

**Faculty Assembly Meeting Minutes
2700 Posvar Hall
September 4, 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 (May 8, 2018) were approved as written with one correction, excluding Nick Bircher removed as member of Communications.</p>	<p>Approved</p>
<p><u>Items of New Business</u></p>	<p>No Business</p>
<p><u>Report of Senate President, Chris Bonneau</u></p> <p>Welcome to another year at Pitt. I hope you had a good summer. Over the past few months, the other officers and I have been busy working to ensure the faculty’s voice is represented in decisions made by the administration. Here, I want to briefly summarize what has been going on as well as mention some issues that I think will be headed our way this year.</p> <p>I am excited to serve as President of the University Senate. Robin, Cindy, Frank, and Lori have been so helpful getting me up to speed. We will have a busy year ahead of us.</p> <p>I want to mention something at the outset. As you know, we set our teaching schedules about 8 months in advance, and, honestly, 8 months ago I had no intention of being in this seat. So, I scheduled a class that starts at 6pm. Normally that wouldn’t be a problem. But this class is taught in a prison over an hour south of here. So, there may be times where I have to leave a bit early during the fall semester, and turn the gavel over to Robin. Hopefully, our meetings will last no more than 60-75 minutes, but while we want to be efficient, we also want to make sure all voices are heard. I don’t want to artificially cut off debate.</p> <p>As you know, Ann Cudd has just begun work as our new provost. Provost Cudd received her PhD from Pitt before having a distinguished career as both a scholar and administrator at the University of Kansas and Boston University. In addition to having faculty involved in the search committee, which provided the Chancellor with a list of 5 finalists, Chancellor Gallagher invited Frank Wilson and myself to participate in the final interviews and provide feedback to him. Thus, faculty had a voice in all stages of the selection process. We are excited to work with Provost Cudd, and have invited her to address this body, which we hope will happen in the next couple of months.</p> <p>Based on the recommendation of a committee of faculty, staff, and students, Chancellor Gallagher recommended to the Board of Trustees that Parran Hall be renamed. At their June meeting, the Board unanimously adopted this recommendation.</p>	<p>Report</p> <p>No Discussion</p>

<p>The state increased its allocation to Pitt by 3% this past year. As a result of this, the administration decided to freeze tuition for all in-state students, except for engineering students. This is the first tuition freeze in 43 years. It would be nice if the commitment to higher education made by the state this year was the beginning of a trend to reverse the decades-long divestment in higher education they have been making, but I am not so optimistic. Depending on the results of this year’s election, we could find ourselves fighting for an appropriate allocation once again.</p> <p>Finally, in terms of events that happened over the summer, there has been another flare up of the assignment of Intellectual Property (IP) rights. In early August, the administration sent around a new policy regarding the assignment of IP rights. This memo came without any faculty discussion or input and appeared to violate the hard-fought agreement we had reached back in 2014. Over the past several weeks, the administration has met with concerned faculty, the Research Committee, and myself. The Research Committee will give a summary of where things stands later in the meeting, but I wanted to mention to all of you that this is something that we are actively trying to resolve and I am optimistic that we will soon have a short-term solution and a long-term plan of action.</p> <p>To close, I want to mention some events that are going to be occupying some time on our agenda moving forward:</p> <ul style="list-style-type: none"> • The President of Pitt-Greensburg has announced her retirement, so there will be a search for her successor. • The Dean of the Graduate School for Public Health has announced his retirement, so there will be a search for his successor. • I will be visiting each of our regional campuses to meet with faculty leaders there. I hope to strengthen the connection between what we do at the Oakland campuses and what they do at their campuses. The Faculty Assembly and University Senate represent all faculty, not just those of us here at Oakland, and there may be ways we can assist our colleagues with issues at the regional campuses. • The Union of Pitt Faculty is currently engaging in a card-signing campaign to enable them to have an election. They have asked to address the Faculty Assembly, and you will be hearing from them shortly. <p>If you have issues you would like us to discuss, please let me know and we can make time on the agenda for them. I view these meetings as a place for representatives from the entire faculty to come and discuss issues important to our university, and I have happy to provide time for any faculty member or group who would like to address the Assembly.</p>		
<p><u>Reports by and Announcements of the Special and Standing Committees of the Senate</u></p>	<p><u>Research</u> <i>Penny Morel and Pat Smolinski, Co-Chairs</i></p> <p>All faculty received info related to IP assignment, put together without consultation with faculty. Three main objections of the committee and faculty: over-reaching, took away option 3 – promise to assign IP as necessary, all technical staff, including</p>	<p>Discussion noted within report section</p>

	<p>grad students would need to sign off. The change was represented as necessary because of federal policy. Feedback from faculty, the Research Committee met.</p> <p>Vice Chancellor Rutenbar met with the committee. We requested changes to the new form: Goes back to original option 3, assigned IP rights to the university with federal grants, copyright agreements supersedes, and signature of this will supersede prior signatures from August. Grad students are not required to sign. Key personnel only, at the activation of the grant versus the submission of the grant proposal.</p> <p>New form is under legal review by the University. Old form is currently suspended. Research office is working diligently to move this forward.</p> <p>DISCUSSION: LABRINDIS: Thank you for doing this over the summer. Question – does this also not require undergraduates? Answer: it will not involve students, grad or undergrad. Also suggested is a better way of collecting and storing signatures. VC Rutenbar is hoping to employ different processes and to move toward a single IP assignment. Committee will work with his office and will update Faculty Assembly CURRAN: Two points – this is property ownership and the forms are contracts; what the university wants is a default of university ownership with some faculty GOLD: when will we need to sign? Answer: at time of funding activation. Continue for how long? What will the university claim is their’s? BONNEAU: we hope the continuing discussions and negotiations will include faculty representation. All parties agree the current process of this summer was sub-optimal. FRIEZE: why didn’t they consult with Faculty Assembly before? BONNEAU: factors led to too quick and too mechanical a response; they were wrong, they have apologized and we can expect better. TASHBOOK: What was the federal government’s position on IP? They want a written policy on IP based on legal cases, and the issue must resolved for federal funded projects. CURRAN/GOLD: what they need is past IP ... what is at issue is future IP. LABRINIDIS: Can this assigned by individual grant versus individual researcher? Answer: this only applies to federal funding. BONNEAU: This is a rather large policy issue for Faculty Assembly and Senate Council and we will continue oversight and engagement.</p>	
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<p><u>Unfinished Business and/or New Business</u></p>	<p><u>Discussion of Faculty Unionization</u> <i>Ms. Lauren Collister, ULS, Professors Tyler Bickford, English, and Carl Redwood, Social Work</i></p> <p><i>Carl Redwood:</i> part time faculty for over 20 years. Various other work status positions while teaching. In 25 years of teaching, had two raises. Some adjuncts may not need a raise, others do. Contracts are also an issue – when, courses, notification, ID suspended each term, office space. Ad hoc committee recommendations have been supported but are not legally binding for the university.</p> <p><i>Lauren Collister:</i> NTS visiting librarian (since 2015). Visiting status was meant truly for a visiting faculty who would be leaving. As of September 4, I am not sure I will be employed at the end of my contract as of September 30. Many people are on visiting contracts of one year, across 10 or more years. Hoping that NTS committee recommendations would be helpful in policy and procedures. While there have been improvements, there are still many inequities that remain unaddressed. With a faculty union, we could make sure our intentions are more formal and recognized. Opportunity for solidarity, wages – and transparency and stability.</p> <p><i>Tyler Bickford:</i> Thank you for the invitation to speak. Part of faculty governance in a variety of ways. Acknowledge the institution for gathering information.</p> <p>Two reports of importance: gender equity (women earn 79% of what men make). The university disputes this amount, if you compare rank with rank, there is closer equity, though not equal. What we know is that men are over-represented in higher ranks, women more so in lower ranks.</p> <p>Comparison of faculty salary across institutions: what we find – at every rank, we should be at or above median. Professors and Associate Professors are at or above. Assistant Professors and Lecturers and Instructors, etc. are low, near the bottom. Many women and NTS faculty are in these categories. These ranks also tend to carry more of a teaching load, as well. Unions fight for these issues.</p> <p>We’ve been hearing proposals for full time NTS vs part time. We need to also consider part time faculty who have been with the university for a considerable number of years.</p> <p>Increasing full time NTS also undercuts faculty governance and</p>	<p>Presentation and Discussion</p>
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	<p>potential academic freedom issues — governance and academic freedom does not survive well in 8-12 month increments (as may be the case for NTS contracts).</p> <p>Seeking a wall to wall Union – all faculty (not medical).</p> <p>DISCUSSION: MUNRO: salary info related to union and non-union faculty? Answer: do not have those data KUCAN: why USW? Answer: shared focus, leadership model is similar, dues payment locals keep a large percentage, democratic processes, 90 year history in SWPA, longer commitment, representation at other institutions in the region, political clout in the region, committed to this process for four years. DETRICK: website with data available? Answer: no central site, info is available publicly. BRATMAN: wall to wall – other covered institutions in this region are private and full time tenure faculty are not covered. SUKITS: Classification of NTS faculty differs in many ways across the various units of the university, so we should be cautious with reports of data related to rank and status. Response: unionization might well address these issues of lack of more standard treatment and clarity. MOSTERN: Enthusiastic supporter. What is the current status and what can members do to help? Answer: Two secret ballot votes; need signed authorization cards (30% of all non-Medical faculty). 3500 people. We anticipate having more than the minimum, confirmation process through PA LRB. Election will then be held. If supported, Pitt would then be compelled to negotiate, bargaining, faculty ratification. Sign a card, talk to colleagues, share information BONNEAU: current status? Answer: Cards are valid for 12 months, started last January. DEANGELO: why unionize at a research university? Answer: regardless of job status, you are still a worker. Tactical and strategic choice to include all faculty. WILSON: Union contracts for NTS faculty do tend to raise the bar on salary. Direct comparisons are available. Senate website does have some resources and data that may be helpful. MONRO: is this only about compensation? For example, our former conversations about IP? Answer: other issues, such as IP, could be negotiable.</p>	
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<u>Announcements</u>	
<u>Adjournment</u>	Moved and accepted, 4:14p

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, Bircher, Bonneau, Borovetz, Bratman, Brodt, Bromberg, Buchanich, Conley, Cook, Cousins, Dahm, Danford, D’Cunha, DeAngelo, Deitrick, Denman, Fort, Frieze, Gold, Goldberg, Goundappa, Guterman, Henker, Horne, Infanti, Kanthak, Kaufman, Kear, Kelly, Kiselyov, Kucan, Labrinidis, Landsittel, McGreevy, Miller, Molinaro, Morel, Mostern, Munro, Nelson, Poljak, Roberts, Salcido, Smolinski, Soska, Spring, Stoner, Sukits, Swigonova, Tananis, Tashbook, Wilson, Yates

Members not attending:

Becker, Bilodeau, Cassaro, Gaddy, Harper, Irrgang, Jones, Kaynar, Landrigan, Long, Mahoney, Martin, Mulcahy, Rohrer, Sant, Taboas, Van Nostrand, Weikle-Mills, Weinberg

*Excused attendance:

Adams, Betru, Czerwinski, De Vallejo, Harries, Kovacs, Loughlin, Mulvaney

Others attending:

Curran, DeJong, Harrell, Kirsch, Rubio, Toner, Urban, Wisniewski

*Notified Senate Office