

Faculty Assembly Meeting Minutes
 Conference Room A, University Club
 April 2, 2013

Topic/Discussion	Action
<u>Call to Order.</u> President Smitherman called the meeting to order at 3:07 PM	Meeting began at 3:07 PM.
<u>Approval of the Minutes.</u> President Smitherman asked for approval of the Faculty Assembly Minutes of February 19, 2013	Minutes approved as written.
<u>Introduction of Items of New Business.</u> No New Business	
<p><u>Report of the Senate President Smitherman</u></p> <p>Tenure and Academic Freedom committee (TAFC)</p> <ul style="list-style-type: none"> ➤ For several months TAFC, became one of or perhaps the most active issue within the University Senate and required some research into university policies and procedures and more extensive discussion. These issues are important and I take this opportunity to devote most of my report today to this topic. ➤ TAFC may be asked to conduct an informal investigation and mediation effort for a faculty member to seek redress of grievances arising from certain actions by an administrator not covered by other University policies when efforts to resolve the issue when prior efforts at resolution at the department, school, or campus level have not been satisfactory to the faculty member, according to “<i>University Policy 02-03-01</i>”. Dissatisfaction with a salary decision is excluded, however, from this policy except where a salary decision or set of salary decisions is part of a pattern of conduct that, taken as a whole, may constitute the basis for a grievance. ➤ In recent months, there have been a number of requests from tenured faculty within the School of Medicine (SOM), principally from the basic sciences, who are not also members of the University of Pittsburgh Physicians, to TAFC for guidance, advice and informal mediation about planned reductions in their salaries for the next academic year. ➤ One of the most common concerns was the lack of knowledge on the part of the faculty members about University of Pittsburgh and SOM policies and procedures on this issue. As members of TAFC met with the faculty members, they, too, were concerned about the lack of knowledge on their part about University and SOM policies and procedures on that issue. They turned to the Executive Committee for help. We, too, found it difficult to find the relevant documents, although we were aware of their existence. ➤ Members of the Executive Committee met with Dr. Ann Thompson in the office of the Dean of the SOM/Senior Vice-Chancellor of Health Affairs in December 2012 and again on March 27th of this year. We also communicated on several occasions with Dr. Carey Balaban, Vice Provost for Faculty Affairs. I thank Drs. Thompson and Balaban for their help. ➤ A digression is necessary to lay the ground work for the remainder of my comments. In the early 1990s, it became apparent that some sort of separation of the finances of the SOM from the rest of the entire University of Pittsburgh 	

was necessary. There were many meetings, including several meetings with the entire SOM faculty with senior administration and administrators of the UPMC. Eventually a financial separation was achieved. The commonly heard metaphor is that the SOM financially operates as “a tub that floats on its own bottom”. The multiple practice plans of the SOM were combined into one and eventually became the University of Pittsburgh Physicians (UPP), a corporation owned by the UPMC. Faculty members with clinical activities and clinical income became members and employees of UPP. This separation is reflected in the “*University of Pittsburgh Policy 07-09-01*”, dated September 16, 1994 on Salary Administration.

- In Section VI, Scope, members of the faculty in the SOM were specifically excluded from that policy. Many faculty members of the SOM now receive the majority of salaries through UPP rather than the University of Pittsburgh.
 - For faculty members with extensive clinically and clinical administrative activities, research and teaching activities, this provides substantial flexibility on a year to year basis for faculty activities and sources of income to support salaries.
 - For faculty members who have no clinical and clinical administrative activities, principally investigator-educators in the basic sciences, this flexibility is much more limited. These faculty members typically spend about 75% of time with research; 15% with teaching and mentoring and 10% with service activities.
 - Many of the direct and indirect teaching activities of these faculty members are associated with their own research. Opportunities to carry a full time teaching load are greatly limited, unlike the situation in the natural sciences on the “lower campus”. Thus, absent funds for salary support from research grants and contracts, support for the salary of these faculty members must be diverted from funds that are not intended for that purpose. In recognition of this issue, the SOM developed new compensation systems for tenured faculty members.
 - We appreciate Dr. Ann Thompson for providing to us a copy of the document, “*Clarification of Compensation System for Tenured Faculty of the School of Medicine*”, dated June 15, 1999, that had been approved by the Executive Committee of the School of Medicine, the Provost and the Chancellor. A copy of that document is provided for your perusal.
 - A document, “*Faculty Performance and Evaluation Update, School of Medicine*”, dated 1/30/2013 was circulated by email to all faculty members in the SOM on 2/4/2013. It was subsequently approved by the Executive Committee of the School of Medicine on 2/11/2013. This document was largely unknown to members of the TAFC who were not members of the faculty of the SOM and apparently had gone unnoticed by some faculty members of the SOM. A copy of this document is also provided for your perusal. This document was posted on the website of the School of Medicine recently.
- In recent days, the concerns of members of the TAFC have turned away from absence of knowledge about the relevant documents to the lack of these documents being always, easily and readily available. I am happy to report that the office of the Dean SOM, Senior Vice Chancellor, through Dr. Ann

Thompson, notified us within less than an hour of our meeting with her on March 27, 2013 that all relevant documents to this discussion will be posted soon on the website of the SOM to assure their availability. We greatly appreciate this action.

- We also note that Dr. Levine has selected this topic for his State of the School address on May, 22, 2013. I think that this is another excellent example of the good outcomes that can result from shared governance by means of the University Senate working with collegially and cooperatively with the University Administration.
- Now the attention of the TAFC can turn to giving advice and guidance and helping in mediation of affected faculty members within the SOM who are facing salary reduction, in the light of and with attention to the existing policies and procedures relevant to this issue.

Plenary Session of the University Senate

- *“The Cyberlearning Revolution in Higher Education: What should Pitt be doing about instructional technology in the age of MOOCs?”* is scheduled for Noon to about 3pm on Thursday, April 18th. Dr. Norman Biers of the faculty of Carnegie Mellon University has joined Cynthia Golden, Alan Lesgold and Charles Perfetti of the University of Pittsburgh. An advertisement with full details will be in the next issue of University Times, day after tomorrow. Please join us for this discussion of a timely, interesting, complicated and controversial topic.

NRC 2012 Report

- We continue our discussions at Faculty Assembly meetings centered about the 2012 NRC report on the nation’s research universities. Today, we are delighted that the Provost will give us a presentation on how the University of Pittsburgh’s accomplishments and reputation have moved upwards so rapidly and so well but will also give some information about the challenging financial times in which we find ourselves and how that affects our budget.
- On April 30th, we will have a presentation on Reform of Post-Graduate Education within the USA and the status of Post-Graduate Education at the University of Pittsburgh.

Senate Budget Policies Committee

- Continues to monitor the progress of the review of the process of suspending the graduate programs of the Departments of German, Classics and Religious Studies. Resolution of this issue, which has been considerably delayed, is anticipated soon.

Comments:

Baker: This came up 4 years ago and there is not a policy in the Medical School. If this was not approved by the SOM faculty, it should be voted on and not imposed by the administration

Pinsky: funding of grants and renewals is at an all time low. One of our concerns as a faculty, presumed assumption of this proposal, we are going to let faculty go. The faculty of the whole should be discussing. With regard to the work of the Senate, we have done our work. Beyond this it should be addressed at the SOM faculty level.

Smitherman: several meetings in the SOM in the early 1990’s...may be an opportunity for more discussion.

Constantino: TAFC has remaining questions: when did this become policy and was

<p>it approved by total faculty and is it applied equality.</p> <p>Smitherman: 1999 document is a clarification of a 1997 document. Perhaps it became policy in 1997</p> <p>Constantino: Was it approved and voted on by the faculty?</p> <p>Smitherman: The document distributed was approved by the Provost, Dean, and Chancellor</p> <p>Beeson: Each school has its own bylaws which vary from school to school</p> <p>Baker: The Policy was approved by the faculty.</p> <p>Smitherman: On most campuses, you can change your activities from year to year and initiated by the faculty. Those recruited to do research may not have the flexibility to increase other activities.</p> <p>Beeson: each school has its own policy and practices regarding salary.</p> <p><u>Special Session with Provost Beeson:</u> Presented a session on the academic and financial successes and challenges of the University of Pittsburgh</p> <p><u>Committee Reports:</u> Report of Gender and Discrimination Committee (handout provided)</p> <p>Kacey Marra, Chair, of Gender and Discrimination Committee</p> <ul style="list-style-type: none"> ➤ Lactation rooms on campus: there are 16 available lactation room on the Pitt HR website ➤ Sick child care facilities on campus which are available at the Children’s Center of Pittsburgh near Magee Hospital ➤ University policies for non-tenure stream faculty contracts ➤ Written recommendations for non-tenure stream faculty which was approve by the ADPC, approved by the TAFC, then approved at the Senate Faculty meeting on December 5, 2012 ➤ We are supporting Robin Clark’s petition to allow non-tenured faculty members to be considered as voting members of the School of Arts and Sciences ➤ Also working on increasing the acquisition of University of Pittsburgh identification cards to non-tenure stream faculty ➤ Improving negotiation skills for faculty and have identified several local workshops on improving these skills ➤ Enhancing services for spouses or partners of prospective faculty hired at the University of Pittsburgh 	
<p><u>Continuation of Unfinished Business</u> None</p>	
<p><u>Announcements:</u> None</p> <p><u>Adjournment.</u> Meeting was adjourned at 4:37.</p>	

Respectfully submitted,
Linda Rose Frank, PhD, MSN, ACRN, FAAN
Senate Secretary
Associate Professor of Public Health, Medicine, & Nursing
Graduate School of Public Health, University of Pittsburgh

Members attending:

Alexander, Baker, Beck, Becker, Bircher, Borghesi, Buchanich, Burkoff, Chaiklin, Clark, Constantino, Costantino, Daley, Flynn, Frank, Gaddy, Hartman, Kear, Labrinidis, Lewicka, Lin, Lyon, McKinney, Molinaro, Pinsky, Shaiman, Slimick, Smith, Smitherman, Spring, Tisherman, Vieira, Weiss, Wendell, Wilson, Withers

Members not attending:

Barker, Bauer, Bledsoe, Bonneau, Caldwell, Chase, Chiarulli, Clermont, Cohen, Fabian, Gallagher, Gibson, Hravnak, Jones, Leers, Lunsford, Majumdar, McLaughlin, Miller, Mulcahy, Riccelli, Rougeux, Savinov, Shafiq, Smolinski, Sukits

*Excused attendance:

Ansell, Bartholomae, Butterworth, Cauley, Culley, Erickson, Gleason, Karp, Kearns, Kelly, Kovacs, Neft, Neufeld, Nisnevich, Savoia, Skledar, Song, Tananis, Terry, Withiam

Others attending:

Barlow, Beeson, DeJong, Fedele, Frieze, Marra, Mauk

*Notified Senate Office