

The DIETRICH School of Arts & Sciences Gazette

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Dietrich School Council Minutes of the September 10, 2020 Meeting

Council Members present: Dean Kathleen Blee (Chair), Associate Dean for Faculty Recruitment and Research Development Adam Leibovich (Vice Chair); **Elected Members:** Chris Nygren, Carol Colby, Robert Ruck, Neepa Majumdar, Susan Sesack, Scott Morgenstern, Chloe Hogg, Andrew Zentner, Yolanda Covington-Ward, Valerie Oke, Svitlana Maksymenko, and Dawn McCormick; **Divisional Chair representatives:** Gayle Rogers, Diego Holstein, and Jon Rubin; **Graduate Student Representatives:** Clara Maria Bueno Suero and Travis Court; **Student Government Board Representative:** Tyler Viljaste

Council Members not present: Student Government Board Representative: Victor So

Dean's Office Personnel present: Associate Dean for Faculty Affairs Kay Brummond, Associate Dean for Graduate Studies and Research Holger Hook, Executive Director for Staff and Senior Assistant Dean Michele Montag, Associate Dean for Undergraduate Studies John Twynning, Executive Director for Staff and Senior Assistant Dean Michele Montag, Senior Advisor to the Dean for DEI Tara Meyer, Executive Director of Undergraduate Studies Jessica Hatherill, and Administrative Coordinator Alyson Sved.

Dean Blee welcomed the Council members and invited the group to give brief introductions. Dean Blee explained the formal structure of Council. Council is charged with overseeing the Graduate and Undergraduate Council, setting the agenda for full faculty meeting, and discussing major schoolwide initiatives.

Dean Blee reminded the Council that meeting minutes will be approved electronically.

1. Dean's Report (Dean Kathleen Blee)

Dean Blee shared the Dietrich School's major accomplishments since the previous Council meeting. The highlights follow:

- Kay Brummond was named one of the 4 remarkable women in the world in the field of organic chemistry at a symposium at the 2020 American Chemical Society meeting.
- John Markoff, Distinguished Professor of Sociology, was awarded the Distinguished Career in Political Sociology Award from the ASA in their Political Sociology section.

Dean Blee gave a brief report of the year. She explained that the Dietrich School is operating with a reduced budget of approximately 10 million dollars. The consequences of the budget cut include minimal hiring and limited funds for travel, supplies, and events. The Dietrich School had a large number of faculty and staff who opted to take the early retirement program. The Dietrich School Bulletin lists the names of all those who opted for early retirement. A virtual cocktail celebration is scheduled for October 8th at 4pm to honor the retirees.

Dean Blee encouraged Council members to read the Dietrich School Bulletin for important school updates.

2. Election of Social Sciences Council Member to serve on PBC (Dean Kathleen Blee)

Dean Blee briefly explained the role of the Dietrich School Planning and Budgeting Committee. She invited the Social Sciences Council members to volunteer to serve. Svitlana Maksymenko volunteered and the Council members voted to approve Svitlana as the representative.

3. Election of Council member to serve as Vice Chair (Dean Kathleen Blee)

The committee voted to elect Associate Dean Leibovich as the Vice Chair.

4. Approve Nominating Committee Slate to be voted on at Full Faculty meeting (Dean Kathleen Blee)

Dean Blee explained the role of Nominating Committee.

The Council members discussed potential nominees and voted to approve the slate.

5. Updates on Dietrich School diversity, equity, and inclusion efforts (Senior Advisor to the Dean for Diversity, Equity, and Inclusion Tara Meyer)

Senior Advisor Tara Meyer shared that the University hired Clyde Pickett as the Vice Chancellor of Diversity and Inclusion and John Wallace as the Vice Provost for Faculty Diversity and Development.

She encouraged the committee to read the Black Student Senate demands, provost response, and action plan. She highlighted the new course on black history that is being offered to incoming students as well as upcoming anti-racism training for faculty and staff. She also announced an upcoming survey which will collect faculty and staff expertise in DEI with the goal of creating a useful database of resources for the Dietrich School.

She encouraged the committee members to attend the Full Faculty Meeting on September 22nd for a more in-depth update on DEI in the Dietrich School.

Tyler Viljaste added that the Student Government Board created a passport and safe space for LGBTQ students, staff, and faculty. The community now has over 30 members. More information on the passport can be found at:

<https://nam05.safelinks.protection.outlook.com/?url=https%3A%2F%2Fteams.microsoft.com%2F1%2Fteam%2F19%253acd7201f7249049299ad9f9279727e9e7%2540thread.tacv2%2Fconversations%3FgroupId%3D7033d5f6-f3f3-4f93-9c23-eb4f06bb890b%26tenantId%3D9ef9f489-e0a0-4eeb-87cc-3a526112fd0d&data=02%7C01%7CTJV24%40pitt.edu%7Ceb18f09c2c0e40a5eac208d84dcf0ca0%7C9ef9f489e0a04eeb87cc3a526112fd0d%7C1%7C0%7C637344898945662002&sdata=xOaqka9mT%2BcE9Tbgzjin7ngm7HSsmpM%2BXzulXSzNQ3A%3D&reserved=0>

6. Instructional Ranks Promotion Criteria (Associate Dean for Faculty Recruitment and Research Development Adam Leibovich)

Associate Dean Leibovich explained the updated promotion ladder for lecturers and instructors. The committee discussed the differences between the roles and each promotion.

The document was motioned, seconded, and approved.

7. Report from Dietrich School Undergraduate Council (Associate Dean for Undergraduate Studies John Twyning)

Associate Dean Twyning encouraged Council members to contact him directly with any questions about Undergraduate Council.

The Dietrich School Undergraduate Council Report included the following Individual courses to fulfill new General Education Requirements:

- HPS 1654 Feminist Philosophy of Science
 - Philosophical Thinking or Ethics
- RELGST 1402 Health and Religion
 - Cross-Cultural Awareness
- RELGST 1575 Law and Medicine in Asian Religions
 - Geographic Region
- FMST 1331 / JS 1295 Jews and the American Cinema
 - Historical Analysis
- SPAN 1420 Popular Culture in Latino America
 - Diversity
 - Cross-Cultural Awareness

The report was motioned to accept, seconded, and approved.

8. Report on the College of General Studies (Associate Dean for Undergraduate Studies John Twyning)

The College of General Studies Council has not met since February 21, 2020. There is no new report.

9. Report from Dietrich School Graduate Council (Associate Dean for Graduate Studies and Research Holger Hoock)

Graduate Council met on September 4, 2020. Associate Dean Hoock welcomed and thanked returning and new members and charged the Council, which next elected Juan Manfredi, Department of Mathematics, as non-voting President of the Academic Integrity Review Board.

Associate Dean Hooch updated Council extensively on the University's and Dietrich School's responses to the global pandemic, expressing his appreciation for all the challenges that our graduate students – as well as their faculty and programs—have navigated and all they have accomplished under extraordinary circumstances.

He emphasized the principles that have guided our crisis response: the health and safety of the entire community and the wellbeing of our graduate students; supporting students' momentum toward degree completion within flexible if rigorous requirements and expectations; and close consultation and clear communication with programs and student leaders. Associate Dean Hooch's updates ranged from student summer research funding and online conference funding for presenters in AY21; successful advocacy for summer emergency financial support, emergency housing, and parking for graduate students; via support for international students in these trying times; to the standards and guidelines on instruction and research trainees with a focus on protecting trainees' rights while maintaining our mission.

He highlighted the School's commitment to anti-racism efforts, including the safe spaces Philippa Carter as Director of Diversity Initiatives and Ombudsperson has been providing for students, and invited Graduate Council to engage in these discussions this year. Associate Dean Hooch addressed the disruption that the pandemic continues to wreak on many students' research programs. From the start of this unprecedented crisis, the School's and programs' focus had been to support each student to maintain maximum momentum within flexible yet rigorous expectations, adjusting research designs as appropriate and recognizing that in some cases, additional funded time may be warranted.

It had been recognized that any potential additional funding for continuing students would almost certainly require adjustments to cohort size or require pausing admissions. In light of the severe budgetary constraints, with numerous peer institutions pausing admissions to focus on current students, and some DSAS graduate programs inquiring about that option, Associate Dean Hooch shared the concept of pausing admissions for one year in programs that rely entirely or overwhelmingly on internal graduate financial aid across the Humanities and Social Science (HSS) divisions so as to enable us to devote our resources and attention to continuing students.

A one-year pause would be the only way to create any flexibility to provide any additional support to continuing students whose research had been most severely disrupted. Pausing now would also eliminate the risk of running admissions, with costs to applicants and programs, when there may eventually be no funding for offers in 2021.

Natural Science programs have greater flexibility to balance admitting new students with supporting current students, although programs might consider adjusting cohort size in the near term.

Concurring broadly with this approach, members noted that it would also create a breathing space to consider our post-pandemic aspirations at this inflection point for graduate education. Council recommended the collective and equitable approach for HSS and urged a prompt and public commitment to our current students.

Associate Dean Hooch thanked members for their constructive input and undertook to speak next with all HSS chairs.

Council voted to accept Associate Dean Hooch's report.

10. Assessment of Teaching Recommendations to the Provost – for October meeting (Dean Kathleen Blee)

The Council agreed to move this item to the October Council meeting agenda.

11. Other Business

The Council briefly discussed issues surrounding Outlier.org. A meeting with the Provost is scheduled for Friday, September 11th to discuss. Dean Blee will report to Council during the October meeting on this issue.

Dean Blee thanked everyone for attending and concluded the meeting at 5:06 p.m.

**Dietrich School Council
Minutes of the October 7, 2020 Meeting**

Council Members present: Dean Kathleen Blee (Chair), Associate Dean for Faculty Recruitment and Research Development Adam Leibovich (Vice Chair); **Elected**

Members: Chris Nygren, Carol Colby, Robert Ruck, Susan Seasack, Scott Morgenstern, Chloe Hogg, Andrew Zentner, Yolanda Covington-Ward, Valerie Oke, Svitlana Maksymenko, and Dawn McCormick; **Divisional Chair representatives:** Gayle Rogers, Diego Holstein, and Jon Rubin; **Graduate Student Representatives:** Travis Court; **Student Government Board Representatives:** Tyler Viljaste and Victor So

Council Members not present: Elected Members: Neepa Majumdar **Graduate Student Representatives:** Clara Maria Bueno Suero

Dean's Office Personnel present: Associate Dean for Faculty Affairs Kay Brummond, Executive Director for Staff and Senior Assistant Dean Michele Montag, Associate Dean for Undergraduate Studies John Twyning, Executive Director for Staff and Senior Assistant Dean Michele Montag, Senior Advisor to the Dean for DEI Tara Meyer, Executive Director of Undergraduate Studies Jessica Hatherill, and Administrative Coordinator Alyson Sved.

Dean Blee welcomed the committee members and thanked them for attending.

1. Dean's Report (Dean Kathleen Blee)

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

- Doug Browning was honored with the 2020 Bill Baierl Distinguished Alumni Service Award. This award recognizes volunteer service to the University of Pittsburgh that has had a significant impact on advancing the University's mission or represents contributions that have been sustained over an extended period of time. Doug joined Keith Schaefer (Chair of the Dietrich School Board of Visitors) and Martha Munsch (Board of Visitors member) as recent recipients of the award from the Dietrich School Board of Visitors. All three awardees also serve on the University's Board of Trustees. Dean Blee noted that Doug Browning will be giving remarks at the December 2020 virtual commencement ceremony.

Dean Blee shared the following upcoming events:

- *Cheers to You!* The Dietrich School honors faculty and staff members who opted for early retirement. The virtual cocktail hour will take place at 4pm on Thursday, October 8th.
- Homecoming weekend scheduled for October 23rd-25th. A variety of events will be held virtually.
- Winter virtual commencement is in the process of being scheduled.

Dean Blee explained that she is working with the Dietrich School leadership team to prepare ways to best support faculty, staff, and students for the upcoming election. The school plans to provide a variety of support, including a webinar led by Dean Blee and the Director of the Counseling Center, Dr. Jay Darr. Dean Blee encouraged Council members to contact her with any ideas.

Dean Blee announced a new part time position for Assistant Dean for Appointment Stream Faculty is being developed. This position is tasked with providing a number of new resources specific to AS faculty. The opportunity will be shared with the Dietrich School through an upcoming Next Step Alert.

At the previous Council meeting, Dean Blee was asked to clarify the roles of the Undergraduate and Graduate Councils in relation to the Dietrich School Council. She explained that the Dietrich School has two major councils – Council and the Planning and Budgeting Committee (PBC). Council is tasked with structural arrangements and policies, such as faculty ranks, the composition of the voting faculty, and adding or retiring graduate and undergraduate degree programs. Council also approves courses for general education credit. The DS Council votes on the report of the Graduate and Undergraduate Councils to approve any recommended changes to degree or certificate programs.

2. Response to Assessment of Teaching Recommendations Report (Dean Kathleen Blee)

Dean Blee reviewed a draft DS Council Teaching Evaluation. She explained that the first portion of the document is located on the DS website and was previously approved by Council. The document needed to be updated to include Appointment Stream Faculty in addition to T/TS promotion and tenure. Dean Blee suggested adopting

language to reflect the entire faculty. The Council discussed minor changes in wording. Dean Blee encouraged Council members to contact her with their edits to the document. A new version will be presented for review at the next Council meeting.

3. Election of Natural Sciences Council Member to serve on PBC (Dean Kathleen Blee)

Dean Blee invited the Natural Sciences Council members to volunteer to serve on the Planning and Budgeting Committee. Andrew Zentner volunteered. The Council voted to approve Andrew as the representative.

4. Agenda for Spring 2021 Full Faculty Meeting (Dean Kathleen Blee)

DS Council is tasked with setting the agenda for the Dietrich School Full Faculty meetings. Dean Blee recommended a presentation by Study Lab and a presentation on preparing for students who have opted for test optional admissions as agenda items for the spring meeting. Council voted to accept both as agenda items.

5. Report from Dietrich School Graduate Council (Associate Dean for Graduate Studies and Research Holger Hoock)

Dean Blee invited Associate Dean Adam Leibovich to deliver Associate Dean Hoock's report.

DSAS Graduate Council met September 21 and October 5, 2020.

Associate Dean Hoock updated Council that the AS-GSO elected Chloë Glover, Geology and Environmental Science, as President and Hannah Standiford, Music, as Vice President, for AY21. He updated Council further on the evolving national landscape in graduate admissions, with well over 120 programs in two dozen universities already known to pause admissions, and on DSAS graduate admissions in AY21.

In efforts to further lower barriers for applicants during the global pandemic, no DSAS graduate programs accepting applications in AY21 will be requiring GRE Test Scores. Given the financial and physical constraints pertaining to conventional English language proficiency testing methods,

DSAS will accept the Duolingo English Test in AY21. The Office of Graduate Studies and the Senior Advisor to the Dean on DEI are working with programs to further advance their adoption of holistic admissions processes.

In other updates, ODI offers new training videos and virtual live training sessions on both Title IX and Reporting Bias Incidents. DSAS is implementing the new University-wide requirement for all new graduate and professional students to take Title IX training in their first term of enrollment, previously already a requirement for all DSAS graduate students. DSAS will further recommend that graduate programs promote training opportunities beyond those minimal requirements.

Council approved, for a two-year pilot, a proposal by the Department of Psychology to waive application fees for socio-economically disadvantaged students with criteria and practices adapted from the NIH and the University of Pittsburgh's School of Education (10/5/20).

Council considered TATF Orientation, Training, and Support in AY21. Council received an interim update from the Department of Linguistics, the subject of a consultative review in AY20. Dean Hoock provided a brief overview of the standard review process and invited the Council to consider suspending this process this year in light of the additional demands on all constituencies and proposed exploring instead ways to support graduate instructors as they navigate a changed pedagogical environment.

This effort might include consulting with students, UCTL experts, and others to identify opportunities to innovate in this space. Council expressed strong support for this approach, suspended the AY21 reviews, and agreed to continue the conversation to identify action steps.

Associate Dean Hoock briefed Council comprehensively on recent and current anti-racism, diversity, equity, and inclusion efforts in DSAS in general and, in particular, on those efforts pertaining to recruiting, admitting, mentoring, supporting, and retaining a diverse graduate student body.

Discussion included the recent school-wide Diversity Review and its key findings; conversations about race and anti-racism with students since the summer; recent demographic trends; the importance of consistent departmental commitment to access for and the success of students from groups historically underrepresented in our disciplines; the school's move toward robust holistic

admissions; and the importance of approaching the question of building a diverse and inclusive graduate student population holistically: from a diverse faculty to inclusive curricula, from effective mentoring of all students and making visible the success of underrepresented students to sustaining a climate of integrity and respect, where all feel a sense of belonging.

Council considered potential ways to build further on the success of the Hot Metal Bridge program, as is also under discussion by the DSAS Diversity Task Force.

The Council voted to accept Associate Dean Hoock's report.

6. Report from Dietrich School Undergraduate Council (Associate for Undergraduate Studies John Twyning)

The Dietrich School Undergraduate Council met on September 25, 2020.

The report contained a modification to the Japanese BA:

Dietrich School Undergraduate Council approved a revision to the Japanese major.

The report also included the following individual courses to fulfill new General Education Requirements:

HPS 1510 Science in Global Perspective

- Historical Analysis
- Global Issues

URBNST 0019 Covid-19 and the City

- Global Issues

URBNST 1104 Applied GIS

- Creative Work

URBNST 1614 Urban Sustainability

- Social Science

HUN 1915 Fulbright Seminar in Hungarian Studies

- Geographic Region

GER 1548 New German Cinema

- The Arts
- Geographic Region

FR 0070 Kings and Queens

- Historical Analysis

MUSIC 1332 The Music of Latin America

- Geographic Region

MUSIC 1358 Music in South Asia

- The Arts
- Cross-Cultural Awareness

FR 0088 Ailing Bodies: Narratives of Health and Illness

- Literature
- Geographic Region

Associate Dean Twyning commented on the need to revise the current academic integrity codes.

The Council voted to accept Associate Dean Twyning's report.

7. Report on the College of General Studies (Associate Dean for Undergraduate Studies John Twyning)

The College of General Studies has not met since February 21, 2020.

8. Update on Outlier.org (Associate Dean Twyning)

Associate Dean Twyning described Outlier.org, an online company that produces virtual instruction of lower level educational courses. The Provost has been working with Outlier.org to create courses to increase student access.

Associate Dean Twyning explained that Statistics, Mathematics, Economics, and Physics were identified as potential pilot departments for the courses. The department heads have been involved in subsequent discussions about additional courses. Council members shared their concerns about the partnership with Outlier.org.

9. Updates on Dietrich School diversity, equity, and inclusion efforts (Senior Advisor to the Dean for Diversity, Equity, and Inclusion Tara Meyer)

Dean Blee invited Senior Advisor Tara Meyer to update the Council on the Dietrich School DEI initiatives. Senior Advisor Meyer highlighted the following diversity committees:

- The Dietrich School Diversity Task Force, which comprises representative faculty, staff, and students, is putting together a set of recommendations to the Dean on suggested priorities for diversity, equity and inclusion in the Dietrich school in four areas: curriculum &

training related to DEI, faculty hiring and graduate admissions, support for faculty, staff, and students of color, and community initiatives.

- The Faculty Diversity Committee is working to finish a comprehensive guide for best practices in faculty hiring.

10. Staff retirements (Executive Director for Staff Personnel and Senior Assistant Dean Michele Montag)

Executive Director and Senior Assistant Dean Michele Montag presented on the effects of the staff early retirement program on the staff composition of the Dietrich School. She encouraged Council members to share any suggestions.

11. Other Business

Dean Blee thanked everyone for attending. The meeting concluded at 5 p.m.