

**Faculty Assembly Minutes**  
**2700 Posvar Hall**  
**January 17, 2017**

Topic/Discussion	Action
<p><b><u>Call to Order</u></b>  The meeting was called to order by President Frank Wilson.</p>	The meeting commenced at 3:00pm.
<p><b><u>Approval of the Minutes</u></b>  President Wilson asked for approval of the minutes of the Faculty Assembly meeting of December 6, 2016.</p>	Minutes were approved as written.
<p><b><u>Introduction of Items of New Business</u></b>  No new business was reported.</p>	None.
<p><b><u>Report of Senate President, Frank Wilson</u></b></p> <p>One of the business items today, another discussion for the Policy on Consensual Relationships, has been tabled for today. President Wilson noted that he was preparing yesterday for another serious discussion today on this and then he received a call from the Provost’s office and TAFC chair Kovacs about this content. Next week, TAFC will officially consider the most recent version of the policy, which is much improved and was sent to Faculty Assembly, at their regular TAFC meeting to discuss. This topic will be on the February Faculty Assembly and Senate Council meetings. This is an example of shared governance at its best. The policy has gotten better with each set of input it received. Looking forward, voting items that may be on the agenda for February or March 2017 Faculty Assembly include: a) OMET system workgroup recommendations; b) Research Committee update on the major shifts within policy on conflict of interest and intellectual property rights; and c) NTS faculty workgroup update.</p> <p>Vice-President Kear updated that the Plenary is coming soon on March 29<sup>th</sup>. The Senate Website has the speaker names and biographies to the Senate website. The topic is “The Role of Research Metrics in Faculty Evaluation.” The topic will be best practices for metrics, balance of peer data and judgment, and responsible use of research metrics. Dr. Diana Hicks and Dr. Cassidy Sugimoto will be speaking. We will have a local response panel from Pitt who will take questions on this topic and stimulate discussion. A bibliography on this topic has been posted on the Senate website for additional reading. After the March Faculty Assembly meeting, we will have a one-hour session on what exists currently in research evaluation metrics. The Plenary group also will write the March <i>Senate Matters</i> column on this topic. A comment box on the Senate Website is now available for the planning committee and faculty to use about this Plenary topic.</p> <p>President Wilson updated on several other events: The Year of Diversity has already had quite a bit of programming and will continue. There is a “future of immigration” event scheduled for January 18<sup>th</sup>, sponsored by the Provost’s office, to encourage discussion and debate. The University and its faculty are being challenged in many ways with this, and we have to respond. Please participate in these events if you are not already involved.</p>	Discussion noted below.

<p><u>Discussion:</u></p> <p>Munro: Can you give an example of the challenges you speak of?</p> <p>Wilson: Challenges are occurring at both state and national level. There is a veto-proof majority at the state level, and there are folks in the PA legislature who want to cut our funding again, and that is a direct challenge. There are groups out there who are “professor watch” type groups that are watching for misbehavior by faculty. Around the country, faculty have been attacked. Internally, we have seen more active students, which is good, and issues are being more challenged, like fossil fuels.</p>	
<p><b><u>Reports by and Announcements of the Special and Standing Committees of the Senate</u></b></p> <p><b>Budget Policies Committee</b>  <i>Professor Frank Wilson, Senate President, presenting for Professor Beverly Gaddy, Chair</i></p> <p>President Wilson presented information that he said was another good sign of shared governance. The Budget Policy Committee reached an agreement on a new faculty salary benchmarking list for regional campuses. Reports will emerge in the next months. The Oakland campus has been compared with 33 other AAU public research universities, appropriately, for quite a few years. Regional campuses are more problematic, and the history with this over the last decade, has not been pleasant. There were 230-270 schools that were considered for the regional benchmark list for our four regional campuses on the original list. In February of 2010, Faculty Assembly endorsed a list of 255 schools, with data and school comparison groups fluctuating yearly. In the summer, the Committee had discussions with the Provost’s office to reduce the list to 110 schools aligned with the most recent Carnegie Classification Scheme and construct a list of schools most like our regionals. We included PA border, plus West Virginia in the new list. We are asking Faculty Assembly today to endorse this list and replace the old one. The data are from the federal government and are very detailed. A concern is that our regional campuses will be grouped together when the new survey comes out. This was discussed and it was decided that we can accept that. Most schools are public and private in PA. President Wilson did not review the entire list of schools for the vote due to time and length of the list. He did have it available for the Faculty Assembly to review.</p> <p><u>Discussion:</u></p> <p>Bonneau: Now what? Is this (new list) helpful, or just on paper for a ranking?</p> <p>Wilson: Data will show that our salaries are behind, but not at the bottom or top of the list. We are not necessarily at the middle either. This gives us a reasonable list to prompt discussions, which was the big point of the project. For other surveys, the Provost’s office has taken action based on disparities revealed, so he is hopeful it will make a difference.</p> <p>Wilson: Is there anyone opposed to the recommendations? Unanimous approval. No abstentions.</p>	<p>Discussion noted below.</p> <p>The new benchmarking list was approved unanimously. No abstentions.</p>

<p><b><u>Unfinished Business and/or New Business</u></b></p> <p><b>Policy on Consensual Sexual, Romantic, and Intimate Relationships with Students and Between Employees</b> – tabled</p> <p><b><u>Other items:</u></b></p> <p>Landsittel: Were there any discussions regarding the Plenary with respect to interdisciplinary research metrics?</p> <p>Kear: I will ask in a few weeks about this. There are some tools available. The Plenary group did talk about this.</p> <p>Sukits: I was appointed to a committee within the last four months that is the Pension Oversight Committee for the University of Pittsburgh. This is a new committee. Meeting content was overviewed. Defined contribution plans were a focus of the committee’s work. There is a consultant who is on the committee and the members are very involved. The objective of the work is to reduce the complexity of the defined contributions and pension plans, and provide more information on retirement plans for faculty and staff. I am pleased with this operations of this committee and wanted to update/share that with Faculty Assembly.</p> <p>Wilson: This is a reminder that there is a lot going on at the University.</p>	<p>This was deferred as described above.</p>
<p><b><u>Announcements</u></b></p> <p>President Wilson noted that Senate elections are coming soon, and that there are openings for elections in Faculty Assembly, Senate, Officers, and Committees. All should have received invitations by now. Please consider being involved.</p>	<p>No discussion.</p>
<p><b><u>Adjournment</u></b></p> <p>The meeting was called to end by President Wilson.</p>	<p>Adjournment at 3:35 pm.</p>

Documents from the meeting are available at the University Senate website:  
<http://www.univsenate.pitt.edu/faculty-assembly>

Respectfully Submitted,

Susan Skledar, RPh, MPH, FASHP  
*Senate Secretary*  
 Professor, School of Pharmacy, Department of Pharmacy and Therapeutics

**Members attending:**

Becker, Betru, Bilodeau, Bonneau, Cohen, Cole, Costantino, Czerwinski, Dahm, Deitrick, Dewar, Donihi, Fort, Gold, Guterman, Harries, Hartman, Henker, Horne, Jones, Kanthak, Kaufman, Kear, Kovacs, Landrigan,

Landsittel, Leers, Loughlin, Lyon, Marra, Molinaro, Muenzer, Mulvaney, Munro, Olanyk, Phillippi, Skledar, Spring, Stoner, Sukits, Tananis, Triuzli, Van Nostrand, Wilson, Withers, Yarger

Members not attending:

Adams, Beck, Bircher, Clark, Danford, De Vallejo, Frank, Gleason, Goldberg, Helbig, Irrgang, Jacob, Kaynar, Kelly, McLaughlin, Mulcahy, Schmidhofer, Scott, Smolinski, Swanson, Thorpe, Velankar, Vieira, Weikle-Mills

\*Excused attendance:

Borovetz, Bratman, Cassaro, Flynn, Gaddy, Kiselyov, Labrinidis, Morel, Nardone, Nelson, Rigotti, Rohrer, Taboas

Others attending/guests:

Barlow, Connelly, Fedele, Frieze, Huber, Kirsch

\*Notified Senate Office