

University of Pittsburgh
Faculty Assembly Meeting
Minutes of March 1, 2005

1. President Bircher called the meeting to order at 3:04 PM.
2. The minutes of the Faculty Assembly meeting on February 1 were approved as written.
3. Introduction of Items of Unfinished Business and New Business
There were no new items.
4. Remarks of the President, Nicholas G. Bircher
 - Professor Bircher began his remarks by commenting on the Honors Convocation that was held the day before. He noted that this is an important celebration in the life of the University, in which we recognize the accomplishments of faculty, staff, students, and the families that support them. He reported that Dr. Julius Youngner gave an excellent talk on Science and Controversy.
 - Professor Bircher announced that the Spring Plenary Session is scheduled for March 23, and is entitled “Consumer Satisfaction with UPMC.” Nat Hershey will chair this important discussion. The keynote speaker will be Margaret Washington, author of “Doctor, Can You Hear Me? Patient, Are You Listening?” Michael Culyba, Vice President for Medical Affairs of the UPMC Health Plan, which administrates claims for the University, and Dr. Loren Roth, Senior Vice President for Medical Services, UPMC, have agreed to participate on the panel. Professor Bircher said that he will also serve as a panelist and will offer a brief set of remarks on the evaluation of health care quality from the consumer perspective.
 - Professor Bircher said that Renny Clark, Vice Chancellor for Community and Governmental Relations, will address the food truck issue and traffic patterns related to the Schenley Park Plaza at the March 14 Senate Council meeting.

Questions and Comments

Professor Frieze said there was a move to put the trucks on DeSoto near the School of Public Health, but she did not think that was an ideal location. It was mentioned that City Council is now thinking of putting them on Thackeray.

Another Faculty Assembly member commented that there is no longer a sidewalk along the parking lot to the Carnegie Library. Professor Bircher said he could bring that up with Vice Chancellor Clark. Professor Soska said that they are realigning the sidewalks and the removal was temporary.

- Next Professor Bircher commented on Senate Committee activities. He noted that Herb Chesler, Vice-Chair of the Benefits and Welfare Committee, was on the agenda. The guest speaker at the Friday, February 28 lunch of the Commonwealth Relations Committee was Rep. Sean Ramaley, 16th Legislative District of Beaver and Allegheny Counties. On Friday, March 4, Paul Supowitz from the Governmental Relations Office will present an update on the State budget and the allocation to the University.
- Professor Bircher noted that reports from the Community Relations Committee, the Computer Usage Committee, and the Plant Utilization and Planning Committee were on the agenda.
- The University Senate Presidents of all five of the University of Pittsburgh Campuses,

along with the other regional campus officers who were available, were hosted at the Bradford Campus on Saturday, February 26. The principal areas of discussion were: (1) bench-marking regional faculty salaries; (2) the need for consistent tenure and promotion rules across the campuses; and (3) the creation of a Council of Campus Leadership to include the officers from each campus. Professor Bircher said he would provide the Bylaws Committee with draft language for this addition to the Bylaws. The bench-marking problem is complex and complicated. It is, however, crucial in his opinion that the faculty of the regional campuses be given a fair hearing on these matters.

- Professor Bircher next asked how many representatives were at the meeting from the Board of Trustees Committees, all of which met recently. He then asked how many meetings were informational only and whether anyone had anything to report.

Questions and Comments

Professors Wion and Sukits responded. Professor Sukits said he has been disappointed in the Trustees' Investment Committee. It seems that the meetings are completely scripted and that the consultants, Wilshire Associates and Cambridge Associates, run the meetings. The commentary that takes place is from two or three members of the Trustees who relate anecdotal evidence of things they see on other investment committees. His own opinion, based on his experience as an investment banker and now faculty member, is that there are some serious flaws in the way the endowment is managed now. No one will address this because everyone just goes with the agenda and then turns the meeting over to the consultants. He said he has brought this up unofficially with some of the consultants whom he knows well, but he does not see anything happening. As an example, on Pitt's domestic equity portfolio, about \$700 million, there is a benchmark target to effectively mimic the Wilshire Total Market Index, the Wilshire 5000. This could be done simply by having one manager mimicking that index, but instead Pitt has nine or ten managers all managing different sectors of the index, and Wilshire is recommending that Pitt hire more managers. Pitt has underperformed the index by about 120 basis points for ten years now. Professor Sukits is disappointed with that. He said we are paying too much for managers and we have too many of them for them just to be mimicking an index. He has other issues with the alternative investments such as investing \$160 million in hedge funds. Professor Bircher asked if the hedge fund is the same thing that three people received the Nobel Prize for and it then went bankrupt a few years later. Professor Sukits said that Robert Merton and Myron Scholes, who received the Nobel Prize, along with John Meriwether, who was the most storied trader on Wall Street, started a hedge fund called Long-Term Capital Management; the University was one of the first investors in that hedge fund and lost all of its principal. Professor Bircher said that if Professor Sukits could compose a brief set of questions, he would ask the Chancellor about them at lunch.

Professor Wion said it is difficult to talk about the Board committees in detail because most of the information is given in confidence, but he said his experience on the Budget Committee is quite different. The Trustees on that committee are actively concerned and ask questions and request information from Art Ramicone and others. They seem well informed and are keeping a close eye on the budget. This has been the case for a number of years. Professor Sukits said another Trustee asked him why no one speaks at the meetings. Professor Wion asked Professor Sukits if he has spoken at the meeting and Professor Sukits replied that he has not. Professor Weiss asked who was on the Investment Committee. Professor Sukits said there are community representatives and Trustees. Most of the Trustees do not have much financial experience but Tom O'Brien is the chair. Professor

Sukits said that Paul Lawrence told him that if he wanted to bring anything up at the meeting he had to clear it with Art Ramicone first.

Professor Hershey said he is a member of the Health Sciences Committee of the Board and his experience has been that agenda is controlled by Dr. Levine. Attendance is poor and the committee basically hears reports and there is no discussion. Professor Sukits said attendance is good at the Investment Committee meetings, but everything is extremely scripted.

- Professor Bircher announced that the next meeting of Faculty Assembly is scheduled for Tuesday, April 5. The next Senate Council Meeting is scheduled for Monday, March 14, 2005. John Close is recovering well from his coronary artery surgery, and hopes to be back to work within a few weeks.
- Professor Bircher said that we are all saddened by the death of Tom Metzger, Chair of the Senate Educational Policies Committee several times; he also served on Faculty Assembly and Senate Council. He served as Vice President under Jim Cassing, 2001-02. He said that Tom served as a shining example of commitment to the University Community, and he asked the Assembly to observe a moment of silence for him.

Questions and Comments

Professor Nelson asked if Faculty Assembly had a representative on the group that developed the new PeopleSoft system. Professor Frieze said it was discussed at the Computer Usage Committee some time ago but she did not know if they had a current representative. Professor Nelson said this is likely to impact faculty and he wondered if anyone is going to report to faculty on how it will impact us. It will affect academic records and grades. Professor Bircher said if he understood the issue, it is how limitations of the software may inadvertently change academic policy. That might be an issue for Educational Policies. Professor Nelson said it will affect registration of students for the fall term, which will happen rather soon. He wanted to know if it would affect the faculty. Vice Provost Blair said the planning had been very careful and broadly based. It has been discussed with deans and many others. Professor Nelson asked if other Faculty Assembly members were informed about the software. Professor Savoia said that Arts and Science faculty members were receiving training for registration, which starts on March 17. Professor Bircher said there appears to be some failure of information transfer perhaps at the level of deans and below. He said the regional campuses also had some issues with nuances of the software. Professor Nelson said he was surprised that someone from the Senate was not involved. Professor Costantino said that each unit has someone who is designated as the departmental registrar. All those people have known about this for some time and are being trained. The faculty do not need to be involved. Professor Frieze said there was discussion in SCUC several years ago. The Faculty Assembly could ask for another report. Professor Nelson said he is concerned that perhaps there was not involvement throughout the process and he wants to know how it will affect him. Professor Ansell said that it appears that the administration has not paid enough attention to informing faculty of the practical issues of the new software. It seems important enough that the administration should find out whether the deans are communicating this information to their faculty. Professor Bircher said he was referring this to the SCUC and would ask them to report in the next several weeks. Professor Soska said that early on there was extensive consultation with faculty and staff regarding problems and issues. It would be useful now to have some communication of the time phasing of implementation.

5. Reports by and Announcements of Special and Standing Committees of the Senate
Benefits and Welfare Committee

Professor Chesler, Vice Chair of the Committee, reminded everyone that at last month's meeting of the Assembly, the president charged the Benefits and Welfare Committee with the awesome task of getting the University to purchase the University Club. He was happy to report that "we delivered." One item is the prospective use of the Club. It appears that no decision has been made yet. It might include a Faculty Club, but that will have to be self sustaining. Benefits and Welfare will ask the Provost's office to do a survey for the committee so that they will have information about how faculty clubs are supported at peer institutions.

Questions and Comments

Professor Munro asked if a faculty club might be considered a benefit since a fee is unlikely to cover all costs. Professor Chesler said we will have to be creative and it would be helpful to know what other schools do. Professor Frieze said this came up in the Plant Utilization and Planning Committee. Someone said that all Senate Committees should be thinking about how this building might be used. Professor Bircher added that this will be a multi-purpose building rather than exclusively a faculty club. He asked members to consider how a reasonable business plan could be developed. Professor Munro asked whether it would make sense to have a resolution regarding using the UClub as a faculty club. Professor Bircher said that it is too early for a resolution. To the extent we can have a fiscal plan, the proposal will be more plausible. Professor Frieze said another proposed use of the building is as a conference center, which is something else we need on campus.

Professor Chesler said there were two other things he wished to call to the Faculty Assembly's attention. One is a brochure for parents on their child's medical insurance while away at school. It was put out by HR at the request of Benefits and Welfare. It will be on line soon. Another issue came up as a result of an article in the *Wall Street Journal* dealing with the death of a person overseas. That led to the question of how Pitt would deal with this. There is a supplement to the UPMC policy, which is called "Assist America." There is a membership card to use if one is more than 100 miles away from Pittsburgh. They have asked HR to include information on this at the next enrollment. It is for all kinds of medical problems, not just death.

Community Relations

Professor Hartman said she wanted to give a brief update of her committee's last meeting. She said that Martha Pristas, Director of Community Leisure Programs in the Department of Health and Physical Activity in Trees Hall, gave a presentation describing some of the services they provide. The program has been around for 35 years and it helps local residents optimize their quality of life through health and physical well being. The programs they have include: a guest pass program, where residents can use Trees Hall; a National Youth Sports Corporation summer camp, a five week program for 10 to 16 year old economically disadvantaged children; and a Saturday recreation program for children 6 to 16. Faculty and students work with the children. Tracy Soska added that PAWS program (Pitt Athletes Working with Students) may be national model for engaging students in community partnership activities. The other speaker was Mavis Rainey, Executive Director of OTMA, the Oakland Transportation Management Association. There are some handouts in the back describing the Schenley Plaza parking

issues and other places to park in Oakland and information on the University's transportation site. Ms. Rainey talked about the "Hometown Streets Program," which deals with 11 intersections on Fifth and Forbes. They hope that local businesses will get interested and improve their facades. Construction will not start for a year. They want to improve cross walks and four-way crossings, and perhaps add a count-down signal for walk signs. Another discussion was on realignment of Forbes outside of the Student Union. Phase III of the Schenley construction will make the road two ways in front of the fountain. A new parking area will be added with parking stations rather than meters. She thinks there has been a reprieve on 28X, that goes to the airport. It was supposed to be cancelled on weekends and holidays to Oakland. This was going to be a problem for the end of Spring break. She is not sure what the status is now. The handouts have the URL for OTMA. It is www.otma-pgh.org. She recommends going there to keep tabs on the construction. Professor Soska suggested adding a link to OTMA from the faculty portal so that it would be easy to follow the construction plans. He mentioned that the work on the bridge on the Boulevard of the Allies is being postponed a year because of the Senior Olympics in June at Pitt and CMU. He also mentioned concern that the Department of Education's budget for the sports programs mentioned earlier is likely to be cut.

Professor Soska said he wanted to share the report from the Plenary on Scholarship of Community Service. He said it is in draft form until the Faculty Assembly and the Senate Council have a chance to look at it. Then it will be an official record and posted on the Senate website. He reviewed the activities of the Plenary and associated events and noted that the recommendations could be found on page 17. The first recommendation is that the Faculty Assembly and Senate Council should look for continued opportunities to discuss community service and civic engagement at the University of Pittsburgh and how this can be connected to our teaching and research mission. A second recommendation is that the University Senate, particularly through the Office of the Provost, should seek opportunities for Deans and Schools to dialogue on civic engagement, service-learning, and engaged scholarship, and these dialogues should extend into the faculty of schools. Professor Soska said that Provost Maher had several deans report to the Deans' Council on their service activities. A third recommendation is that the Community Relations and the Tenure and Academic Freedom Committees of the Senate should explore collaborative dialogue on strengthening engaged scholarship within promotion and tenure guidelines relative to new Carnegie guidelines and standards on engagement to help schools and departments in their deliberations. Still another recommendation is that the University should look for opportunities to invite nationally prominent speakers from universities that have Centers of Excellence in civic engagement and service-learning research, such as Michigan, Notre Dame and Duke, to continue to promote a dialogue on the "scholarship of community service." The Committee also recommends that the University explore the Research Service-Learning model as one that could attract the top faculty and scholars to our institution as they have done at Duke University. The report recommends that the University explore the idea of redoing "the Pittsburgh Study" for this new century as a project worthy of a multi-discipline research endeavor partnering with the City of Pittsburgh and UCSUR. Finally the committee recommends that the University should explore funding and other opportunities to build support and incentive systems in centers, such as its Community Outreach Partnership Center, to support

community research, research service-learning, and engaged scholarship. He said the committee will continue to work on their recommendations and they invite the comments of Faculty Assembly members. Professor Bircher clarified that the report was still in draft form and they welcomed comments.

Computer Usage Committee

Professor Frieze said she was presenting because Professor Sereika was ill. Professor Sereika and she are serving as temporary co-chairs until Professor Close recovers. She said she was passing out some handouts about computer services and their report is at the back of the room. One issue is the need for e-mail account forwarding. All faculty, staff and students are assigned a University e-mail account. If this is not the preferred account, one needs to set up forwarding. Otherwise, messages will not be seen. People are helping in the Medical School but it takes a while because it requires one-on-one help. The issue affects others besides those in the Medical School. The Help Desk will help set up forwarding. The University also provides spam and virus filtering services. The service works by quarantining virus and spam messages in a location where they are available for review. The virus filtering component of this service was activated for all pitt.edu accounts. During the fall term, 1.4 million virus messages were quarantined. There is also spam filtering. One gets to this by going into my.pitt.edu where one can set up spam filtering. The virus filtering is automatic but the spam filtering is one's choice. Only 12% of the accounts have set up spam filtering but 5.5 million spam messages were quarantined in the fall term.

Questions and Comments

Professor Munro noted that the spam filters are not perfect and one can lose important e-mails. Professor Frieze agreed and noted that one can have high or low levels of filtering under several different categories.

Professor Frieze said that another issue has been disk quotas for email. It is easy to do. Calling the Help Desk can get one's quota increased to 75,000. One can get higher than that with a written request. The defaults are going to be set up to 50 megabytes over spring break. Spyware is a growing problem. If someone is concerned with what it is doing to one's computer there are things one can do. CSSD has some spyware removal programs available. She mentioned there is also information on conference calls.

Plant Utilization and Planning Committee

Professor Munro said he had a few items. One issue was the elevators in Posvar Hall. His committee has been told that the elevators will be renovated this summer. Second, concern has been expressed about how long it takes to respond to a stuck elevator on campus. For liability and safety reasons only Otis Elevator Company can handle a stuck elevator. Third, the committee met with Ana Guzman and her staff regarding the recycling program of the University. The committee provided input regarding educating faculty, staff and students in order to improve the recycling program. For example, every faculty member should have two trash baskets. If you do not have two, you should call Facilities Management. If the custodians just dump both baskets into the same trash containers, William Mitchell, Senior Manager of Custodial Services, wants to be notified and he will handle it. He says he will not discipline custodians but just instruct them. The Committee was provided with a lot of statistics. Professor Munro was disappointed that few toner cartridges were recycled. The committee will meet next

month with Eli Shorak, who will describe properties in Oakland and what the University has acquired or is interested in acquiring. An obsolete piece of information is that the University was putting in a bid on the University Club.

Questions and Comments

Professor Pike said it was his understanding that newspapers are not recycled. He asked if that could be addressed. Professor Munro said he would ask.

Professor Nelson asked about the elevator renovations in Posvar Hall. Professor Munro said he did not know anything other than it would be done this summer. Professor Nelson asked whether all three would be done at the same time.

Professor Donegan asked about the brochure on student health benefits. She said Student Affairs has been concerned about students who do not have health insurance. She said that the brochure only addresses students up to age 25. In the Pharmacy School, many students are over 25 and about 18% do not have insurance. She also expressed concern about timeliness of response and the fact that illnesses spread quickly among students. It was clarified that the information Professor Chesler had distributed earlier was for children of employees, not Pitt students. Professor Frieze noted that graduate students have their own insurance and problems with it have been raised at some Senate Council meetings.

Professor Donegan asked what could be done about the issues she raised and whether her committee should be working with Benefits and Welfare. Professor Chesler responded that they would like to hear about the issues. Professor Bircher added that graduate student health care varies by the school and it is easy to see how students can fall through the cracks. It was mentioned that pharmacy students are not considered graduate students until their third year and thus may not be eligible for the graduate student plans. Professor Bircher suggested that Student Affairs and Benefits and Welfare work together on the issue of student health insurance.

Professor Sukits said he forgot to bring this up when asked for items of new business but he has a concern about basketball tickets. He received a notice from Team Pittsburgh, the Athletic Boosters, in which issues were raised about tickets. One issue involved charging people seat fees or licenses to maintain their seats. Another issue was that faculty would continue to get their discounts. The third issue, which has gotten some play in the media, is the fact that people, even when they are satisfying all their requirements, may be involuntarily shuffled around the Petersen Events Center. The Athletic Office mentioned that it had surveyed other schools, including Duke, Kansas and Syracuse, that shuffle their fans around. His concern is that if the Athletic Office decides to “jerk around” season ticket-holders, they may become disillusioned with the program and give up their tickets. He thinks this is a mistake; people selected their seats in the beginning when the Center opened. Asking for contributions and seat fees is fine, but moving people around involuntarily is a mistake. The easy solution is that if you have satisfied all the requirements of your seats, you should be given the right of first refusal on your seats. He wishes someone would recommend this to the Athletic Department. Professor Hershey agreed that there was a lot of unhappiness with this idea and he wondered if the Athletic Department really understood what was happening at other schools. Professor Bircher asked Professor Hershey to ask the Athletic Committee to clarify what the plan is. If the plan is as bad as it sounds, please ask them to reconsider. Professor Frieze said the Athletic Committee is to report to the Faculty Assembly next month and perhaps it could report on this issue.

6. Unfinished Business and New Business
There was no unfinished or new business.
7. Announcements
There were no announcements.
8. Adjournment
The meeting was adjourned at 4:27 PM

Respectfully submitted,

Josephine E. Olson, Secretary

Members Attending:

Ansell, Baker, Belle, Bergen, Bircher, Brush, Cain, Chesler, Costantino, Cothran, Czak, Donegan, Flynn, Frieze, Hartman, Hershey, Kuller, MacQuarrie, Manfredi, McKinney, Munro, Nelson, Olson, Orbach, Pike, Rice, Salama, Savoia, Soska, Steinmetz, Sukits, Sussman, Weiss, Wion

Others Attending:

Beeson, Blair, Hart, Steele, Thomas