

Minutes of Senate Faculty Affairs Committee Meeting

February 16, 2021

Date and time: February 16, 2021 11:00 am – 12:30 pm

Location: Zoom

Present: Tyler Bickford, Helen Cahalane, Lorraine Denman, Tom Diacovo, Irene Frieze, Vicki Gamble, Suzanna Gribble, Christine Jackson, Lori Johnson-Osho, Ashley Hill, Robin Kear, Marty Levine, Patrick Loughlin, Vinayak Sant, Monique Smith, Tom Songer, Amy Tuttle, Lu-in Wang, Seth Weinberg, John Wallace, and representative from communications office

Absent: Chris Bonneau, Micaela Corn, Sandra Guzman, Keith Reimink, Jay Sukits, Preeti Venkatesan, Frank Wilson

Call to order—The meeting was called to order by L. Denman at 11:02 am.

1. Introductions

2. Updates from Vice-Provost Wallace—Office of Faculty Diversity and Development

- a. Mission
 - i. Faculty development, professional and leadership development and mentoring.
 - ii. Recruitment and transition and retention for DEI issues
 - iii. Oversee the CTL, spearheading teaching excellence
- b. The team
 - i. Vice-Provost, John Wallace
 - ii. Director, Lori Johnson-Osho
 - iii. Manager, Monique Smith
 - iv. Social media manager, Sadik Roberts
- c. Initiatives of the office
 - i. Addressing challenge that Pitt lags its peers in % of Black Faculty (2017 data shown) Pitt 2.7%, mean was 3.2%
 - ii. In 2019, only 3.1% of full time faculty were Black
 - iii. 55.6% of Pitt's 142 units have 0 Black Faculty
 - iv. Pittsburgh is 25% Black
 - 1. In Fall 2020, applied to become part of the IChange Network (L. J-Osho)
 - a. National cohort of 19 Universities, 3-year institutional charge. Develop inclusive faculty recruitment and hiring practices
 - b. Focuses on diversity very broadly, race, sexual orientation, ethnicity, faculty tracks.
 - c. IChange goals
 - i. transform Pitt's DEI organization culture
 - ii. increase diversity of faculty
 - iii. Increase capacity of all faculty to teach, mentor, and advice inclusively

2. Race-focused Cluster Hire
 - a. University-wide focus (equity, health and well-being), centered around race, and can involve a “cluster of clusters”
 - b. Leverage the collective power of the institution
 - c. Hire 50 or more faculty over the next 4 years, university wide and support the Latinx cluster hire and center on race and social problems
 - d. Goals of the initiative
 - i. Increase the number of faculty hired, promoted, and retained
 - ii. Attract, recruit, and graduate undergraduate and graduate students
 - iii. Raise Pitt’s profile and expertise in race and social determinants of equity, health and well-being
3. U54 FIRST (Faculty Institutional Recruitment for Sustainable Transformation)
 - a. NIH program, proposal in the works
4. New position in the CTL
 - a. Director of equitable and inclusive teaching
5. Social media outlets
 - a. www.facultydiversity.pitt.edu
 - b. @BlackPittFac
 - i. Twitter
 - ii. Facebook
 - iii. LinkedIn
6. Questions
 - a. H. Cahalane, does the full-time faculty numbers is it AS, as well as T/TS?
 - i. The data from 2019 included ALL full-time faculty.
 - ii. Any data on part-time faculty? J. Wallace, yes it exists, not analyzed. IChange will facilitate a deep dive into the data.
 - b. T. Songer, question about the promotion processes are not well receptive to team science. Collaborative process are needed, but the challenge for retention taking place at the school level.
 - c. A. Hill, what might be going on to retaining trainees where a diverse set of individuals? J. Wallace supports retaining our diverse post-docs into the tenure-stream. Discussion is active.
 - d. T. Bickford, concerned about putting someone up that is supported at the departmental level that would also be supported at the Dean and Provost level.
 - i. L. Wang, mandate to start including the community engagement based scholarship/research in evaluation of promotion/tenure cases.
 - e. T. Bickford, transition comment related to September 30th as first pay date is indefensible when a new hire is starting.
 - i. L. Wang, last summer pay advances were made in September 2020
 - ii. S. Weinberg, commented that there is wide-spread communication that co-PI grants would not count in tenure cases, needs to be strongly addressed.
 - iii. T. Diacovot, received 2 cluster hire grants, hired excellent faculty members. He wants to make sure that he provides

proper mentoring for the new hires, is there help to “train the trainer?” Wants to make sure to do what is right and to be culturally sensitive.

1. Part of the IChange work will include mentoring of the faculty members mentoring the new hires.

3. Senate Budget Policies Committee—Tyler Bickford

- a. Lots of dovetailing exists between budget committee and FASC.
- b. Key area of overlap is faculty salary, the SBPC is responsible for salary increase policy which applies to all faculty except SOM and PT-AS faculty. The SOM is responsible for funding its own expenses.
- c. The salary policy sets targets for faculty salaries, should meet or exceed the median of peer faculty at each rank. Peer faculty defined as other faculty at the AAU. Guidelines for how merit and promotion increases should be governed within the units and requires units to have an appeals process for salary decisions, but no detailed policies exist, just a statement that a policy should exist.
- d. Historically, SBPC has focused on reviewing the faculty salaries annual report. The official policy says “all AAU” but in practice salaries are benchmarked against public AAU members (34 members of AAU, though there are 60-ish institution in the AAU). AAUP receives salary reports through surveys about faculty salaries and generates a salary benchmarking report. Since 2012-2013, it includes lectures and instructors, since 2014-15 it does not include faculty librarians.
- e. Consistently, Pitt salaries are not meeting the salary targets, especially appointment stream and lowest ranking positions. Full professors meet the median, associate professors, are 20 out of 34, so close to the median, assistant profs, quite a bit lower 27 of 34, instructors are 18 of 20 lectures are 28 out of 29 that report.
- f. Regional campuses benchmarked to a different peer group, this was approved a few years ago when Frank Wilson was Senate President. The peer group for regional campuses is the Carnegie IIb institutions in PA and contiguous states, plus Virginia, minus NY metro area. Regional faculty salaries are usually around the median. Broadly in compliance with the policy.
- g. Assistant professors, lecturers, and instructors are not meeting policy and are effectively entirely non-tenure stream, classifications, assistant professors in A&S are typically tenure stream, but more broadly across the university assistant professor is not tenure stream.
- h. In January, the SBPC approved a resolution presented to University administration to take demonstrable action in the next year and develop a report in the fall to address how the University will achieve policy compliance.
 - i. Resolution approved at faculty assembly
 - ii. Senate council meeting next week
- i. Written criteria for salary increases at promotion should be present. The criteria do not exist, but SBPC working with Provost office on drafting.
 - i. Language about salary appeals is vague, a few examples are pretty similar, faculty and staff can have a period of time to make a reconsideration request, but one issue is that the person who reviews is the same person making the decision to begin with. Data collection on the process would be good so that those considering a salary appeal have information as they develop their case.
 - ii. L. Denman, could collaborate with SPBC, and TAFC on grievance policies for promotion, tenure and salary decisions.
- j. L. Denman asked who is reviewing the policies and ensuring that the policies are being upheld in some way. This policy for salary is in place, but hasn’t been attended to

- i. L. Wang, this policy (ER14), is from 1994, parts of the policy do seem to be followed others not, or maybe a new policy is now in place, unclear.
- ii. L. Denman, timeline for thinking about revisions to the appeals guidelines.
 - 1. T. Bickford, if the salary increase policy is going to go through the review process in the near-term it seems appropriate to address the appeals process in that context. Hopefully this semester it will become more clear what is happening with the salary review process and timeline can then be determined.
 - 2. L. Wang suggested, if pieces of the policy are particularly important, doing an interim policy for those pieces of the policy, because a full review is a lengthy process. No guidance in the appeals process because all it says is “have a policy”.

4. Update on ULS—Robin Kear and Irene Frieze

- a. Writing a letter on a letter to head of HSLS, draft has been sent in email and in chat. Can provide email feedback. Those in attendance approved, none opposed. Send any other comments to Irene by Friday 2/19 at Noon.

5. March meeting

- a. March 16, 2021 @ 11 am on Zoom.

6. Agenda items for future meetings

- a. OMETs, using them in annual reviews this year, strategies for more effective tools being developed within units and possible collaboration with Senate Educational Policies Committee.

Meeting adjourned at 12:35 pm