time of high risk as well as high potential reward. Global risks are all very well known, climate change, rising inequality, fear and hatred of immigrants, gun violence, antibiotic resistance, worldwide epidemics and even too much plastic. It's also a time when values of equality are coming to the forefront including gay marriage, transgender rights, a black president, I'm the second female provost at Pitt are all examples of more inclusion and more equality.

We are also only beginning to reap the benefits of the digital age, of the possibilities of machine learning, Big data, AI, we are on the cusp of many breakthroughs in many diseases and we even sent an automobile to Mars. In higher education, we are also in situation of high risk and high potential reward. There is a reshuffling of institutions, a pruning, it's certainly happening in Pennsylvania. It's interesting as well as unsettling. Small rural schools are closing, universities in rural states (like Kansas) are falling behind in the rankings and losing enrollments. The AAU has dropped some universities and added others. Urban universities are on the rise, Boston University, American, Northeastern and others are very high in the rankings. At Pitt we must either compete successfully or we will lose a great deal. With a dynamic and vibrant city, a great faculty and student body, a research power house in the medical school, strong alumni base, and a solid financial foundation, we at Pitt are in a great position to compete and move forward. I believe that the virtues and values to living a good life and benefiting others and society are timeless. Honesty, humility, generosity, integrity, openness to others, courage, resilience, tenacity. These are virtues that carry us through difficult times and allow us to work together to reach

new heights. The skills required of us and our students are ever evolving. Cultural competencies, digital literacy, data analysis, social media savvy, to name a few. These are skills that every undergraduate needs today. It's evidence of progress and it keeps us in business after all but it requires us to evolve as well.

Some of the hopes I have for higher education, the aspirations. First that we are an engine of social mobility and progress and not of inequality or voluntary segregation. Secondly, the university is a place where we meet and work with diverse others who are passionate about learning and knowledge and chose to join a community that's committed to inquiry and innovation. Thirdly, that we follow liberal principles for training students. That we use education to make us more free in terms of our own ways of thinking. As I have settled in, it's the end of two months of my being on the job here. I've identified my list of priorities. The list is still growing but here are my priorities:

Building on Excellence in teaching & research: including the personalized education initiative. I look forward to further supporting its rollout and development. Soon, you will see a call for proposals for a second round of grant funding. We're working to improve and deepen the undergraduate experience. Active learning and other evidence based teaching methods is another area I'm looking to champion. This applies to both the graduate and undergraduate students, including renovating classrooms and through coding of courses.

A second category that I'm interested in is the Promotion and tenure process. I have heard from many faculty regarding teaching evaluations and how they are used. In my view, teaching evaluations should involve much more than OMET scores. I'm considering making changes to our existing evaluation promotion and tenure forms. To prompt other means of assessment: holistic observation portfolios, other innovations in teaching such as adaptive learning, flipped classrooms, experiential learning and blended classes. Secondly, considering issuing a university wide Promotion and Tenure committee to help inform my decisions as Provost with these critical decisions. I would like to reconsider the length of the tenure clock particularly in fields where a tenurable record of research funding takes more than six years to establish.

A third category – Grand Challenge Research funding. We at

Pitt are successful in winning single investigative grants and doing smaller scale research, but we need to raise our game a bit when it comes to getting very large, multi-centered grants that address grand challenges. There are a few of these kinds of things in the works right now, they involve cooperation with multiple universities including CMU. I will be working with the Sr. Vice Chancellor of Research and the Deans to help identify and support efforts like this.

A fourth category – Improving opportunity and access for low income students. I'm committed to applying innovative systems and solutions as we explore new ways to address challenges and opportunities in allocating financial aid. In particular, I'm interested in assisting low income or Pell eligible students, because we are not doing particularly well by them. We are not attracting as many as our peers. We are in the bottom quartile of AAU institutions in that way. When they do come here, they don't do as well in graduation and retention rates as they do at our peer institutions.

Fifth category - Diversity and inclusion. Requires a plan of investments to achieve. Diversity serves the goal of excellence. Research shows that diverse groups are more productive and more innovative. Students need a diverse environment in which to learn, they need to learn how to make the most in a diverse environment, to navigate a global world. Actively pursuing diversity serves justice and the goal of providing equal opportunity to all. We also need to increase the international students especially at the undergraduate level, low income students, students with disabilities and the LGBTQ students as well as students from beyond Pennsylvania.

These are some of my initial thoughts/initiatives. I look forward to discussion and thank you for all you do in making Pitt a great university.

Comments/Questions:

Landsittel: Evaluations of Teaching - last year there was a resolution regarding OMETs. The real challenge is having the resources for faculty to engage and to intelligently review and give feedback. The Teaching and Learning Center is fantastic, but will there be more resources to go into things?

Cudd: You don't have to flip a whole course at once, you can chip away at it. When I give advice to junior faculty I tell them

you are going to develop this course over many years and hopefully develop courses you will have in your portfolio and take a few and think of it as a several year project. We do have a number of resources including the Center for Teaching and Learning. The reason I brought it up in the context of promotion and tenure is I see that as a resource too. If someone is taking notice of the effort you are making and telling you this is one of the reasons we think you are an excellent teacher, then that is one way it is taking things into account. Likewise, annual evaluations will also reflect this kind of innovative teaching techniques. Teaching awards, another resource that can be tied to innovative teaching. I don't know if there are grants that the UCTL give out, but that may be something to look into.

Landsittel: EPC would fully support that and we look forward to hearing more in the future.

Stoner: Some of the tensions and vision of what you propose, in particular the location of the university and the city as well as the drying up of the pipelines from the community college system and the regional campuses. How does one remain an engine of social mobility while simultaneously seeking excellence that is measured in qualitative ways that are fundamentally biased (SATs). How do we reconcile two pieces of Pitt's mission and vision?

Cudd: I have several thoughts, I think we have reached a level where our SAT qualifications are extremely high. There is a diminishing number of high school graduates who can meet that level of SAT. Another way of looking at it, is we only admit high ranking, good grades, great experiences students who are holistically really excellent students. The reason I'm so interested in the financial aid issue is all of those students should merit enrollment at the University of Pittsburgh, but right now we are not able to yield the students who are low income; who have been admitted on their merits, but can't afford it. My goal is to bring in these great students, but to bring them in from a wider socially economic range.

Nelson: Academic Independence, thinking ahead on how to deal with academic freedom in the opposite direction in the sense there has been some political pressure on the student and faculty in terms of funding sources. Where is Pitt standing on Academic Freedom in these quiet areas of political pressure?

Cudd: Academic Freedom is our founding value. Inquiry, debate, civic discussion, are paramount values and are essential to the community we are. As for funding sources, any funding source that is willing/able to say we will not interfere with academic



	<p>decisions, faculty hiring, what result a faculty members research will come up with is ok with me.</p> <p>Nelson: There is quiet censorship happening in the classroom.</p> <p>Cudd: It's important for each of us to think – how do we want to best educate students? If we shut students down, by saying how can you believe this? Then we aren't going to achieve our goal on educating students very well. They need to be able to share their view and debate it. I share your concern about individual faculty or students creating a climate in which free and full debate are not permitted. I don't want to take a stand where a professor or student can't state an opinion in class. I hope colleagues could debate that issue and come to some agreement on how to behave in the classroom. Institutionally, we are not going to censor that. I would hope we can treat each other with enough respect to agree to disagree at times. I believe a policy on this matter is being discussed.</p> <p>Borovetz: What are graduate plans?</p> <p>Cudd: We have tremendous opportunity to grow. Graduate students are essential to the research enterprise. One of the things I'm very interested in furthering is tracking the outcomes of graduate and post-doctoral studies here. In life sciences, only 20-25% of our PhD students get jobs as faculty members in research institutions like ours. We need to think about are we preparing students as best we can. I think there is work to be done on the graduate student experience while they are here and I'm anxious to work with Nathan Urban and the Graduate Student Government to improve aspects.</p> <p>Frieze: I'm hearing that the work we did on the last four years on NTS faculty may not be being operationalized. Are you going to keep working on NTS issues?</p> <p>Cudd: Yes, I need to study those recommendations more. I do value NTS faculty very much. Do you have particular examples in mind that have languished?</p> <p>Frieze: In my own department, part time people need a desk to work from and that is not happening.</p> <p>Cudd: NTS are critically important, they need to be well paid and well taken care of. We have a large member of NTS faculty and they are often frontline teachers. It's a very important issue.</p> <p>Bonneau: Faculty Affairs is meeting on this tomorrow and will continue to focus on NTS issues.</p>	
<p><u>Announcements</u> - our next meeting is Tuesday after Thanksgiving (11/27)</p>		
<p><u>Adjournment</u></p>		<p>Moved and accepted 3:56pm</p>

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

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

Respectfully Submitted,

Members attending:

Arkush, Aziz, Bircher, Bonneau, Borovetz, Bratman, Brodt, Cousins, Dahm, Danford, D’Cunha, Fort, Frieze, Goundappa, Guterman, Harries, Infanti, Kear, Kucan, Landsittel, McGreevy, Molinaro, Nelson, Poljak, Salcido, Smolinski, Stoner, Wilson, Yates

Members not attending:

Adams, Bachman, Becker, Betru, Bromberg, Cassaro, Conley, Cook, Deitrick, Gold, Harper, Horne, Irrgang, Jones, Kanthak, Kaufman, Kaynar, Landrigan, Long, Mahoney, Martin, Mulcahy, Munro, Roberts, Rohrer, Sant, Soska, Swigonova, Taboas, Tashbook, Weikle-Mills, Weinberg

\*Excused attendance:

Buchanich, Czerwinski, Denman, De Vallejo, Gaddy, Goldberg, Henker, Kelly, Kiselyov, Kovacs, Labrinidis, Loughlin, Miller, Morel, Mostern, Mulvaney, Spring, Sukits, Tananis, Van Nostrand

Others attending:

Amato, Connelly, Cudd, DeJong, Harrell, Kirsch, Rubio

\*Notified Senate Office