

Faculty Assembly Meeting Minutes
2700 Posvar Hall
February 21, 2012

Topic/Discussion	Action
Call to Order. President Michael R. Pinsky called the meeting to order at 3:02 PM	The meeting commenced at.
Approval of the Minutes . President Pinsky asked for approval of the minutes of the January 24, 2012 Senate Council meeting.	The minutes were approved as written.
Introduction of Items of New Business. No new business.	
<p>Report of the Senate President, Pinsky</p> <ul style="list-style-type: none"> ▪ Governor’s budget presented to Legislature continuing to target Higher Education as easy line item to reduce; proposed budget decreases overall spending by 5% but Funding for Higher Education by 30% ▪ Administration, Staff Council, Student Government, and Faculty must stand together as united voice in explaining to Representatives the error of this approach ▪ Commonwealth Relations Committee, Governmental Relations working for unified showing on Pitt Day in Harrisburg at State Legislature on Tuesday, March 13th; encourage everyone who can to attend; student participation especially important ▪ Since almost every good paying job with a future career path requires higher education to make it possible this approach by the Governor strikes at the very hope and future of our citizens. ▪ If state funding cuts continue to intensify within 1-2 years we will be receiving no state subsidies at all and will become de-facto a private university ▪ We owe it to our students to keep the University of Pittsburgh the best academic deal in the state from a quality to cost perspective ▪ The Budget Policy Committee & the University Budget Policy Committee will address these issues and attempt to create a budget aimed at sustaining our core excellence in academics within these budget constraints ▪ Please contact local State Representative and/or Senator in their local office ▪ University of Pittsburgh Office of Governmental Relations has listing of contact information based on zip code ▪ Encourage faculty to write to Representatives, Senators, and Governor to personally express views on proposed cuts and how they will affect and impact the future of higher education and Pennsylvania ▪ Last few years have represented an unprecedented collaboration between Faculty Assembly and Administration on many issues ▪ State Legislature is influenced by such letters” ▪ Based on comments of FA members, Plant Utilization and Planning Committee (PUP) has invited Joshua Cochran, Director, Integrated Security Department to attend the PUP meeting March 21st, 2pm, for update on building security systems and issues around lost ID cards ▪ PUP also addressing concerns about bike rack space ▪ Recommendations for placement of bike racks addressed to Kevin Sheehy: ksheehy@bc.pitt.edu ▪ Community Relations committee met in late January to discuss bus rapid 	

transit system that would have two/three open stops on the way to Downtown

- Local groups collaborating including OBIT, PAT, Innovation Oakland, and the Oakland Task Force
- Development will effect residents and local businesses, advisory group considering best practices
- Problem discussed is negative perception of Port Authority when many routes are being cut; encouraged to contact Laurie Cohen, Collection Services Librarian at lcohen@pitt.edu to weigh in
- Keeping bus transportation running important to students, staff and faculty of the university
- FA unanimously approved supporting Open Access Initiative proposed by university Librarian Rush Miller during the fall term
- Report on unit by unit adoption has proceeded well
- Schools of Social Work, Business, Education have all formally adopted Open Access policy; continuing roll-out of endorsement through this semester
- Recent Humanities Forum has strong support for Open Access
- Presentation by Mr. Miller today to University Council of Graduate Studies.
- Momentum for Open Access assisted by NIH mandate that all NIH funded scientific publications must be in the public domain.
- School of Medicine is working to find effective web-based systems to allow the open access of articles to be processed by university library

Comments/Questions

- Dr. Carey D. Balaban: we need to come up with compelling counter arguments to the Governor's argument that this is only 2% of total budget, as he publicly remarked to state legislature; speaking just to cuts, arguments may not sound as effective.
- Dr. Pinsky: Governor's specific response is that this is a lie, the entire budget includes all of the funding for research (that is specially earmarked), comes from extramural resources (National Science Foundation, NIH); of the operating budget, the cut is actually 30%. Seems that he wants cut off all funding, an interesting effort seeing as Pitt is economic engine for the future in the state.
- Dr. Roger Flynn: concern about the lack of refreshments and cost absorbed by the cost of the room at the University Club. Dr. Pinsky noted that the Chancellor wanted FA to have the meeting in location they deemed appropriate and FA agreed to the University Club two years ago
- Dr. Beverly Gaddy: suggested that attending the Pitt Day was a good idea. Noted that cuts to higher education are nationwide; there are ways to join the effort; public needs to be educated on the value of higher education; AAUP does a lot to provide that information (aaup.org)
- Dr. Pinsky: founding fathers said the greatest strength of democracy was an educated electorate; Texas is actually increasing budget for higher education, Michigan has just reinstated all previously cut funds to the University of Michigan; believe most governors would find higher education as a worthy cause, but priorities are set differently
- Dr. Linda Rose Frank: attended the session with Rep. Dermody, looking at budget increases for state 52% is going to fund pensions and needs to be addressed in counter arguments; money was not saved for pensions, but must be funded – both a county and state issue; state leadership in office have brushed the issues to the side, and now it has become a large issue
- Dr. Pinsky: approximately \$5,000-6,000 per student per year, could be

<p>enough to severely impact some students' ability to attend, not our policy to have students bear the brunt</p> <ul style="list-style-type: none"> ▪ Dr. Paul Munro: Brunt of any tuition increase is probably going to deal with in-state students. ▪ Dr. Clarks S. Muenzer: is there a plan for an actual study or task force to look into cost/benefit analysis of becoming a privately funded institution? Has anyone talked about, in context of being privately funded, the state purchasing tuition reductions for in-state students of PA? ▪ Dr. Pinsky: has not directly addressed with the Chancellor, but hard to think that such has not been in their thoughts; no matter what, university will survive, but ability to provide excellent education at a low cost will be impacted. Last year we had a raise of tuition, but even with that raise, there was increase in number of applicants, increase in quality of applicants ▪ Freshman class is the highest ranking class in terms of grades they had when graduating from high school – so even with that tuition increase, still attracting outstanding students ▪ Dr. Linda Hartman: attended community relations meeting earlier in the day, Renny Clark mentioned that fact that becoming private was on the discussion table. ▪ Dr. Paul Munro: increasing quality of students is a result of the tough economy, rather than in spite because they cannot avoid other elite universities; going private isn't just a matter involving state support and decision based on tuition dollars, complicating because portion of fiscal plan (such as with Petersen Events Center) is owned by the state and not the university ▪ Dr. Carey D. Balaban: looking back to Dr. Frank's remark, this comes to what is the value of higher education versus the value of a certain growth rate in legacy obligations; this needs to be considered carefully when we speak with the state; are we going to let the future of the Commonwealth be held hostage to legacy costs? 	
<p><u>Benefits & Welfare - Dr. Irene Kane</u></p> <ul style="list-style-type: none"> ▪ Five meetings this year, following request reviewed and updated mission statement ▪ Themes for the year: improved communications, health <ul style="list-style-type: none"> ○ HR has updated the website – not yet complete – but much easier to navigate; retiree benefit listing still in process ○ Full page ads in University Times with updates coming from HR ▪ Benefit surveys in process through HR. second was sent to random sample <ul style="list-style-type: none"> ○ Dr. Pinsky: any initiative with health plan for testing/screening to see if people are at risk for coronary disease/hypertension/diabetes? <ul style="list-style-type: none"> ▪ Dr. Kane: do not know the answer at this moment, but it is something that is being talked about ○ second HR survey just sent out to a random sample, was that a methodological concern of the committee? <ul style="list-style-type: none"> ▪ Dr. Kane: original survey was sent to all and could respond on a voluntary basis. Second survey was random to assure that all disciplines were targeted . ▪ everyone received information about participating in the first survey. ▪ October 1st - Administration of Pitt COBRA & retiree benefits was moved to UPMC benefit management services 	

after national search to replace Highmark

- Internal initiative for University ID paperwork; benefits department still looking at options, information will be shared as it becomes available.
- Student Health insurance converted to totally paperless with E-benefits, expected start-up issues resolved .
- Standing Firm (Domestic Violence) – Dr. Cluss, Director, can assist employee/employer proactively. Referral can be made via Life Solutions, multiple guidance can be made available to victim and/or perpetrator.
- UPMC Plan Health Update – Diane Holder, CEO – emphasized longstanding UPMC/Pitt partnership centered on meeting employee needs, reviewed her position regarding the contract dispute with Highmark & provided a prepared document outlining ongoing issues (public document on web)
- Draft report from Special Committee on the Inclusion of Transsexual Healthcare Coverage was presented.
- Update on Health & Wellness - Dr. John Jakicic, HPA Chair– Wellness Program & Community Fitness combined into Health Fitness Program which will uniquely serve interests of Faculty & Staff to decrease large classes.
 - Conducting search for administrator to improve fitness programs
 - 5000 sq. ft. Trees Hall space in process of renovation; providing group exercise space & classes in Yoga, Pilates, Zumba. Currently no budget but modest fee for class will entitle use of facility. Transportation Trees Hall -shuttle service being arranged.
 - Efforts underway to build web-based technology for weight loss programs. “Weight Watchers” is in place; partial reimbursement for completion of 10 of 12 sessions & 50% discount on sign-up fee for continued participation
 - Healthcare reform summary distributed

Bylaws and Procedures - Dr. Nick Bircher

- Thanks on behalf of Committee to Joe Grabowski, longstanding secretary of the Committee and did an excellent job.
- Committee met once this year
- Kurt Summersgill, School of Dental Medicine, elected Secretary
- Review of Mission Statement; found to be sufficiently flexible
- Guidelines for Search Committee For Senior Academic Administrators; semi-final version posted for inspection
 - Thanks to Vice Chancellor Randy Juhl for draft recommendations; Administrative Liaison, Cindy Moore of Office of General Counsel
 - Issues discussed and clarified in revising guidelines include:
 - Which administrators are covered by this policy?
 - Should petition process be retained ?
 - Selection vs Election for staff and student representatives was clarified to allow appropriate organizations to select their own representatives via election, appointment, selection
 - Request for posting of final version on University website.

Comments/Questions

- Policy does not address Chancellor because that position is managed by the board of Trustees.
- How is this document different from the previous version?
 - Substantive portion of document remains much as it was. Main

<p>changes were editorial. Operative details were clarified.</p> <ul style="list-style-type: none"> • How can we assure the final appointment adheres to the guidelines? <ul style="list-style-type: none"> ○ Having guidelines in place makes it easier to assure the guidelines are followed. <p><u>Call for vote on resolution.</u></p> <ul style="list-style-type: none"> • Moved and seconded • Matter passed unanimously <p><u>Elections Committee – John Baker</u></p> <ul style="list-style-type: none"> • Nominations still ongoing. • Nomination finalized March 12th • Elections to begin March 25th and run for two weeks. Upon completion of elections officers and faculty assembly elections for committees will be held. • Everything to be completed before finals 	
<p><u>Announcements.</u></p> <p>Next Faculty Assembly on April 3, 2012</p> <p><u>Adjournment.</u> Meeting was adjourned at. 4:00PM</p>	

Respectfully submitted,

Linda Rose Frank, PhD, MSN, ACRN, FAAN
Associate Professor, GSPH
Senate Secretary

Members attending:

Baker, Balaban, Berkowitz, Bircher, Bonneau, Chaiklin, Chiarulli, Close, Constantino, Costantino, Fabian, Flynn, Frank, Frieze, Gaddy, Harbert, Hartman, Hravnak, Kane, Kear, Kovacs, Lin, Lyon, Molinaro, Muenzer, Munro, Neft, Neufeld, Pinsky, Redmond, Savinov, Slimick, Smitherman, Song, Terry, Weiss, Wendell, Withiam

Members not attending:

Barker, Bauer, Clermont, Cohen, Culley, Daley, Feuer, Gallagher, Gleason, Greenberg, Kearns, Looney, Majumdar, Pan, Rougeux, Steinberg, Sukits, Towers

*Excused attendance:

Bartholomae, Beatty, Beck, Becker, Buchanich, Burkoff, Caldwell, Chase, Galloway, Kelly, Labrinidis, Lunsford, Miller, Rickman, Savoia, Sereika, Shaiman, Singh, Skledar, Smith, Spring, Tananis, Wilson

Others attending:

Blair, Hart, Huber

*Notified Senate Office