

Faculty Assembly Meeting Minutes  
2700 Posvar Hall  
September 12, 2017

AGENDA ITEM	ACTION
<p><b><u>Call to Order</u></b> The meeting was called to order by President Frank Wilson.</p>	<p>The meeting commenced at 3:00 pm.</p>
<p><b><u>Approval of the Minutes of the May 9 Faculty Assembly Meeting</u></b> Minutes (May 9, 2017) were approved as written.</p>	<p>Approved</p>
<p><b><u>Items of New Business</u></b> No items of new business were raised.</p>	<p>No items</p>
<p><b><u>Report of Senate President, Frank Wilson</u></b> Welcome. President Wilson shared he had a good summer and recovery; hair is growing back. Vacancy for Presidency at the end of this year.</p> <p><b>Summer Update:</b> Met with Chancellor and Provost a number of times; Exec Committee met a number of times to help set the agenda for Faculty Assembly and Senate. Met with Vice Chancellor Humphrey several times on a number of issues. University Times (new editor and reporter noted and in attendance). Keep them aware of committee meetings and times of executive sessions. Senate and Faculty Assembly have expectations for objective coverage and reporting; traditional role of the University Times.</p> <p><b>Update on Issues:</b></p> <ul style="list-style-type: none"> <li>■ Beginning of written comments provided by President Wilson</li> </ul> <p><b>Update on Senate Council “Values” Committee efforts:</b> While I will be presenting a more detailed report at next week’s Senate Council meeting, I wanted to give an update today regarding the work and progress of the group with has turned out to be one with a problematic name, usually referred to as the Ad Hoc Committee on Diversity, Inclusion, and Core Values.</p> <p>As you may recall, this atypical Senate Council special committee had its origins at the November 2015 Senate Council meeting. Chancellor Gallagher, responding to the growing turmoil unfolding on college campuses across the nation, and the Senate’s decision to organize our Plenary around the topic of academic freedom, called on the entire Pitt community to fully engage in “dialog and action” about diversity, respecting those with different ideas than our own, and the importance of open expression in the process of balancing individual and civil rights. He suggested that we think about how we might “operationalize the Pitt Promise” for more than</p>	

just the incoming first-year students, and observed that the effort needed to be sustainable.

I'll take some of the blame for what ensued. As Senate President, I embraced the Chancellor's challenge. Initially a Senate Council group was quickly formed, composed of Senior Vice Chancellor Kathy Humphrey, Associate Vice Chancellor Pam Connelly, representatives from the Staff Association Council, graduate and undergraduate student organizations, and me. We presented four recommendations at the March Faculty Assembly and Senate Council meetings, that included Developing a Statement of Values, empowering a Standing Diversity and Inclusion Advisory Council, making the 2016-17 academic year the "Year of Diversity", and devoting a session of the Senate Council to a diversity and inclusion dialog. Before the end of that academic year three of the four recommendations were adopted and acted on. Only the development of a Statement of Values remained to be completed.

Responding to criticism that the initial group lacked sufficient faculty representation, additional members were added, and what I began referring to as the "Core Values" committee began meeting and engaging each other via written communication throughout the last academic year. A draft statement emerged, each section authored by different group members, and discussion, debate, and revisions followed. The group met again as this term opened, with a current draft now including sections on "Free Expression," "Pursuit of Knowledge," "Diversity and Inclusion," "Public Service," and "Shared Governance." No longer in the current draft is a section titled "Social Justice."

While there was mostly strong agreement about the "values" (which I am now calling "principles") included in the draft, there were certainly a range of opinions and some more serious disagreements among the group, as one would expect. I will note that being part of this process for me has been stimulating, enlightening, and a positive experience of shared governance practice. My sense is that most of my colleagues have similar views.

We have decided that it is now time to extend our discussion to the Pitt community at large. A working draft of our statement of "Pitt Principles" will be distributed in the coming week, a more detailed report will be presented to Senate Council, and a series of open forums will be scheduled (one tentatively to be held at the conclusion of next month's Faculty Assembly meeting), and the Senate website will be open for written discussion. We expect that other venues for dialog will be sponsored and organized by various groups throughout the year.

**Update on the University-Wide Examination of Socially Responsible Investing:**

At the May 2016 Faculty Assembly meeting I was instructed to form an Ad Hoc committee to investigate the question of possible Pitt divestment from fossil fuel corporations. This was prompted by activist students, with some faculty and staff support. That committee, which included faculty, staff, and students, was formed, met, investigated the complex issue, and a sub group met with the Chair of the BOT,

the Chancellor, and his Chief of Staff. The committee presented a set of recommendations at last May’s Faculty Assembly meeting. That report was significantly revised and passed unanimously. It had transformed a narrowly focused divestment issue into a request that the Chancellor initiate a “systematic process for consideration of socially responsible investing as a strategy for the University to orient its investments.”

The Chancellor accepted that recommendation and is in the process of doing two things. The first, as specified in the motion passed last May, is forming a committee composed of faculty, staff, student, and administration representatives to begin that study. The second is to constitute a second committee of financial experts to “analyze the potential impact of any changes in investment strategy on portfolio performance, investment mix, policy, etc.” That group will be formed after the BOT meetings later this month.

As part of the University-wide discussion about this issue, the Senate intends to sponsor open forum discussions, and do all we can to facilitate other forums and means of engaging in this important educational and shared governance opportunity.

- End of written comments provided by President Wilson

**Additional comments re: Values Committee:**

FRANK WILSON: There will likely be additional discussions by staff council and student groups as well as among faculty. Issues may be raised as a result of these values/principles. Seth Weinberg often points out this is not a simple process --- it is complicated. It’s been handled in a principled way so far and that is what we hope to continue.

**Additional comments re: Divestment of Fossil Fuel Interests:**

FRANK WILSON: Would also like to have the Senate sponsor additional discussion opportunities for open forums and Senate website. This could also serve as a repository for position papers and responses. The UTimes also has a responsibility to objectively report issues and response related to this issue. Senate members are invited to be a part of the discussion and to encourage discussion

**Further Discussion:**

WES ROHRER: Core Values --- As a committee member, there was wide consensus that this was important and challenging, less than 100% agreement. Minority (including himself) that there was a strong belief that Social Justice should be included more directly and encourages revisiting that position.

President Wilson also agreed and suggested his position was in support and encouraged ongoing series of events and discussions.

PAUL MUNRO: Related to both issues. Financial support for University. Online statements have included commentary by a number of University presidents, so eventually statement should come from the Chancellor. Concerned about where the University gets its energy. Is it redundant for the PUP to take up this issue?

<p>President Wilson agreed, and indicated the willingness of the Chancellor to extend the discussion and consider the issues. Universities have many different positions. Past issues --- Year of Sustainability. How do we continue, explore, develop practices that help? PUP (and other committees) are invited to have input and consideration.</p> <p>JOHN STONER: Vanguard investments – shareholders have put forth an effort to divest from certain funds related to social issues.</p> <p>President Wilson suggested that many entities are taking positions and that more deliberation, including many (Senate, committees, school, departments), is needed to make us all more aware and produce positive outcomes (perhaps with friction) --- representing diverse ideas toward resolution. Demonstrating shared governance model on important issues.</p> <p>President also thanked Past-President Michael Spring for developing and implementing the orientation for new Senate members and guests (UTimes, administration members). Wilson also welcomed all new members.</p>		
<p><b><u>Reports by and Announcements of the Special and Standing Committees of the Senate</u></b></p>	<p><b><u>No reports</u></b></p>	<p>No discussion</p>
<p><b><u>Unfinished and/or New Business</u></b></p> <p><i>Report by: Michael Spring, Past President</i> Ad Hoc Committee on</p> <p><b>Motion to Create a New Standing Committee of the Senate</b> by the Executive Committee Working Group on Standing Committees</p> <p><b>Motion</b></p> <p>Whereas the Executive Committee of the University Senate asked for a review of the coverage of faculty affairs issues in light of the reports of the Ad Hoc Committees on Non-Tenure Stream Faculty, and</p> <p>Whereas each existing standing committee of the Senate is concerned with faculty affairs in one way or another and several address issues closely related to the reports of the Ad Hoc Committees on Non-Tenure Stream Faculty, and</p> <p>Whereas the working group concurred that the formation of a new standing committee on “Faculty Affairs” could indeed provide coverage of faculty matters outside the scope of the existing standing committees, therefore be it</p> <p>Resolved that Faculty Assembly:</p> <ol style="list-style-type: none"> <li>1. approves the creation a new Standing Committee on Faculty Affairs with a mission statement that indicates its purview as <i>“Policies and procedures</i></li> </ol>		<p>Motion approved Unanimously to create Faculty Affairs Committee</p>

*pertaining to faculty affairs including: faculty development (e.g., leaves, travel allowances, internal grants), faculty performance (e.g. contracts, annual evaluation, compensation, appointments and promotions), faculty engagement (e.g. community service, committee appointments, administrative activities, involvement in governance), part time faculty issues (e.g. access to technology, access to libraries, benefits), and other similar faculty issues that might arise.”*

2. directs that each standing committee review its title and mission statement to insure that where the committee is concerned with matters that pertain to non-tenure stream faculty, the committee title and the mission statement clearly state that their scope includes all faculty – full time, part time, tenure stream and non-tenure stream.
3. directs the executive committee to work proactively to define boundary issues that may appear before this committee but that are primarily the purview of another standing committee such as Educational Policies (curricular matters, OMET evaluations, etc.) or Tenure and Academic Freedom (promotion issues, grievances, matters of academic freedom, etc.).

Submitted by Michael B. Spring, Chair, on behalf of the working group: Helen Cahalane, Lorraine Denman, Bonnie Falcione, Irene Frieze, Robin Kear, Laurie Kirsch, Maria Kovacs, Douglas Landsittel, Lori Molinaro, Penelope Morel, Christina Newhill, Wesley Rohrer, Michael Spring, John Stoner, Jay Sukits, Cindy Tananis, Linda Tashbook, Seth Weinberg, Frank Wilson.

**Recommendation of the Chair of the Working Group pending approval of the motion**

Elections will not take place until spring of 2018. There are matters this committee might attend to this year. As Chair, I solicited the interest of some of the people involved in this process who had no conflicting positions on other committees. The following people agree to be considered as members this first year: Christopher W. Bonneau, Helen Grove Cahalane, Lorraine R. Denman, Ata Murat Kaynar, Patrick J. Loughlin, Dawn Lundy Martin, and Thomas J. Songer, and Yodit Betru.

I would ask Faculty Assembly to endorse this group as the core of the committee for this first year.

**Additional Comments:**

MICHAEL SPRING: Reviewed basic tenets of the proposal.  
 All committees should consider impacts regarding NTS faculty  
 We expect overlap to occur with other standing committees and we expect Executive Council to consider these areas and sort them among committees.

CLARK MUENZER: Thank you for taking this on. Emeritus faculty excluded (was this intentional?) Spring reported this was not intended. Clark also brought up the exclusion of issues of retirement in the motion. Spring reported that Benefits and Welfare committee covers these issues, but some issues may overlap with Faculty

<p>Affairs.                  This is the second committee that Spring has seen born. Clarity of mission is always the beginning of a new committee. As they meet, they may need to make adjustments and name and definitions. Clark mentioned that Emeritus Faculty is a large group of faculty that can contribute to the University efforts and should be tapped more often.</p> <p>SETH WEINBERG: NTS ad hoc committee dealt with emeriti NTS faculty.                  IRENE FRIEZE agreed</p> <p>MICHAEL SPRING: Motion to accept the recommended committee. FRIEZE seconds.</p> <p>MOTION CARRIED UNANIMOUSLY.</p> <p>SPRING: First committee meeting would be delayed until July based on elections. Rather, eight people have agreed to serve as members during the first year, then will have to stand for election. Chancellor and Provost will be invited to appoint liaisons.</p> <p>Others that want to be on the committee are welcomed. Asked for a show of hands --- no one was opposed to the naming of the eight members.</p> <p>CAREY BALABAN asked if the committee was now official.</p> <p>IRENE FRIEZE: How will the committee be called together --- SPRING will call the meeting.</p>	
<p><b><u>Announcements</u></b></p> <p>Chancellor’s Reception --- all Faculty Assembly members are invited; after next Senate meeting</p> <p>Committees are underway and will be reporting throughout the year, for example, Budget Committee will be looking at part-time salaries, Research Committee will have continuous issues --- keep us in the loop. Still need to hear more about the Year of the Healthy University.</p>	
<p><b><u>Adjournment</u></b></p>	<p>Moved and accepted,                  4:03p</p>

Documents from the meeting are available at the 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:

Bachman, Balaban, Becker, Betru, Bircher, Bonneau, Bratman, Brodt, Bromberg, Buchanich, Cassaro, Cook, Dahm, Danford, Dewar, Fort, Frieze, Gaddy, Gold, Guterman, Harper, Horne, Infanti, Jones, Kear, Kiselyov, Kubis, Labrinidis, Landsittel, Long, Lyon, Martin, McGreevy, Molinaro, Muenzer, Munro, Nelson, Olanyk, Perry, Phillippi, Rigotti, Roberts, Rohrer, Salcido, Sant, Smolinski, Spring, Stoner, Sukits, Tananis, Tashbook, Van Nostrand, Weikle-Mills, Weinberg, Wilson, Withers, Yarger

Members not attending:

Adams, Bilodeau, Borovetz, Clark, Deitrick, Irrgang, Kanthak, Mendeloff, Mulcahy, Soska, Swanson, Taboas, Thorpe

\*Excused attendance:

Conley, Czerwinski, De Vallejo, Goldberg, Harries, Henker, Kaufman, Kaynar, Kovacs, Landrigan, Loughlin, Morel, Mulvaney

Others attending:

Farwell, Fike, Graves, Sanders, Tannery

\*Notified Senate Office