

University of Pittsburgh
Faculty Assembly Meeting
Minutes of November 29, 2005

1. President Frieze called the meeting to order at 3:01 and introduced the three visitors from the branch campuses: Professor Sayre N. Greenfield, University of Pittsburgh at Greensburg; Professor Donald I. Ulin, University of Pittsburgh at Bradford, and Professor Richard C. Ulsh, University of Pittsburgh at Johnstown.
2. Approval of the minutes of the November 1, 2005 Faculty Assembly meeting as written
3. Introduction of items of new business:
 - a. Paul Munro, invitation of Consultant on University Club to Faculty Assembly
4. Remarks of President, Professor Irene Frieze
 - a. General Items
 - i. Senate Elections Committee
 1. A first meeting in January is set to begin the nomination process for April elections.
 2. A memo from President Frieze welcoming people to run for senate office or serve on senate committees was mailed to all faculty members. Self nomination should be made by the end of February.
 3. Faculty Assembly members are encouraged to talk to their colleagues about becoming more involved in faculty governance.
 - ii. Mass Emails to Faculty
 1. President Frieze, Vice President Pinsky, John Close from the Senate Computer Usage Committee and Vice Provosts Patty Beeson and George Klinzing met with Jinx Walton, Director of Computing Services and Systems Development to discuss the possibility of using mass emails for senate communication with faculty. They recommended to Provost Jim Maher a short monthly email that would include short announcements about University and Senate issues with links for those who want detailed information. They expect a decision soon.
 - iii. Spring Plenary Update (Michael Pinsky)
 1. The committee met today (November 29). The spring plenary, "Today's visions, tomorrow's reality," is planned for March 29, 2006 from 2:00-5:00pm. The subject of the plenary is the commercialization of academic innovation and will include 2 plenary speakers and 3 lectures on process. Four Pitt faculty members will talk about their experiences. The focus will be on work taking place on the lower campus (i.e. not in the health sciences which currently claims 70% of this kind of work). An example will be the work of Lauren Resnick at the Learning Research and Development Center. The plenary will be advertised widely, including through the mass email system. In response to a question from Paul Munro, Professor Pinsky said that there will be discussion of "dicey" issues such as money and conflict of interest.
 - iv. Public hearings by the State House Select Committee on Academic Freedom in Higher Education were held on campus on November 9 and 10 in regard to

liberal bias in faculty (Horowitz Bill of Rights). President Frieze asked for comments from people who attended the hearings.

1. Michael Vanyukov suggested that we refer to it as “*alleged* liberal bias”
 2. Roger Flynn questioned whether this implies that *conservative* bias is okay.
 3. Van Beck Hall said that there was no discussion of incidents at the University.
 - a. President Frieze said that there was mention of websites for particular programs such as social work, education and women’s studies. Students testified that there were no problems. Members of the hearing panel, including our representative Dan Frankel, said that they didn’t know why they were doing this and that they should perhaps stop because it was a waste of money.
 4. John Close reiterated that most members thought they were on a ridiculous committee.
 5. President Frieze is currently trying to get audio tapes or transcripts of the sessions.
 6. Professor Pinsky said that the committee was impressed by the rules and regulations we already have in place and that we have complied better than most places.
 7. Phil Wion commented that the Provost testified for an hour or so Thursday morning. He talked about procedures in place. In preparation for the hearings the Provost had asked about complaints at both the school and departmental levels. Also giving testimony were the National, state and local (Lisa Brush) chapters of the AAUP. The testimony can be found on the AAUP website: www.aaup.org.
 8. President Frieze mentioned that the hearing was not solely about the University of Pittsburgh, but all state-related campuses in this area (e.g. California University of Pennsylvania testified).
- v. Reports from the Senate Council Meeting, November 7, 2005
1. Donna Sanft, Senior Associate Athletic Director for Administration Compliance and Student Life talked about what’s being done for student athletes to be educated fully. In particular, she gave an overview of the Panther Game Plan Life Skills Program which includes career development, community service and essential life skills.
 2. The evaluation of deans is on-going with about 2 deans evaluated per year. Results are reported to Provost Maher, but are not made publicly available. The Provost’s Office will keep us informed about what evaluations are being done.
 - a. Vice Provost Andy Blair corrected a statement about low response rate from the November 1 minutes. He said that the response rate was not low.

3. Faculty Club update
 - a. Consultants are examining possible uses for the University Club building purchased last year. One possibility is some type of Faculty Club
 - b. Paul Munro wondered if the consultants hired by the administration could come to a Faculty Assembly meeting to get input from faculty. President Frieze remarked on the expense of the consultants and wondered whether paying them to attend this meeting would be worthwhile. Herb Chesler suggested that the consultants meet with members of the executive committee to hear the faculty point of view. President Frieze said that we could do that or request a report to comment on.
 4. There is discussion with the Chancellor about his hosting a luncheon for the Expanded Executive Committee (committee chairs) in January.
- vi. PeopleSoft update
1. On November 9, eleven faculty members attended a focus group coordinated by Registrar Sam Conte to discuss how to inform faculty about procedures for online grading.
 - a. Nick Bircher attended this focus group and said that it was a very good interactive session between those rolling out the changes and those wanting to know how it works. He said that this was a good model for knowing what concerns there are and tweaking as it is being rolled out.
 - b. A synopsis of the focus group is available as is the message from the Registrar about Online grading sent to all of the registrar's contacts in the academic units with the request that it be shared with their faculty. More information will be available next week on www.my.pitt.edu.
 - c. Glenn Nelson asked for clarification about the length of the information sessions being offered. President Frieze said that they were 1 hour.
 - d. John Close also attended the focus group. He thanked the registrar for providing lunch. He said that it is an easy to use program, easier than email. He cautioned that you have to do it *yourself* through the *my.pitt.edu* website. You cannot have someone else enter your grades unless you give them your ID and password, which is not okay. The system will be available starting December 5th, and will be available until 5pm December 21 for final approval of submitted grades.
 - e. President Frieze asked for comments from the branch campus Presidents.
 - i. Professor Ulin from Bradford said that the Registrar in Bradford is working with the registrar at the Oakland campus on problems generating certain kinds of reports, e.g. of admitted students. President Frieze commented that difficulties may be related to the fact

that admissions procedures have changes as a result of the implementation of PeopleSoft.

- ii. Professor Sayre from Greensburg said that there was some consternation over midterm grades. They use midterm grades for retention purposes and not all courses were available for midterm grades. Bob Pack said that he was not sure about this.
 - iii. Professor Ulsh from Johnstown said that some students were shocked to find that they were on a restricted list because payments hadn't been made. There is no longer the lag time that students experienced in the past.
 - f. President Frieze mentioned that PeopleSoft will allow for the enforcement of prerequisites.
 - g. John Close said that he was very impressed with the grading program.
 - h. Bob Pack said that over the next year the system will be unchanged to allow for the internal procedures associated with the major uses to be reviewed to be sure that they take advantage of what PeopleSoft has to offer rather than being a process brought forward by default based on the old ISIS system. Based on this review, necessary improvements will be made.
 - i. Glenn Nelson asked if there has been discussion about other uses for PeopleSoft, in particular whether there are plans for using the system for academic evaluation purposes.
 - i. Bob Pack answered no, that the system is not designed for that. It needs to be used for admissions, registration, and grading, the purposes it was intended for.
 - ii. President Frieze remarked that it is a *student* data base. Another way it has been used is for Phi Beta Kappa to identify nominees.
- b. Committee Items
- i. Athletics Committees
 - 1. The Athletics committee will be discussing COIA membership at its next meeting, Friday December 9 at 2pm in the Conference Room of the Petersen Events Center. Faculty Assembly members who are interested in attending should contact President Frieze.
 - ii. Benefits and Welfare Committee (Herb Chesler)
 - 1. Following faculty complaints, the committee is putting forward a proposal recommending to administration that some section to entrances to buildings be identified as non-smoking. Such a change would be the first since the University's smoking policy was changed 15 years ago. Chesler welcomes communication to him via email. He expects this to be controversial so he wants to be prepared for the committee. Ted Rice commented that he supports such "butt-free" zones.

2. This is the first year of UPMC's *fitness for life* program. The program asked participants to have a blood lipid panel test and complete an on-line survey communicating the results. Those who participate will have their July 2006 healthcare premium waived. There will be an opportunity to complete the screening process to get the panel test and cholesterol test on campus, free of charge in December at the Union. Because the University is self-insured, it is in everyone's interest to keep us healthy. Chesler reassured that everything will be kept confidential. The information will not be available at a disaggregated level. The program is endorsed by the Benefits and Welfare Committee. Vice President Pinsky confirmed the importance of the program and hopes to push it further.
 - a. Teresa Donegan asked whether stress management is a part of the *Fitness for Life* program. She noted with concern that students are going to CMU in order to go to weekly meditation sessions by our own faculty member, Bruce Rabin. She suggested that we should bring our own expertise home! Donegan suggested that for guided imagery and information about stress-related events people access <http://healthylifestyle.upmc.com> (Note this is a correction of the website address given during the Faculty Assembly meeting).
 - b. Phil Wion asked whether the data will reach UPMC if it is collected as part of the annual physical. Chesler said that though physicians are being educated, we should also inform them. Wion also asked how we would know that the premium has been waived. Marilyn Ross said that you enter the information yourself online.
 - c. Speaking as a cardiology doctor, Vice President Michael Pinsky said that knowing the blood lipid level itself doesn't help you at all unless you do something about it. To use this approach, it has to be linked to lifestyle, dieting management and drugs. What management will be appropriate depends on the individual. He is working on establishing a matrix to match for individuals. This would include, for example, risks, family history, age, and smoking. Professor Pinsky commented that keeping you healthy is cost-effective for UPMC, so we will all be beneficiaries of the program. Herb Chesler said that Professor Pinsky's interest in the issue and subsequent participation is a wonderful example of how faculty can have profound effects on the entire community.
 - d. John Close asked if the screening is lipid only, or if it also includes glucose. Professor Pinsky said that it is currently lipid only, but that this is just a start. It will be cheaper, better, and healthier if we stratify what we need based on individual profiles. Thus they are developing a system based on epidemiological and sociological data.

- e. Teresa Donegan commented on the issue of non-adherence and recommended that health psychologists (such as James Prochaska) also be involved in the process.
 - 3. The benefits and welfare committee has an interest in the Bellefield Hall annex upgrades this summer as presented by Marilyn Ross at the November 1, 2005 Faculty Assembly meeting. In particular, it is the interest of the committee that faculty preferences be taken into account. Chesler urged every user or potential user to contact Marilyn Ross to voice preferences. Marilyn Ross said that she could be contacted via email at mlross@pitt.edu.
- iii. Bylaws and Procedures Committee (Chair Ted Rice)
 - 1. There was no consensus on the issue of reallocation of faculty representatives. They will publish 3 possibilities in the university Times and get feedback. President Frieze suggested that the mass email letter may be a way to get feedback.
 - 2. The committee discussed the minimum number of faculty meetings and agreed that no change should be made in the current policy.
- iv. Commonwealth Relations committee
 - 1. On Friday, November 18, 2005, Representative Dan Frankel, 23rd district of Allegheny County, met with the committee. He is our representative and sees himself in this role. He mentioned that he is opposed to the State hearings on academic freedom, although he is a member of the committee.
 - 2. The next luncheon is scheduled for Friday, December 2, 2005. The guest speaker will be Senator John Pippy, from the 37th District of Allegheny County.
- v. Community Relations Committee (John Wilds, Director of Community and Governmental Relations reported on behalf of the Committee).
 - 1. Mr. Wilds provided information about funding opportunities for faculty for Research Service Learning courses and applied research projects offered jointly by the University's Community Outreach Partnership Center (COPC) and the Honors College during Summer 2006 and Fall 2006 terms. Research Service Learning (RSL), also called Community Applied Scholarships, brings students' research skills and knowledge to community-identified issues and problems. Amy Eckhardt, University Honors College, and Tracy Soska, School of Social Work, are the contacts for interested faculty.
- vi. Computer Usage Committee (Co-Chair John Close)
 - 1. The committee unanimously approved a request of CSSD on spam filter default.
 - 2. Dual accounts update: With regard to UPMC and Pitt privacy policies, anything to do with UPMC is outside the jurisdiction of the Computer Usage Committee. There has been a positive reaction to Dr. Cantor's plan in the medical school.
 - 3. Next meeting is Friday December 2, 2005. The agenda will include
 - a. asking CSSD to have an opt-in choice for email accounts in which users will be required to activate account. This was

- based on the suggestion of Paul Munro in a previous Faculty Assembly meeting.
- b. PeopleSoft concerns
 - c. Dual accounts
 - d. CSSD report
4. Professor Pinsky commented that the School of Medicine has 25% of the University's faculty and Steve Cantor's office has created a system to contact every single member. Contacts indicate 40% ignorance rate thus far. Professor Pinsky thanked Steve Cantor's office (and Katie Rossie) for their work.
- vii. Educational Policies Committee (Co-Chair Susan Sereika)
 1. The committee is evaluating the implementation of recommendations from the last part-time faculty survey, beginning with the individual units represented by the committee members. In addition they are investigating how faculty are evaluated for teaching.
 - viii. Library Committee
 1. Rush Miller, Director of the University Library System has been invited to the February 6, 2005 Senate Council Meeting to report on the "21st Century Academic Library."
 - ix. Plant Utilization and Planning Committee
 1. We are continuing to be updated on future uses of the University Club.
 2. Sam Conte provided us with a general overview of the work of the Classroom Management Team (CMT) which oversees renovations of classrooms. About half of the University's classrooms and auditoria have been renovated since the CMT was established in 1997. The CIDDE website has a link to the classroom information at <http://www.pitt.edu/~ciddeweb/CLASSROOMS/>. The site provides pictures of classrooms, floor plan diagrams, the number of seats available, and descriptions of equipment/technology in the room. There is also a mechanism for faculty to report problems and provide feedback online.
 - x. Student Affairs Committee (Co-Chair Teresa Donegan)
 1. Teresa Donegan said that a correction was needed in what was reported in the University Times. Kathy Humphrey expressed *her own* views on mandating student health insurance, not the views of the Student Affairs *Office*.
 2. It was brought to professor Donegan's attention that there may be another group of students for whom insurance is problematic. Those students who are covered by their parent's insurance may have limited coverage related to the region in which their parents live. For example, a student with health plan coverage in New Jersey may be limited to emergency-only coverage.
 - xi. Ad hoc Committee for the Support and Advancement of Women at Pitt

Chair Maureen Porter reported that they have been working closely with PACWAC in planning for the Senate plenary session on mentoring scheduled for October 2006. The next meeting of the Ad Hoc committee is

scheduled for December 12. The meeting will include a report by students in sociology on their study of staff occupational segregation by gender.

5. Unfinished Business and New Business

a. Regional Campus Reports

i. University of Pittsburgh at Greensburg (Professor Sayre Greenfield)

1. Professor Greenfield thanked President Frieze for the invitation. Though Oakland is only 40 miles away from the Greensburg campus, it feels remote and communication between the campus Senates is rare. Thus, the change in this communication over the last 2 years is welcome.
2. He described the Greensburg Campus as a liberal arts college with some attitudes of research. There are 1700 fulltime students and 82 full time faculty members. More than one-third of the students live on campus.
3. Most faculty members teach 4 courses per semester. Full professors teach 3 per term. The research expectations are relatively high. The promotion procedures are the same with 6 outside reviews.
4. Faculty senate meetings have covered such things as academic integrity guidelines, the search for a comparison group for the school, and the need to increase student applications as the budget is sensitive to enrollment.

ii. University of Pittsburgh at Bradford (Professor Donald Ulin)

1. Professor Ulin described the location of Bradford on the NY border due south of Buffalo, 3 ½ hours from Pittsburgh. It is a relatively sparsely populated area. The campus drives the intellectual and economic growth of this part of Pennsylvania.
2. The purpose of the campus is to provide accessible, quality education to the area. The typical student is non-traditional, tied to the region by family, and the first in the family to attend college. The students tend to be highly motivated, but not well-prepared for college.
3. The number of students currently is over 1200, but needs to be increased to 1500. They are in the process of developing a strategic plan. In order to attract more students, they are interested in creating programs that serve the area: e.g. environmental studies, rural studies, outdoor recreation.
4. Professor Ulin thanked President Irene Frieze, past President Nick Bircher, and Fran Czak for the opportunity to share.

iii. University of Pittsburgh at Johnstown (Professor Richard Ulsh)

1. Professor Ulsh thanked Presidents Frieze and Bircher for their support.
2. Described the campus as 60 miles east (2 hours). The first branch campus east of the Mississippi established in 1927. The student body is about 3000.
3. He described Johnstown's problem of low morale and how it has been addressed.
 - a. When Professor Ulsh was elected to the presidency 3 years ago there was a lack of participation with meetings below the requirement for a quorum. There was discussion about

whether to have a faculty senate at all. They decided to have a serious study of faculty attitudes and how to address those. A faculty survey led to a set of guidelines for change. An Ad Hoc committee was formed to implement the mandates for change. As a result, the bylaws are currently being rewritten. Examples of changes are a decrease in the number of meetings (from 7 to 3), and streamlining of committees. They changed voting from paper ballots to an on-line system. Participation has gone up 30-40% and there is more interest in running for offices. He proposed 1-year term limits, but this was not voted in.

iv. Questions and Comments

1. John Close asked how many of the students transfer to the Oakland campus.
 - a. Professor Ulsh said that Johnstown students in the pre-professional programs (e.g. pharmacy) tend to transfer.
 - b. Professor Ulin said that at Bradford students in Pharmacy and Engineering transfer.
 - c. Professor Greenfield said that Greensburg has an ever-decreasing number. 11 years ago it was 50%, now much less.
 2. Phil Wion asked if NY students going to Bradford pay full out-of-state tuition. Ulin said no, that they offer more assistance to these students.
 3. President Frieze thanked the three regional senate presidents for coming.
6. Announcements.
- a. Health screening on Wednesday from 7-11AM
7. Meeting Adjourned at 4:45

Respectfully submitted,
Ellen Ansell, Secretary

Members attending:

Ansell, Belle, Bergen, Bircher, Chesler, Close, Constantine, Costantino, Czak, Donegan, Flynn, Frieze, Goodhart, Greenberg, Hall, Hughes, Kaufmann, Kirkwood, Munro, Nelson, Olson, Pike, Pinsky, Puri, Rice, Ross, Sciote, Sereika, Sukits, Sussman, Tuite, Wion, Withiam

Others attending:

Blair, Fedele, Greenfield, Hart, Pack, Porter, Ulin, Ulsh, Wilds