

**Faculty Assembly Minutes
2700 Posvar Hall
January 12, 2016**

Topic/Discussion	Action
<p><u>Call to Order</u> The meeting was called to order by Vice President Irene Frieze.</p>	The meeting commenced at 3:02 PM.
<p><u>Approval of the Minutes</u> Vice President Frieze asked for approval of the minutes of the Faculty Assembly meeting of December 1, 2015.</p>	The minutes were approved as written.
<p><u>Introduction of Items of New Business</u> There were no items of new business raised.</p>	None.
<p><u>Report of Senate President, Irene Frieze (Vice President)</u> Welcome and Happy New Year, I know it's a busy time with the new term. Due to the inclement weather, Frank is in route, but he asked that we move forward and he will join us when he arrives. A Provost's Committee has been meeting to develop guidelines and procedures related to Sexual Harassment and Sexual Assault. What we have now, are not the policies or procedures, but the training recommendations. Pam Connelly is our guest today and she has been very involved with these guidelines. Pam Connelly mentioned that she was contacted by Frank regarding a question related to the guidelines, which only mentions training for faculty and staff. Pam spoke to hiring a Title IX coordinator who is creating a four year comprehensive plan for the life of the students. Stoner: Asked for additional information: On page 2 of recommendations, it says... Depending on the nature of the unit, or the climate within the unit, more frequent training may be required. Are the dean's monitoring if things are better/worse in a specific unit? Connelly: Thought the language was built to allow the Dean flexibility. Savoia: I suggest an orientation for graduate students who are responsible for a recitation as well as who are responsible for their own class. They should have an orientation as instructor. Connelly: Graduate Student orientation is at the center of many of these issues. We are developing our own customized training for graduate students. Withers: A student who studies abroad are guidelines being revisited? Connelly: Title IX obligations covers study abroad programming. Pitt's Study Abroad office has been very proactive. They have modified their handbooks for both faculty and students. Frieze mentioned that we will vote on the training guidelines at our February meeting.</p>	Discussion notes are recorded below.

<p>Frieze asked Seth Weinberg for a Plenary update. Weinberg: The event today is in 2500 Posvar, Professor Mike Madison, from the Law school is going to talk about the intersection of Academic Freedom and Scholarship. The Plenary (March 30) panel has been finalized: James Maher, Beverly Gaddy and Michael Goodhart. Keynote Speaker is Hank Reichman from the AAUP.</p>	
<p><u>Reports by and Announcements of the Special and Standing Committees of the Senate</u></p>	<p>No committee reports</p>
<p><u>Unfinished Business and/or New Business</u></p> <p><u>Overview of Pitt’s new Office of Diversity and Inclusion by Pam Connelly, Associate Vice Chancellor for Diversity and Inclusion.</u></p> <p>This office is new, there were pieces of it previously under Human Resources, but it has been enlarged, moved and now is part of the Chancellor’s Office. I am really excited to take this role, to increase our diversity and inclusion. That has been formalized in the strategic plan.</p> <p>The mission of the office is to coordinate and expand the University’s commitment to diversity and inclusion. We want to focus on a university wide culture and partner across the units. Everything we work on is cross jurisdictional, which makes it uniquely challenging. One example is Title IX, originally it was thought of as women in sports, but it’s not, it covers every person at the university. No discrimination based on gender, it applies to faculty, staff and students.</p> <p>We want to be a resource for a lot of different units. We are also responsible for Equal Employment Opportunity Compliance. Compliance is going to be the baseline, it is not the goal. We want to strive for best practices. We now have people in the office who are focused on this every day of the year.</p> <p>We have strategic partners all over campus. We work a lot with Student Affairs, they are excellent! Laurie Kirsch in the Provost’s Office, working with Art Ramicone’s group and Maureen Beal regarding diversity supplier program. The office has been working with PACWAC, EIADAC, and Senate Council. We also work with the regional campuses to make sure that the comprehensive approach applies to all the campuses.</p> <p>The office is divided into three components:</p> <p>1 –Culture engagement and diversity (very new). It’s something especially for staff, which has been underdeveloped. We are working at getting all this information centralized.</p> <p>2- Title IX Office. We hired a Title IX coordinator and we have several investigators and counselors who work with her. Sexual misconduct comes under this office. Education and prevention is a huge part of this office. The AAU climate results was very</p>	<p>Discussion notes recorded below.</p>

disappointing this year. It was illuminating in a lot of ways. They are working with Human Resources to customize harassment training.

3- Affirmative Action. It formerly existed under Carol Mohammed. We are hoping to use our plan more as a tool.

The office started in May, 8 months ago. There has been a lot happening in this area every day since May. We have done a lot of listening about the current climate, a lot of learning about the current resources, we have done a lot of collaboration with different groups. We are working closely with the strategic planning working group.

The office is an excellent tool to use as a partner or an ally. I do see the office has a role in advocacy. We are working on a new website, it's going to roll out in 4-6 weeks. We are also doing a lot of training for search committees, we are trying to be more data driven.

Open for Q&A.

Rohrer: At our last Faculty Assembly meeting a colleague mentioned the shortfall of faculty diversity. To what extent where there be resources and to what extent will there be a focus on faculty diversity?

Connelly: Faculty recruiting is an intense focus of what is going on. The Provost's Office has successfully focused on this the past few years. As far as the resources, that decision has not yet been made and will be a leadership decision in the strategic planning process. It's a top priority.

Munro: Will your office be reviewing candidate pools for faculty searches?

Connelly: The procedure and policy for faculty recruiting is already in existence. We are already involved in that process. The Affirmative Action component has been involved in this practice for some time. There is a pre-audit form, which asks who is on the committee, the make-up of the committee. You also have to include who are the finalists and the reason for hire.

Munro: Have you considered looking at the applicant pool to doctoral programs, since those are the people who eventually will be applying for faculty positions.

Connelly: There are many people who are looking at that issue. That is a key piece to this to develop a better pool.

Frieze: A&S has the Hot Metal Bridge program which actively brings in post bac minority people to help train them to get into doctoral programs.

Weinberg: in the Dental School, we have a serious problem with diversity with the applicant pool. Do you want to see a good faith effort? In our area, it's very hard to find the diversity that we all want?

Connelly: We are looking at your efforts, in my experience if someone reached out to the proper channels and it didn't yield the results, it shouldn't be a do over. You can't create the applicant pool.

<p>Sukits: Will your office focus at all on veterans, in particular, disabled veterans? I think we have a great Veterans office, which focuses on students, but what about faculty and staff?</p> <p>Connelly: The issue has come up in a number of ways, we are talking about having an infinity group. We are taking more action in the hiring process to get more people to identify as veterans and to increase our veteran population among staff. Pitt went to a veteran hiring fair.</p> <p>Bratman: Are there other components that don't jump out?</p> <p>Connelly: Socio economic is an important piece. Human Resources received a grant and has hired someone who is helping us facilitate hiring people with disabilities. Race is very important, but diversity is a broad concept. Religion is also one that we are being mindful to make sure the University climate is welcoming to all religions.</p> <p>Horvath: What about working with CIDDE to introduce diversity training into the classroom?</p> <p>Connelly: Cynthia Golden (Director CIDDE) is on the strategic plan working group for diversity.</p> <p>No further questions. President Frank Wilson arrived and presided over the meeting.</p> <p>The Senate is involved with the strategic plan. The committee chairs are being linked to the six initiatives. The Chancellor asked the Senate Council to look into diversity/inclusion and formed a working group.</p> <p>Laurie Kirsch asked me to pass along that there is going to be the COACHE survey coming out from Harvard University. The Provost's Office has made arrangements for Pitt to participate. Please participate and give feedback.</p> <p>Smolinski: In the news recently there has been a lot of articles about "comfort animals", is there any policy here at Pitt?</p> <p>Connelly: Under the law, comfort animals were not required to be permitted and that was the position of the university. In the past year, Disability Services has been studying the issues and cases and a case did come to Pitt, which had medical justification and the University did accommodate that.</p>	
<p><u>Announcements</u></p> <p>Please move next door and attend Michael's Madison's presentation at 4 p.m. today</p>	
<p><u>Adjournment</u></p> <p>The meeting was called to end by President Wilson.</p>	<p>Adjournment at 3:50 pm.</p>

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

Members attending:

Bircher, Bratman, Cohen, Cole, Costantino, Dahm, Dewar, Donihi, Fort, Frieze, Groark, Guterman, Horvath, Hrvanak, Jacob, Kaufman, Kear, Leers, Loughlin, Molinaro, Morel, Mulvaney, Munro, Norris, Ramsey, Rigotti, Rohrer, Savoia, Smolinski, Spring, Stoner, Sukits, Weinberg, Wilson, Withers

Members not attending:

Buchanich, Clark, Corral, Falcione, Frank, Fusco, Gleason, Gold, Goodhart, Helbig, Irrgang, Jones, Kanthak, Kaynar, Kearns, Labrinidis, C. Lin, J. Lin, Mauk, McLaughlin, Muenzer, Mulcahy, L. Nelson, S. Nelson, Poloyac, Rea, Schmidhofer, Scott, Swanson, Tananis, Toto, Triulzi, Velankar, Weiss

*Excused attendance:

Alarcon, Atai, Beck, Czerwinski, Flynn, Gaddy, Hartman, Kovacs, Marra, Miller, Novy, Olanyk, Skledar, Vieira, Yarger

Others attending/guests:

Barlow, Connelly, Costa, Fedele, Garland, Huber

* Notified Senate Office