

The DIETRICH School of Arts & Sciences Gazette

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Dietrich School Council Minutes of the October 1, 2019 Meeting

Council Members present: Dean Kathleen Blee (Chair), Associate Dean for Faculty Affairs Kay Brummond (Vice Chair); Elected Members: Carol Colby, Chloe Hogg, Scott Kiesling, Andrew Lotz, Dawn McCormick, Chris Nygren, Valerie Oke; Divisional Chair Representatives: John Lyon, David Huffman, Josef Werne; Graduate Student Representatives: Tiffany Betras

Council Members not present: Elected Members: Lillian Cong, Yolanda Covington-Ward, Melanie Hughes, Robert Ruck, Andrew Zentner; Graduate Student Representatives: Louis Wilson; Student Government Board Representatives: Nina Duong and Nurga Ramachandran

Dean's Office Personnel present: Executive Director of Undergraduate Studies Jessica Hatherill, Associate Dean for Graduate Studies and Research Holger Hoock, Associate Dean for Faculty Recruitment and Research Development Adam Leibovich, Executive Director for Staff and Senior Assistant Dean Michele Montag and Administrative Coordinator Alyson Sved.

1. Minutes of the Dietrich School Council meeting held on September 10, 2019.

The minutes of the September 10th, 2019 Dietrich School Council meeting were distributed electronically, moved, seconded, and approved.

2. Dean's Report (Dean Kathleen Blee)

Dean Blee shared the Dietrich School major accomplishments since the previous Council meeting. The highlights are listed below:

- The Trustees of The Andrew W. Mellon Foundation have approved a grant of \$1,500,000 to the University of Pittsburgh to support *Humanities Engage: Re-Imagining Doctoral Education in the Dietrich School of Arts and Sciences*
- Keith Schaefer, Dietrich School Board of Visitors Chair, received the Bill Baiert Distinguished Alumni Service Award.

- A University of Pittsburgh research team headed by Dr. Alison Slinsky Legg of the Department of Biological Science and the STEM Learning Ecosystem Community of Practice have been chosen for a \$10,000,000 award from the National Science Foundation to create a network of precollege programs with accreditation standards to boost college enrollment for underrepresented students majoring in science, technology, engineering and math.

3. Diversity Review Update (Associate Dean Kay Brummond)

Associate Dean Brummond gave a summary of the yearlong diversity review process. She explained that an external diversity review team was brought to the Dietrich School in the spring of 2019. The team collected information and data which they shared with the school. From this information, senior leadership created a Framing Statement outlining what the Dietrich School would like to accomplish moving forward. The Dietrich School hopes to soon name a Senior Advisor to the Dean on Diversity, Equity and Inclusion. This position will provide guidance to Dean Blee and help to coordinate diversity efforts. One goal is to improve graduate recruiting and climate for keeping students, staff, and faculty at the Dietrich School.

4. Spring Full Faculty Meeting – Diversity Review (Dean Kathleen Blee)

Dean Blee reflected on the Fall Full Faculty meeting held on Monday, September 23rd. She shared that 16 projects were presented highlighting community engagement in different departments, centers, and programs across the Dietrich School. She thought the event was inspiring and proved to be a great way for faculty to make connections. This opened a conversation and allowed discussion on how to make synergies work better.

The spring 2020 Full Faculty meeting will focus on the diversity plan and climate survey. The idea was presented that this information should be shared with faculty soon so that committees can plan appropriate table discussions. It was suggested that this Full Faculty meeting have more breakout sessions in order to brainstorm strategies for tackling different diversity issues.

5. FRIT name change (Dean Kathleen Blee)

Todd Reeser presented the French and Italian Languages and Literatures (FRIT) name change for the French and Italian Languages and Literatures to reflect other components of the discipline including study of cultural artifacts. The committee voted and approved the name change.

6. Discussion of Instructor and promotion qualifications (Associate Dean Adam Leibovich)

Associate Dean Leibovich continued the discussion on Instructor and promotion qualifications originally discussed at the September 10th, 2019 Council meeting. There was conversation regarding the new structure of the promotion ladder, titles, and criteria for promotion. The Council decided that there was a need for additional discussion on this topic before a vote is held.

7. OpEd project (Associate Dean Adam Leibovich)

Associate Dean Leibovich announced a two-day workshop on “Writing to Change the World” offered by the OpEd Project. The OpEd Project focuses on advancing ideas of underrepresented groups, including women, by using models of transformational learning such as games, high-stakes scenarios and live thought experiments to challenge participants to think in new ways about what they know, why it matters and how to use that knowledge for maximum impact. This seminar will be held on May 4th and 5th, 2020. The location and times are still to be determined. The opportunity will be shared with Dietrich School faculty through their department Chairs. Each Chair is able to nominate to members of their faculty to be considered to fill the 20 available spots. One condition is that 51% of participants must be female.

8. Election of the Faculty Grants Committee

The Ballot for FGC election, FGC biographies, and Current FGC membership list were distributed to Council members prior to the meeting. A printed ballot was distributed during the meeting and Council members voted to elect the following faculty members to serve on the Dietrich School Faculty Grants Committee: Aaron Henderson, Cuilan Liu, Barry Ames, Arie Beresteanu, and Rosemary Capo.

9. Report from Dietrich School Graduate Council (Associate Dean Holger Hoock)

Graduate Council met on September 12, 2019. Dean Hoock updated the Council on the status of the graduate student unionization effort. Dean Hoock also provided an update on ongoing DEI efforts with a focus on graduate admissions. The DSAS is transitioning all programs to robust holistic

admissions, critically evaluating the role and limitations of the GRE, and introducing non-binary application processes.

Finally, Dean Hoock summarized national and DSAS data on attrition and completion rates in Ph.D. programs and previewed that departments will be asked to develop and start implementing evidence-based, ambitious yet feasible and sustainable plans to improve Ph.D. completion rates. Council next elected Kathryn Roecklein, Department of Psychology, to the role of Non-Voting President of the Academic Integrity Board and composed committees to review the TATF training and support practices in the Departments of English and Linguistics in fall 2019.

Council further discussed and voted in favor of a proposal for a new Minor in Quantitative Methodology in the Department of Psychology. Finally, Dean Hoock introduced a proposal for a new Dietrich School Award in Excellence in Graduate Mentoring in the context of this year’s enhanced attention at the levels of the Provost’s Office and DSAS to further improve cultures of graduate mentoring. Council voted to approve the proposed award.

Dietrich School Council voted to approve the report form Graduate Council.

10. Report from Dietrich School Undergraduate Council (Associate Dean John Twyning)

There is no new report at this time.

11. Report on the College of General Studies (Associate Dean John Twyning)

There is no new report at this time.

With no further business, the meeting concluded at 4 p.m.

Dietrich School Planning and Budgeting Committee Minutes of the November 18, 2019 Meeting

Committee Members present: Dean Kathleen Blee (Chair), Associate Dean for Faculty Recruitment and Research Development Adam Leibovich (Vice Chair), Associate Dean for Faculty Affairs Kay Brummond, Associate Dean for Undergraduate Studies and the College of General Studies John Twyning, Council Representatives David Huffman, Jeffrey Lawrence, and Dawn McCormick, Faculty Representatives Jae Jae Spoon, Giuseppina Mecchia, Lucas Mentch, Suzanna Gribble, Meredith Guthrie, and Leslie Hammond, Staff Representatives

Georgia Spears, and Kristin Hopkins, Graduate Student Members Maria-del-Carmen Barrios, Deborah Danuser, and Xinyi Wu.

Committee Members not present: Staff Representative Evon Nigro

Dietrich School Resource Personnel Present: Executive Director for Staff Personnel and Senior Assistant to the Dean Michele Montag, Executive Director for Financial and Physical Resources Patrick Cunningham, Director of Communications and Undergraduate Recruitment Carol Mullen, Senior Director of Development Tom Golightly, and Administrative Coordinator Alyson Sved.

Dean Kathleen Blee welcomed committee members and thanked them for attending the meeting. She then asked that each member give a short introduction. Dean Blee began the meeting by sharing background information on the Planning and Budgeting Committee. She explained that the committee is tasked with assessing the success of the Dietrich School in accomplishing the goals laid out in the Strategic Plan.

1. Minutes of the Dietrich School PBC meeting held on February 27, 2019

The minutes of the PBC meeting held on February 27, 2019 were distributed electronically, moved, seconded, and approved.

2. The Role of the PBC (Dean Kathleen Blee)

Dean Kathleen Blee explained that the Planning and Budgeting Committee is part of the shared governance of the University of Pittsburgh. The overall goals of the Dietrich School fit within the larger Plan for Pitt. These goals were set two years ago and are part of a five-year plan. While the Plan for Pitt is being revised, Dean Blee clarified that the overall goals will remain the same.

Dean Blee set the following timeline for the upcoming PBC meetings:

- December: Dietrich School budget and orientation for new members.
- January and February: Deep dives into agreed upon topics and discussion on how to best achieve the goals specified in the Strategic Plan.
- March: Report due to the Provost

Dean Blee opened discussion on the best method to evaluate the plan. She explained that in past years, the committee has gone through the strategic plan line by line but last year the committee decided to focus deep dives on a few areas where the school could use additional guidance. The committee discussed and decided to follow the deep dive approach. Dean Blee asked committee members to please scan through the Strategic Plan before the next meeting on December 9 and come prepared to share their areas of greatest concern.

3. Department Strategic Planning

Dean Blee shared that there will be a detailed presentation and discussion on the budget at the December meeting. The presentation will cover the budget in greater detail than previous years because the school is taking a budget cut.

4. FY20 Plan Response and Feedback

Dean Blee reviewed the letter from the Provost. The letter discussed the strengths and weaknesses in last year's planning document. Specifically, the areas of advising, pathways, promoting authentic engagement between professors and students, measurement of research and scholarly productivity, focus on diversity and inclusion, and the summer ramp program for international students. Data on the student experience, specifically faculty and student engagement at the university will be shared with the committee.

5. Dietrich School PAPBC Review FY20

Dean Blee explained that this document highlights the need for clarification on how goals are selected and what major accomplishments occurred in the past year.

Dean Blee opened the floor for questions and thoughts. The following topics were discussed:

- Shifting demographics of undergraduate students
- Needs of international students
- Advising and guidance for transfer students, especially from Pitt branch campuses
- Updates on English testing scoring – Duolingo
- Retention rates for Dietrich School faculty

From these discussions, it was requested that the following be shared with the committee:

- A profile of the Dietrich School undergraduate population
- Faculty Retention Rates
- Climate Survey

Dean Blee thanked the committee members for the discussion topics and made note that the committee will discuss student demographics at the December meeting. The meeting closed with a reminder to begin looking into deep dive topics.

With no further business, the meeting concluded at 5 p.m.