

A&S GAZETTE

School of Arts and Sciences

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REPORT OF THE SECRETARY OF THE TENURE COUNCIL

PROFESSOR G. REID ANDREWS
SEPTEMBER 9, 2005

Between September 1, 2004 and August 31, 2005 a total of 32 *ad hoc* Review Committees were convened to advise the Dean of Arts and Sciences on cases involving promotion to Associate Professor with tenure, appointment at senior rank, or promotion to full Professor. The members of these Committees were chosen by the Tenure Council Selection Committee and the Dean of Arts and Sciences in accordance with the Arts and Sciences Bylaws. In the previous eight years, the number of *ad hoc* Review Committees was as follows:

1996-1997	26	2000-2001	37
1997-1998	36	2001-2002	21
1998-1999	37	2002-2003	18
1999-2000	23	2003-2004	22

Ten Committees were convened to advise the Dean on departmental recommendations that Assistant Professors be promoted to the rank of Associate Professor and awarded tenure; two of the cases were brought to the Dean before the statutory deadline. Nine Committees voted unanimously to support the departmental recommendations; one committee voted five for and one against a departmental recommendation for promotion and award of tenure. The Dean accepted nine of the 10 positive *ad hoc* recommendations.

The Dean denied promotion to the rank of Associate Professor and the award of tenure to one candidate who was supported by his department—the candidate asked for reconsideration, and the Dean reversed his decision on the basis of additional information presented by the department.

Ten *ad hoc* Review Committees were convened to advise the Dean on departmental recommendations for promotion of Associate Professors to the rank of full Professor. Eight committees voted unanimously in favor of the departmental recommendations; one committee voted three in favor and two opposed to the recommendation; one Committee voted one in favor and four opposed to the recommendation. The Dean has acted on eight of the nine positive recommendations. The Dean denied promotion to the rank of full Professor to one candidate who was supported by his department but not by the *ad hoc*.

Five Review Committees were convened to advise the Dean on departmental recommendations to appoint a new faculty member at the rank of Associate Professor with tenure. In four cases, the Committee voted unanimously in favor of the departmental recommendation; one Committee voted five in favor and one opposed to the recommendation. Five candidates were each offered a position and three accepted the position, one declined, and one offer is open.

Seven Review Committees were convened to advise the Dean on a departmental recommendation to appoint a new faculty member at the rank of full Professor or higher with tenure. Five Committees voted unanimously in favor of the departmental recommendations. One Committee voted five in favor with one abstention because of absence; one Committee voted four in favor and two opposed to the recommendation. Five candidates were each offered a position, and three candidates accepted the offers. One offer was declined, and one offer is open. Two offers are under negotiation.

During the year the Dean acted positively on six recommendations from the prior year by *ad hoc* committees that endorsed departmental votes that Assistant Professors be promoted to the rank of Associate Professors and have tenure. He also acted positively on four recommendations

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from the prior year by *ad hoc* committees that Associate Professors be promoted to the rank of full Professors. The Dean denied one case for promotion to full Professor that was supported by a 3:2 vote of an *ad hoc* committee. The Dean denied one case for promotion to full Professor presented by a department but not supported by an *ad hoc* committee, by a vote of 2:3. This case is under appeal.

The A&S Tenure Council for 2004-2005 consisted of 42 regular members and 34 alternate members. These individuals were called on for service on *ad hoc* Review Committees as follows: 15 served on one Committee, 11 on two, seven on three, seven on four, two on five committees, and one on six. In addition, 59 other faculty members from Arts and Sciences and seven faculty members from other schools and universities served on *ad hoc* Review Committees during the academic year.

**A&S COUNCIL
MEETING MINUTES**

WEDNESDAY, OCTOBER 19, 2005 - 01:00 P.M.

In Attendance: Dean N. John Cooper (Chair); Associate Deans Nicole Constable, James F. Knapp (Vice Chair), and Regina Schulte-Ladbeck; Senior Assistant Dean Michelle L. Amato; Professors Joseph Adjaye, Peter Koehler, Juan Manfredi, Vladimir Padunov, Marla Ripoll, Kirk Savage, Jonathan Scott, and Franklin Toker; Mr. Jon Lafky

Not Attending: Professors Cecil Blake, Stephen Coleman, Stephen Meriney, and Peter Siska; Mr. Benjamin Cavallari

1. Minutes of the A&S Council Meeting Held on September 7, 2005

Dean Cooper introduced Assistant Professor Marla Ripoll as the replacement representative from the social sciences for Nicole Constable's A&S-elected position. Dean Cooper presented the minutes of the meeting held on September 7, 2005. Professor Franklin Toker put forth a motion to accept the minutes. The motion was seconded by Professor Peter Koehler and accepted unanimously.

2. Dean's Report

- **Gerald Stern, CAS '47**, 80-year-old poet and Pittsburgh native, is the **winner of this year's \$100,000 Wallace Stevens Award** from the Academy of American Poets.
- **Three A&S alums are being honored as Legacy Laureates – Sung-Hou Kim, PhD in Chemistry**, a member of the National Academy of Sciences and the American Academy of Arts & Sciences;

Arturo Porzecanski, MA and PhD in Economics, a renowned expert in international finance, emerging markets, and Latin American economics and politics; and **Tom Slone, BS in Psychology**, who built a successful business career with Associates First Capital Corporation, from which he retired as president of U.S. consumer finance operations. He then founded his own company called Touchstone Communications.

3. Report on Bylaws

Dean Cooper reviewed the changes made to the October 1, 2005 edition of the Arts and Sciences Bylaws including the new requirement that all Arts and Sciences departments have bylaws. Associate Dean Knapp reported that he had met with chairs in an informal session and that it was productive and informative. Associate Dean Knapp also reported that he has received three complete sets of departmental bylaws thus far.

Dean Cooper noted that departments participating in current elections for new chairs should be using these new bylaws, and to facilitate the use of these bylaws in their selection process Associate Dean Knapp has offered to review the bylaws in a timely fashion.

Dean Cooper suggested that the review of departmental bylaws as they arrive should become a routine item on the agenda for the A&S Council. Dean Cooper responded to a question concerning the distribution of the departmental bylaws by explaining that the Dean's Office would distribute the departmental bylaws annually along with the Arts and Sciences Bylaws.

4. Report from A&S Undergraduate Council

Associate Dean Schulte-Ladbeck explained that the A&S-UC has not met yet and therefore had no report. She explained that the course proposal deadline is on November 1 and that typically the A&S-UC meets once before this deadline.

Professor Juan Manfredi put forth a motion to accept the report from the A&S-UC. This motion was seconded by Associate Dean Constable and carried unanimously.

5. Report from A&S Graduate Council

Associate Dean Constable reported that the A&S-GC met on October 14, 2005. The A&S-GC unanimously approved the name change of Molecular Biophysics to Molecular Biophysics and Structural Biology. This name change better reflects what the Department will be doing.

Professor Joseph Adjaye put forth a motion to endorse the name change and accept the report from the A&S-GC. This motion was seconded by Associate Dean Schulte-Ladbeck and carried unanimously.

6. Mail Ballot for Nominating Committee Election

Dean Cooper thanked the members of Council who were helpful in persuading their colleagues to serve on the Nominating Committee. Dean Cooper noted that the fall full faculty meetings are never well attended and proposed to A&S Council that the election of the Nominating Committee be referred directly to a mail ballot. In response to Dean Cooper's proposal, a motion to refer the Nominating Committee election directly to mail ballot was put forth by Professor Peter Koehler, seconded by Professor Juan Manfredi, and carried unanimously.

7. Election of Faculty Grants Committee

Dean Cooper noted that the Faculty Grants Committee existed before the creation of the Arts and Sciences as a School, and that its purpose is to distribute small grants to faculty that facilitate their research. Dean Cooper noted that divisions are not represented equally on the Committee since the funding is targeted on areas in the humanities and social sciences that do not have easy access to external funding opportunities. Dean Cooper read over the list of nominees provided to the Council by the Faculty Grants Committee Chair, Associate Professor Kay Brummond, and asked Council members to mark their votes on the available ballot.

8. Other Business

With no other business the meeting was adjourned at 1:45 p.m.

**A&S COUNCIL
MEETING MINUTES**
WEDNESDAY, NOVEMBER 9, 2005 - 01:00 P.M.

In Attendance: Dean N. John Cooper (Chair); Associate Deans Nicole Constable, James F. Knapp (Vice Chair), and Regina Schulte-Ladbeck; Senior Assistant Dean Michelle L. Amato; Professors Joseph Adjaye, Cecil Blake, Stephen Coleman, Juan Manfredi, Stephen Meriney, Vladimir Padunov, Marla Ripoll, Kirk Savage, Jonathan Scott, and Franklin Toker; Mr. Jon Lafky

Not Attending: Professors Peter Koehler and Peter Siska; Mr. Benjamin Cavallari

1. Minutes of the A&S Council Meeting Held on October 19, 2005

Dean Cooper presented the minutes of the meeting held on October 19, 2005. Professor Marla Ripoll pointed out that she was not listed as attending the October 19 meeting and put forth a motion to accept the minutes as amended. The motion was seconded by Professor Juan Manfredi and accepted unanimously.

2. Dean's Report

Dean Cooper reported that he and the Deans are currently working with the Planning and Budgeting Committee on the budget reduction and alignment of budgetary resources with academic priorities. In response to a question he presented to the Committee the Chancellor's Statement of July 27, 2005 concerning the budget reductions for FY 2007.

3. Report from A&S Undergraduate Council

Associate Dean Schulte-Ladbeck reported that the Arts and Sciences Undergraduate Council had met twice since the last A&S Council meeting and noted that the proposal deadline was November 1. A&S-UC received and began to discuss 25 new course proposals, 13 proposals for new General Education Requirements, and proposals for a new major and minor in Mathematics. The A&S-UC had also discussed the proposed revision of three existing majors, in HA&A, Music, and Psychology. Associate Dean Schulte-Ladbeck noted that she expected several additional proposals would be submitted throughout the fall term.

A discussion ensued concerning the resubmission of course proposals after they have been rejected by the A&S-UC. Associate Dean Schulte-Ladbeck explained that information concerning the "level" of rejection a proposal has received is provided to faculty members in order to give clear reasoning why the course was not approved. A question concerning the ability of faculty members to meet directly with A&S-UC was posed and Associate Dean Schulte-Ladbeck responded that A&S-UC was unable to meet with all individuals proposing new courses, but that department chairs and faculty representatives were invited to meet with A&S-UC to present and clarify questions about new majors, minors, or certificates.

Professor Stephen Meriney put forth a motion to accept the report from the Arts and Sciences Undergraduate Council which was carried unanimously.

4. Report from A&S Graduate Council

Associate Dean Constable reported that the Arts and Sciences Graduate Council had not yet met. The report from the Associate Dean was accepted unanimously.

5. Review of Draft Departmental Bylaws Submitted to Arts and Sciences

Associate Dean Knapp distributed draft departmental bylaws for the Departments of Statistics, East Asian Languages and Literatures, and Linguistics. Associate Dean Knapp explained that he is responsible for collecting the draft bylaws and verifying that the motion passed by Arts and Science is addressed in each set of departmental bylaws, and in particular that each set address the five mandated topics.

Associate Dean Knapp informed the Council members that they had three options: 1) to accept the bylaws of the three selected departments; 2) to ask for changes and have the bylaws brought to Council for a second review; 3) to ask for changes and allow Associate Dean Knapp to approve the bylaws on behalf of the Council.

Discussion ensued concerning the sample set of departmental bylaws. Council agreed (as circulated in Associate Dean Knapp's memo of December 1, 2005) that:

1. Minutes recording the proceedings of department meetings should be taken, maintained, and made accessible to all faculty.
2. Departments must be specific in addressing voting procedures, including use of absentee ballots and establishment of a quorum. A&S Council does not wish to specify whether absentee ballots should or should not be allowed.
3. Actions which require more than a simple majority should be specified.

6. Report on Election of the Nominating Committee

This item was referred to the December 14, 2005 meeting.

7. Report on Arts and Sciences Faculty Grants Committee Election

This item was referred to the December 14, 2005 meeting.

8. Other Business

With no other business the meeting was adjourned at 2:36 p.m.

**A&S COUNCIL
MEETING MINUTES**

WEDNESDAY, DECEMBER 14, 2005 - 02:30 P.M.

In Attendance: Dean N. John Cooper (Chair); Associate Deans James F. Knapp (Vice Chair) and Regina Schulte-Ladbeck; Professors Stephen Coleman, Peter Koehler, Juan Manfredi, Stephen Meriney, Vladimir Padunov, Marla Ripoll, Kirk Savage, Peter Siska, and Franklin Toker

Not Attending: Associate Dean Nicole Constable; Senior Assistant Dean Michelle L. Amato; Professors Joseph Adjaye, Cecil Blake, and Jonathan Scott; Mr. Benjamin Cavallari and Mr. Jon Lafky

1. Minutes of the Meeting Held on November 9, 2005

Dean Cooper presented the minutes of the meeting held on November 9, 2005. Professor Marla Ripoll raised a question concerning the proposition at the November 9 meeting to require a mandatory opening paragraph for departmental bylaws. Dean Cooper noted that Council agreed not to require an opening paragraph. Professor Stephen Coleman put forth a motion to accept the minutes. The motion was seconded by Professor Juan Manfredi and accepted unanimously.

2. Dean's Report

- **Joseph Gardella**, a doctoral graduate in Chemistry, class of 1981, was **honored at the White House with the 2005 Presidential Award for Excellence in Science, Mathematics and Engineering Mentoring (PAESMEM)**—a program supported and administered by the National Science Foundation (NSF).
- **Justin Chalker**, a senior in Chemistry and History and Philosophy of Science, is **Pitt's fourth student to be named a Rhodes Scholar**. Chalker, mentored by Ted Cohen, was also named a **2005 Goldwater Scholar**.
- **David Bartholomae**, Professor and Chair of English, has been **awarded the Modern Language Association of America's (MLA) 25th annual Mina P. Shaughnessy Prize** for his book, *Writing on the Margins: Essays on Composition and Teaching*. The Shaughnessy Prize recognizes an outstanding work in the fields of language, culture, literacy, or literature with strong application to the teaching of English.

3. Report from A&S Undergraduate Council

Associate Dean Schulte-Ladbeck reported that the A&S-UC completed its business for the fall term. Since

the Associate Dean last reported to A&S Council, A&S-UC received 11 course proposals, five proposals to allow specific courses to count for General Education requirements, a proposal to add an Italian studies track, and a resubmission of the proposal for the A&S Leadership Certificate. Both the proposals for the addition of the Italian track and the A&S Leadership Certificate were approved. Some proposals submitted in the fall term have been deferred to the spring term meetings of the A&S-UC due to the large work load.

Associate Dean Schulte-Ladbeck reported that the A&S-UC was unable to come to a decision on the proposal for a new math major in Actuarial Mathematics and voted to defer the decision to the A&S Council.

Dean Cooper noted that Professor Juan Manfredi, Chair of the Department of Mathematics, is a member of Council and suggested that it would be appropriate for him to contribute to the discussion, but that he should withdraw during the vote. This procedure was accepted.

Professor Manfredi noted that the proposal had been proposed by Professor John Chadam, and explained that the actuarial world has changed and become more accessible for undergraduates. Professor Manfredi provided a list of other universities that have already instituted programs in Actuarial Mathematics. Professor Manfredi emphasized that no new resources would be required to institute the program. In response to concerns from some members of Council regarding the de-emphasis of theory within the program, Professor Manfredi said that he hopes that this program will create a group of students that would feed into the already existing master's program for financial mathematics.

Associate Dean Schulte-Ladbeck reported that the A&S-UC thought that since there are only two specific courses for actuarial mathematics then it should be a certificate. Discussion ensued concerning the difference between a BS and a certificate. Professor Manfredi was asked to leave the room for the vote.

Council members discussed the language used in the original proposal. Dean Cooper noted that the proposal will include an interpretive statement when submitted to the Provost.

Professor Peter Koehler put forth a motion to endorse the new program in Actuarial Mathematics. The motion was seconded by Professor Peter Siska and accepted unanimously.

A motion to accept the report from the A&S-UC was put forth by Professor Marla Ripoll. This motion was seconded by Professor Stephen Coleman and accepted unanimously.

4. Report from A&S Graduate Council

In Associate Dean Constable's absence, Dean Cooper provided the report from the A&S-GC.

Dean Cooper reported that the A&S Graduate Council last met on November 18. He noted that each year A&S Graduate Council reviews TA/TF training in two or three departments. The goal of the review is to help the department improve TA/TF training. The review committee consists of one faculty member from Grad Council (as chair), one graduate student from Grad Council, Assistant Dean Robert Walters and Associate Dean Nicole Constable. Dean Cooper explained that the departments are generally chosen on the basis of when they were last reviewed, excluding those that are undergoing a mini-review or a full review. The review consists of a meeting with TA/TFs, and a meeting with the faculty responsible for TA/TF training in the department.

Dean Cooper reported that the departments selected for review this year are:

1. Computer Science (Toby Chapman, chair; J. Christopher May, graduate student). Their last complete review was in 1991.
2. Communication (Paula Kane, chair; Marcela Esquada, graduate student). Their last review was in 1993.

The report from A&S Graduate Council was accepted unanimously.

5. Report on Election of the Nominating Committee

Dean Cooper reported that he has met the Committee and given them the charge. He also noted that names for the Arts and Sciences committees slate would be in by mid January.

6. Report on Arts and Sciences Faculty Grants Committee Election

Council members were provided with a current membership list for the Faculty Grants Committee. Members newly elected include Professors Helen Cullyer of Classics and Andrew Weintraub of Music.

7. Approval of Date and Agenda for Spring Full Faculty Meeting

The Spring Full Faculty Meeting will be held on Wednesday, February 22, 2006 from 2:30 to 4:00 p.m. The agenda was accepted.

8. Review of Departmental Bylaws

Associate Dean Knapp had earlier sent five sets of departmental bylaws to Council members for their review. He explained that Council members should be looking for general considerations that departments should be including in their bylaws. Associate Dean Knapp noted that planning and budgeting committees are still missing from some departments and their bylaws.

Dean Cooper noted that each department's bylaws have interesting reflections on voting faculty and explained that there should be an understanding that A&S and University bylaws take precedence over departmental bylaws.

The issue of who should be allowed to vote was discussed, and Dean Cooper concluded that A&S Council should not dictate to departments who they include in voting sessions. Associate Dean Knapp concurred with Dean Cooper.

Dean Cooper noted that ultimately all bylaws will come back to A&S Council for approval. Associate Dean Knapp stated that he would send another memo to departments concerning the departmental bylaws and said that he would report back to Council at their subsequent meeting.

9. Other Business

With no other business the meeting was adjourned at 3:45 p.m.

**A&S COUNCIL
MEETING MINUTES**
MONDAY, JANUARY 23, 2006 - 02:00 P.M.

In Attendance: Dean N. John Cooper (Chair); Associate Deans Nicole Constable and James F. Knapp (Vice Chair); Senior Assistant Dean Michelle L. Amato; Professors Joseph Adjaye, Peter Koehler, Juan Manfredi, Stephen Meriney, Marla Ripoll, Kirk Savage, Jonathan Scott, Peter Siska, and Franklin Toker

Not Attending: Associate Dean Regina Schulte-Ladbeck; Professors Cecil Blake and Vladimir Padunov; Mr. Benjamin Cavallari and Mr. Jon Lafky

1. Minutes of the Meeting Held on December 14, 2005

Dean Cooper presented the minutes of the meeting held on December 14, 2005. Professor Juan Manfredi indicated that the phrase "removal from" should be

removed from section 3 paragraph 4, and replaced with the phrase "de-emphasis within." Professor Marla Ripoll put forth a motion to accept the minutes. The motion was seconded by Professor Franklin Toker and accepted unanimously.

2. Dean's Report

- **Robert "Dick" Drennan**, Professor of Anthropology, was promoted to the rank of Distinguished Professor of Anthropology.
- **Lauren Resnick**, Professor of Psychology, was promoted to the rank of University Professor of Psychology and Cognitive Science.
- **Don Franklin**, Professor of Music and Director of the Bach and Baroque Ensemble, was honored by the Post-Gazette when his Ensemble was placed tenth in the paper's selection of Best Classical Concerts for 2005.
- **Jeffrey Schwartz**, Professor of Anthropology, appeared January 17 on WQED's "On Q" to discuss his work in recreating George Washington at ages 19, 45, and 57 for a new education center and exhibition at Mt. Vernon.

3. Report from A&S Undergraduate Council

Associate Dean Schulte-Ladbeck was not present at the meeting. Council accepted Dean Cooper's proposal to table the report from A&S Undergraduate Council until the next meeting.

4. Report from A&S Graduate Council

Associate Dean Constable had no new business to report.

5. Replacement of W. Stephen Coleman as a Humanities Representative on the A&S Council

Dean Cooper reported to Council that Professor W. Stephen Coleman resigned from his position as the Humanities representative to A&S Council and asked that they suggest names of other faculty from the humanities for his replacement. Members of Council suggested the following candidates:

- Todd Reeser (French and Italian)
- Bovey Lee (Theatre Arts)
- Toi Derricotte (English)
- Jean Carr (English)

Dean Cooper agreed to contact the candidates and, if necessary, will send an e-mail requesting additional names.

6. Review of Departmental Bylaws

Prior to the meeting, Associate Dean Knapp sent seven sets of bylaws along with a spreadsheet that documents the level to which the bylaws have been reviewed as well as what details are missing from each. Associate Dean Knapp indicated that he would take information from today's meeting and request from departments a final revision.

The issues of transparency in voting eligibility and procedures for chair selection within departments, and curriculum were discussed in detail. Dean Cooper noted that the phrase "planning and budgeting committee" must be used in departmental bylaws for consistency within the University.

Dean Cooper suggested that the Council empower Associate Dean Knapp to return to departments and request revisions. The Council agreed unanimously.

7. Role of Professor James F. Knapp as Associate Dean for Faculty Affairs

Dean Cooper noted that Associate Dean for Faculty Affairs James F. Knapp will finish his second term of service in this critical responsibility this summer. Over the past five years Associate Dean Knapp has provided outstanding service to the faculty and departments of Arts and Sciences. Dean Cooper emphasized the way Associate Dean Knapp has improved the quality, efficiency, and timeliness of faculty tenure and promotion cases. He also noted the superb accessibility, consistent interface, and fair decision making that Associate Dean Knapp has offered to Arts and Sciences chairs on all faculty recruitments, and the effective and timely way in which he has responded to faculty actions such as sabbatical and leave requests.

Dean Cooper reminded Council that it is his responsibility to propose a candidate for the position to A&S Council, and provided Council with a written nomination of Professor James F. Knapp for reappointment for a third term as Associate Dean for Faculty Affairs. After some discussion, including a question from Professor Koehler to which Dean Cooper responded in the affirmative as to whether Dean Cooper had solicited input from chairs about Associate Dean Knapp's effectiveness, Professor Joseph Adjaye made a motion to accept the nomination of Professor James Knapp for reappointment. The motion was seconded by Professor Marla Ripoll and accepted unanimously.

8. Other Business

With no further business the meeting was adjourned at 3:23 p.m.

A&S PLANNING AND BUDGETING COMMITTEE MEETING MINUTES

MONDAY, OCTOBER 17, 2005 - 2:00 P.M.

Attending: Dean N. John Cooper (Chair); Associate Deans Nicole Constable, W. Richard Howe, James F. Knapp, and Regina Schulte-Ladbeck; Senior Assistant Dean Michelle L. Amato; Professors Daniel Berkowitz, Delanie Jenkins, Barbara McCloskey, and Peter Siska; Ms. Dorothy Shallenberger and Ms. Donna Yurko

Not Attending: Assistant Dean Barbara L. Vattimo; Professors Stuart Hastings and Alberta Sbragia; Ms. Michele Belfort-Mihalyi, Mr. Robert Fagley, Ms. Kristen Flanagan, and Ms. Judy Stern

1. Minutes of the Meeting Held on September 26, 2005

Dean Cooper presented the minutes of the meeting held on September 26, 2005. Professor Peter Siska put forth a motion to accept the minutes as amended. The motion was seconded by Professor Delanie Jenkins and accepted unanimously.

2. Introduction

Dean Cooper continued the conversation about the challenge of reducing the base budget by \$1.1 million during FY 2007. He reintroduced the topics of the September 26, 2005 meeting, and reminded the Committee that Arts and Sciences experienced major budget problems in the 1995 and 1996 time frame. A series of strategic planning reviews led to right sizing of the faculty salary budget to reach a situation in which there were sufficient non-salary resources such that faculty members could be supported at a level that enabled them to function as expected at a major university. Dean Cooper noted that the current Provost resolved a situation in which there were fiscal problems across the University, in part by implementing a system that controlled the number of faculty hired in each school and placed that number in alignment with its mission.

Dean Cooper pointed out that Arts and Sciences had received additional base monies last year from the Provost to hire additional faculty, and that additional funds had also been made available to allow selected senior hires over the last couple of years.

3. History of Staff Budget in Arts and Sciences

Associate Dean Howe reported that staff salaries make up about 10 percent of the Entity 2 budget in Arts and Sciences. Associate Dean Howe noted that Arts and Sciences has brought staff numbers down by 33 positions over the last decade in a series of steps

that included a serious reduction at the Dean's Office level with 16 net positions eliminated. Additional positions were reallocated into six positions in support of IT services. Associate Dean Howe reported that Arts and Sciences now has six departments with one staff member, 29 percent with two or fewer staff members, 42 percent with three or fewer, and 55 percent with four or fewer. It will be hard to make additional cuts to the allocated staff budget.

4. History of Operating Budget in Arts and Sciences

Associate Dean Howe reported on the Arts and Sciences Operating Budget and gave a presentation of the history of the budget since 1995. In 1995 dollars departmental operating budgets are now 98 percent of what they were in 1995, but in current dollars they are now 73 percent of what they were in 1995.

5. Summary of AAAS Analysis of Federal Support and Prospects for Future Support

Dean Cooper noted that in order for the PBC to understand the alignment of the budget with strategic priorities it would be helpful to understand prospects for continuing and increased federal support. To do this Dean Cooper presented information from an analysis by The American Association for the Advancement of Science, which is routinely updated throughout the year. Dean Cooper explained that the non-defense and non-NIH funding levels have been flat for many years, and that growth has occurred mainly in biomedical areas. The NIH budget did double during the late 1990s, and while that era has passed there is also evidence at this time that the resulting increase in federal sponsorship for research will not be lost.

6. Report on MA and PhD Numbers in Arts and Sciences

Associate Dean Constable reported that the admission and enrollment numbers within graduate programs are roughly steady.

7. How to Improve Doctoral Recruitment—The Departmental View

Associate Dean Constable reported that views of Arts and Sciences department chairs on graduate recruitment had been solicited. They were asked to frame responses within the context of what is happening at the University's comparison and aspiration peers, what recruitment packages competing departments at these institutions are offering, and what could be done within the Arts and Sciences departments to make recruitment more successful. Associate Dean Constable reported that Arts and Sciences departments generally agreed on

the need for more fellowships, higher stipend levels, more years of support, summer support, funds to bring in top candidates for campus visits, and funds for better publicity and marketing to increase the quality of graduate student recruitment.

Dean Cooper commented that we should be looking at the balance between MA programs and doctoral programs. It may be possible to move some resources from MA programs to doctoral programs and position us better for success in graduate education while at the same time reduce budgets.

8. Other Business

With no other business the meeting was adjourned at 3:15 p.m.

**A&S PLANNING AND BUDGETING
COMMITTEE MEETING MINUTES**
MONDAY, NOVEMBER 7, 2005 - 1:00 P.M.

Attending: Dean N. John Cooper (Chair); Associate Deans Nicole Constable, W. Richard Howe, James F. Knapp, and Regina Schulte-Ladbeck; Senior Assistant Dean Michelle L. Amato; Assistant Dean Barbara L. Vattimo; Professors Daniel Berkowitz, Stuart Hastings, Delanie Jenkins, Barbara McCloskey, and Peter Siska; Ms. Michele Belfort-Mihalyi, Ms. Dorothy Shallenberger, Ms. Judy Stern, and Ms. Donna Yurko

Not Attending: Professor Alberta Sbragia; Mr. Robert Fagley and Ms. Kristen Flanagan

1. Minutes of the Meeting Held on October 17, 2005

Dean Cooper presented the minutes of the meeting held on October 17, 2005. Ms. Judy Stern pointed out a grammatical error in the first paragraph of Item #2 of the minutes and Ms. Michele Belfort-Mihalyi put forth a motion to accept the minutes as amended. The motion was seconded by Professor Stuart Hastings and accepted unanimously.

2. Dean's Report

- **Three A&S alums were honored during Homecoming as Legacy Laureates—Sung-Hou Kim, PhD in Chemistry**, member of the National Academy of Sciences and the American Academy of Arts & Sciences; **Arturo Porzecanski, MA and PhD in Economics**, an expert in international finance, emerging markets, and Latin American economics and politics; and **Tom Slone, BS in Psychology**, who built a successful business

career with Associates First Capital Corporation, from which he retired as president of U.S. consumer finance operations. He then founded his own company called Touchstone Communications.

3. Report on the Implementation of the Budget Reduction

Dean Cooper reported on the budget cuts of \$1.1 million required in FY 2007. He informed the Committee that he now understood that reductions in the graduate student financial aid achieved by reductions in total numbers of graduate students would not be seen as budget reductions, since the corresponding graduate tuition revenue would also necessarily be reduced.

Dean Cooper discussed the timeline for the work on the Planning Document and noted that the Arts and Sciences Deans would be responsible for identifying the areas in Arts and Sciences where potential budgetary cuts could be made.

Discussion ensued concerning the role of departments in response to the budget cuts. Dean Cooper explained that departments are not being asked for any across the board reductions, but that there will be particular activities and entities whose values the Deans will be discussing with departments.

4. Discussion of the Sources and Use of the Ancillary Instructional Budget

Dean Cooper introduced the Ancillary Instructional budget as one of the areas that will be crucial in conversations with departments concerning the total budget. He indicated that Arts and Sciences has worked over the last four years to consolidate support for ancillary instruction into one budget.

Associate Dean Knapp painted a picture of the Ancillary budget for Committee members. He described it as a complex entity that excludes senior lecturers, lecturers and TTS faculty, but includes all part-time faculty, visiting assistant instructors, visiting lecturers, visiting instructors, and visiting professors (assistant, associate, full). It also includes some TA/TF support. He reported that departments receive their allocation from this budget every spring.

Associate Dean Knapp discussed areas where there might be savings and indicated that he would be looking at the efficiency of the classes being offered, a possible reduction in NTS faculty, and the need to maintain enough part-time faculty to address the needs of specific departments.

5. Review of Elements to be Addressed in the Planning Document—Contents and Processes

Dean Cooper noted that Associate Dean Constable would be out of town before the Winter Break making it difficult to wrap up the bulk of the Planning Document. Dean Cooper said he expected the Planning Document to evolve each year, and that the introductory material was stripped down last year. He presented to the Committee the response from the Provost's Reading Committee and noted that the major topics most likely to be of interest for this year's document are IT, Benchmarking, Core Attributes, and the Budget.

Dean Cooper reminded the Committee that the Planning Document is a valuable internal communication document. He suggested that the list of seven core attributes used last year as a framework for the internal communication role of the document is too large, and needs to be more succinct.

6. Other Business

With no further business the meeting was adjourned at 2:22 p.m.

A&S PLANNING AND BUDGETING COMMITTEE MEETING MINUTES

MONDAY, DECEMBER 5, 2005 - 1:00 P.M.

Attending: Dean N. John Cooper (Chair); Associate Deans Nicole Constable, W. Richard Howe, James F. Knapp, and Regina Schulte-Ladbeck; Senior Assistant Dean Michelle L. Amato; Assistant Dean Barbara L. Vattimo; Professors Daniel Berkowitz, Stuart Hastings, Delanie Jenkins, Barbara McCloskey, Alberta Sbragia, and Peter Siska; Ms. Michele Belfort-Mihalyi, Ms. Dorothy Shallenberger, Ms. Judy Stern, and Ms. Donna Yurko

Not Attending: Mr. Robert Fagley and Ms. Kristen Flanagan

1. IT Discussion

Dean Cooper noted that the Provost expects Arts and Sciences to utilize information concerning IT best practices to construct the Planning Document IT section. This information, along with generous support from the Provost, is then used to help shape the IT support we provide for Arts and Sciences undergraduate programs.

Dean Cooper noted that last year the PBC invited members of the Arts and Sciences IT community to its February 7, 2005 meeting that led to the draft of the

Information Technology section of the Planning Document. Last year's discussion focused on the intense interest in shifting the University to wireless capability.

Associate Dean Howe provided an update on the University's wireless capabilities, noting that the University has overcome the technical and cost barriers. He reported that the Provost's plan to introduce wireless service across campus is moving forward with one of the first installations in Langley Hall. The end goal is to make all buildings Wi-Fi accessible.

Dean Cooper explained that the University will keep a wired backbone for two types of use—high bandwidth and high security (payroll and student ID information). He noted that the wireless capabilities will especially benefit commuting students who lack residence hall access to the system.

Nick Laudato from CIDDE commented that instructional spaces will also be wired for Wi-Fi and that Blackboard is robust enough to grow with Wi-Fi.

At the conclusion of a discussion concerning the difficulties sometimes posed by the ability of students to access the Internet while sitting in class, Dean Cooper thanked all IT special guests and asked them to leave.

2. Minutes of the Meeting Held on November 7, 2005

Dean Cooper presented the minutes of the meeting held on November 7, 2005. It was noted that there was an incorrect date in Section 3. Delanie Jenkins put forth a motion to accept the minutes as amended. The motion was seconded by Associate Dean Knapp and accepted unanimously.

3. Dean's Report

- **Justin Chalker**, a senior in Chemistry and History and Philosophy of Science, is **Pitt's fourth student to be named a Rhodes Scholar**. Chalker was also named a **2005 Goldwater Scholar**.
- Joseph Gardella, a doctoral graduate in Chemistry, class of 1981, was **honored at the White House with the 2005 Presidential Award for Excellence in Science, Mathematics and Engineering Mentoring (PAESMEM)**—a program supported and administered by the National Science Foundation (NSF).
- **David Bartholomae**, Professor and Chair of English, has been **awarded the Modern Language Association of America's (MLA) 25th annual Mina P. Shaughnessy Prize** for his book, *Writing on the Margins: Essays on Composition and*

Teaching. The Shaughnessy Prize recognizes an outstanding work in the fields of language, culture, literacy, or literature with strong application to the teaching of English.

4. Graduate Education Strategy for Budget Cuts

Associate Dean Constable presented information concerning the strategy for budget adjustments in the graduate area. The strategy includes cutting TA/TF support by ca \$300,000, but adding ca \$800,000 (maximum) in new funds to support graduate studies in other ways. Boundary parameters and goals of the strategy would be to:

- Increase the number of Arts and Sciences supported Fellowships.
- Maintain credit hour production.
- Avoid any increases in graduate tuition costs charged to Arts and Sciences.
- Strengthen graduate student recruitment.

Dean Cooper asked the members of the committee if they would support this as a broad strategy. He indicated that the changes would be made in accord with the broad criteria for support of graduate education outlined in previous planning documents.

After a brief discussion, Alberta Sbragia moved to endorse the model that Associate Dean Constable presented. This motion was seconded by Ms. Donna Yurko and supported unanimously. The Committee did not want to review decisions at the level of individual departments.

5. Other Business

With no further business the meeting was adjourned at 2:20 p.m.

A&S PLANNING AND BUDGETING COMMITTEE MEETING MINUTES

TUESDAY, JANUARY 31, 2006 - 1:00 P.M.

Attending: Dean N. John Cooper (Chair); Associate Deans Nicole Constable, W. Richard Howe, James F. Knapp, and Regina Schulte-Ladbeck; Senior Assistant Dean Michelle L. Amato; Assistant Dean Barbara L. Vattimo; Professors Stuart Hastings, Delanie Jenkins, and Peter Siska; Ms. Michele Belfort-Mihalyi, Ms. Dorothy Shallenberger, Ms. Judy Stern, and Ms. Kristen Flanagan

Not Attending: Professors Daniel Berkowitz, Barbara McCloskey, and Alberta Sbragia; Mr. Robert Fagley and Ms. Donna Yurko

1. Minutes of the Meeting Held on December 5, 2005

Dean Cooper presented the minutes of the meeting held on December 5, 2005. Ms. Michele Belfort-Mihalyi put forth a motion to accept the minutes as amended. The motion was seconded by Professor Delanie Jenkins and accepted unanimously.

2. Dean's Report

- **Don Franklin**, Professor of Music and Director of the Bach and Baroque Ensemble, was honored by the Post-Gazette when his **Ensemble was placed tenth in the paper's selection of Best Classical Concerts for 2005**.
- **Jeffrey Schwartz**, Professor of Anthropology, **appeared January 17 on WQED's "On Q"** to discuss his work in recreating George Washington at ages 19, 45, and 57 for a new education center and exhibition at Mt. Vernon.

3. Introduction of Director of Communications Carol Mullen

Dean Cooper introduced Carol Mullen, the Arts and Sciences Director of Communications, to Committee members. Ms. Mullen joined Arts and Sciences in November 2005 from McMahon & Cardillo Communications. She previously worked for the University as managing editor for the University Relations department from 1994 until 1997. Ms. Mullen will provide the writing lead on the FY2007 Planning Document.

4. Selection of A&S Representatives to Provost PBC

Dean Cooper reported that this agenda item first arose two years ago with the advent for new procedures for formulating membership of the Provost's PBC. The role of the Provost's PBC is primarily to review planning documents from across the Provost's area. Professors Delanie Jenkins and Stuart Hastings have served on the Provost's PBC for the past two years.

The Provost's mandate is that three elected faculty members of the Arts and Sciences PBC unit should serve two-year terms on the Provost's PBC. Dean Cooper noted that A&S-PBC members serve three-year terms as opposed to the two-year terms of the Provost's PBC, and pointed out the difficulty in mapping terms at the two levels. Dean Cooper told Committee members that he would contact Vice Provost Pack concerning this dilemma.

The Committee voted unanimously to elect Professors Daniel Berkowitz, Barbara McCloskey, and Peter Siska as the A&S-PBC representatives on the Provost's PBC.

5. Provost's Instructions for Preparing the FY 2007 Planning Document

Dean Cooper reported that the instructions for the FY2007 Planning Document are significantly different in structure from previous years. He reminded members that these instructions go to units with a broad range of scales and structures within the University, and that they should not view the instructions as directed solely to Arts and Sciences. Dean Cooper noted that the Provost expects specific articulation of the following:

- your mission;
- your long-term goals and the ways in which you have fine-tuned last year's plan to reach those goals;
- specific objectives for this year (FY06) within each of your goals and the status, with explanation, of their accomplishment;
- specific objectives for FY07 within each of those goals, including how success in reaching each objective will be measured;
- a prioritized list of academic programs;
- acknowledgement of our agreed-upon targets for faculty size and student enrollments;
- data demonstrating effective comparative benchmarking;
- evidence of internal reallocations and reflective deployment of resources;
- identification of new revenue streams; and
- an appendix that includes both a faculty roster (name/rank/tenure status/position numbers for all faculty in your school) and budget information in the format of the enclosed budget chart (including ledger 5/research funds).

Dean Cooper reminded the group that the soft benchmarking provided by Arts and Sciences in the FY2006 Planning Document was well received by the Provost. He drew the Committee's attention to two specific topics: the question of indicating and protecting Arts and Sciences priorities in the case of a budget cut, and the issue of succinctness and length of the document itself. On the first topic, Dean Cooper suggested that a reasonable way to address this is by discussing how we support and prioritize the various degree programs that we offer e.g. BA, MA, MS, MFA, and PhD.

Dean Cooper noted that the Provost is looking for a succinct document, and emphasized that he and Ms. Mullen intend to produce a shorter, more readable document.

Dean Cooper indicated that Ms. Mullen would begin work on the draft immediately, and that the next meeting would be a progress report on that effort.

6. Outcomes Assessment

Dean Cooper shared with the Committee two slide presentations that he had made to the Council of Deans concerning development of a culture of assessment. Throughout the presentation Dean Cooper explained the importance of knowing who our audience is and what concerns our customers may have as parents, students, and legislators. He noted that the concern of legislators intensifies when costs increase, and when revenues fall.

Dean Cooper supplied Committee members with the Middle States Commission on Higher Education's eligibility requirements and standards for accreditation, and explained that the MSCHE provides seven standards for institutional context and seven standards for educational effectiveness.

Dean Cooper discussed the tools necessary to establish a culture of assessment, noting that outcome assessment must operate at three levels: courses, programs, and institutional. Arts and Sciences is not responsible for the institutional outcomes assessment, but Dean Cooper suggested that departments need to be held accountable for how courses contribute to the curriculum, and for evaluating success. He discussed the importance of peer reviews, and the opportunities that exist for him and Associate Dean Knapp to emphasize the importance of peer reviews to chairs. Dean Cooper indicated that he intended to ask chairs to use their departmental annual reports to present assessment-centered output data for each department.

7. Plan of Attack for Writing

Dean Cooper reported to Committee members that Associate Deans Constable and Schulte-Ladbeck have already compiled information and materials to be used in the drafting process. He noted again that Ms. Mullen would work with him to produce a draft that would be reviewed at subsequent PBC meetings for feedback and input. Dean Cooper said that a 15 page document (not including appendices) is ideal.

8. Other Business

With no other business the meeting was adjourned at 2:18 p.m.

A&S PLANNING AND BUDGETING COMMITTEE MEETING MINUTES

MONDAY, FEBRUARY 6, 2006 - 2:30 P.M.

Attending: Dean N. John Cooper (Chair); Associate Deans James F. Knapp and Regina Schulte-Ladbeck; Senior Assistant Dean Michelle L. Amato; Professors Daniel Berkowitz and Delanie Jenkins; Ms. Michele Belfort-Mihalyi, Ms. Kristen Flanagan, Ms. Dorothy Shallenberger, Ms. Judy Stern, and Ms. Donna Yurko

Not Attending: Associate Deans Nicole Constable and W. Richard Howe; Assistant Dean Barbara L. Vattimo; Professors Stuart Hastings, Barbara McCloskey, Alberta Sbragia, and Peter Siska; Mr. Robert Fagley

1. Minutes of the Meeting Held on January 31, 2006

Dean Cooper presented the minutes of the meeting held on January 31, 2006. Professor Delanie Jenkins put forth a motion to accept the minutes. The motion was seconded by Ms. Michele Belfort-Mihalyi and accepted unanimously.

2. Dean's Announcements

- The Chancellor has approved the recommendation that Dr. Stephen Manuck be promoted to University Professor of Health Psychology and Behavioral Medicine effective February 1, 2006.

3. Review Outline of Draft

Dean Cooper noted that the Committee had gone over the Provost's instructions for the Planning Document at the January 31, 2006 meeting of the A&S-PBC. He introduced Carol Mullen, Director of Communications for Arts and Sciences, who had produced an outline of items that the 2007 document might include.

Ms. Mullen specified that the 2006 planning document presents an opportunity for Arts and Sciences to effectively position itself to discuss its vision and objectives for the new year.

Ms. Mullen reviewed a proposed outline for the document which included sections dedicated to the budget, student services, diversity, instructional education, information technology, and assessment. Ms. Mullen thanked Associate Dean Schulte-Ladbeck for the information she provided for the student services section of the document. In response to a question posed by Ms. Judy Stern about the breadth of this section Dean Cooper noted that while it is now more focused on services for undergraduate students, it would be important to include the services offered for graduate students as well.

Dean Cooper noted that at its next meeting the Committee would look at specific sections of the document, and the value of surveys in assessment.

4. Review Faculty Roster

Dean Cooper reported that the faculty roster would be included as an appendix of the planning document, and asked that members respect the confidentiality of the faculty listed. He noted that certain persons are excluded from the count e.g. the Provost, and asked that the Committee report any corrections that should be made to the list.

5. Review of Nuggets Appendix

Dean Cooper asked that Committee members review the list of Arts and Sciences accomplishments and honors that they were given, and that they report any omissions.

6. Other Business

Dean Cooper thanked Ms. Mullen for attending the A&S-PBC meeting and noted that he felt comfortable that the document would be completed by the March 1, 2006 deadline.

With no further business the meeting was adjourned at 3:19 p.m.

**A&S GRADUATE COUNCIL
MEETING MINUTES
OCTOBER 14, 2005**

Attendees: Lisa Brush, Toby Chapman, Nicole Constable, Marcela Esqueda, Joanna Hastings Smolko, Zsuzsa Horvath, Lewis Jacobson, Paula Kane, J. Christopher May, Leonard Plotnicov, and Robert Walters. Not in attendance: Michele Belfort-Mihalyi and Marcia Landy.

1. Dean Constable welcomed new and continuing members.
2. **Mission of the Arts and Sciences Graduate Council.** Associate Dean Constable presented the mission of the Council to its members.
3. **Selection of At-Large Member for UCGS.** Over the summer, former Associate Dean Husted nominated John Hillier from the Department of Physics and Astronomy and the Council approved the nomination.

4. **Selection of Non-Voting President for the Academic Integrity Board.** Constable quoted pertinent information regarding this position from the Academic Integrity booklet. Constable related that there has not been one of these cases in quite some time. She asked for nominations, and Leonard Plotnicov from the Department of Anthropology volunteered. The nomination was seconded and the Council unanimously approved.

5. **Name Change for the Molecular Biophysics to Molecular Biophysics & Structural Biology Graduate Program.** The Council was presented with the proposal for the Department's justification for the name change. Associate Dean Constable mentioned that this had been previously approved by faculty and the School of Medicine's Graduate Council and needed the Council's approval so that it could be passed on to the A&S Council. A motion to accept the name change was proposed, seconded, and unanimously approved by Council. It now goes to A&S Council.

6. **TA/TF Reviews.** Associate Dean Constable informed the Council that these reviews would take place in January or February, and that normally two, maybe three, departments (depending on size) are reviewed each year. Constable informed the Council that the purpose of this process is to find ways to improve departments' TA/TF orientation, training, evaluating and supervising practices. The make-up of the committee was explained. The subcommittee will receive a copy of previous reports to aid them in their process. Associate Dean Constable tabled the selection of departments and volunteers for the subcommittees until the next meeting.

7. Dean's Announcements

New TOEFL Examination. The Provost's Office has passed a minimum score for the new TOEFL exam that is to begin to be administered in October. It is an iBT test (internet based test). The new test has a new component, speaking. Speaking, listening, reading and writing for a total of 120 points. The overall Pitt minimum is 80. The hope is that the new TOEFL will be better able to gauge proficiency and will prevent cheating. Assistant Dean Walters indicated that the new TOEFL is more standardized. There are now three versions of this test. It will take a while for this new exam to roll out around the world. The TOEFL score is only good for two years. A question was posed as to when this information would go out to departments. Associate Dean Constable indicated that it would be sent out next week. A question was posed as to whether departments are permitted to have their own standards, as long as they are higher. The University has set a minimum, but departments can set a higher standard. The previous minimum for the writ-

ten test was 550 for the paper-based test or 213 for the computer-based test. These are minimums for admission. Departments will need to pay attention to the components.

8. **New Business.** No new business. Meeting was adjourned.

**A&S GRADUATE COUNCIL
MEETING MINUTES**

NOVEMBER 18, 2005

Attendees: Michele Belfort-Mihalyi, Lisa Brush, Nicole Constable, Marcela Esqueda, Paula Kane, Marcia Landy, J. Christopher May, Leonard Plotnicov, and Robert Walters. Not in attendance: Toby Chapman, Joanna Hastings Smolko, Zsuzsa Horvath, and Lewis Jacobson.

1. The October 14, 2005 minutes were reviewed and unanimously approved.

2. **TA/TF Reviews**

The Council chose the Department of Computer Science and the Department of Communication to review this year.

Professor Toby Chapman and graduate student J. Christopher May will review the Department of Computer Science and Professor Paula Kane and graduate student Marcela Esqueda will review the Department of Communication. Associate Dean Constable reiterated that she and Assistant Dean Robert Walters would be assisting each subcommittee in the review process.

It was suggested that departments understand that this review is to help them strengthen their training, evaluation and supervision of TAs, thus the subcommittee will be looking for ways to help them improve their efforts.

3. **Dean's Announcements**

- a. Name change for the Molecular Biophysics to Molecular Biophysics & Structural Biology Graduate Program has been approved by A&S Council. Dean Cooper forwarded his approval to the Provost's office.
- b. Associate Dean Constable has contacted departments regarding getting a contact person to help with the recruitment of diverse students. She wants to raise the profile of diversity recruitment by having contacts within the departments. This

will help Lorie Johnson-Osho, Assistant Dean for Graduate Student Programs, to work with departments. Associate Dean Constable is trying to find a way to get greater cooperation and participation of the departments and for them to use Lorie more as a resource. She will also solicit from departments any contacts that they have at other schools that may be used.

- c. Because of budget restrictions, Associate Dean Constable is being more selective in awarding Dean's Tuition. She reiterated the requirements and how she would have to adhere more to those guidelines i.e. financial need, unfunded, need tuition within the term they are going to graduate, and has never received it before.
- d. Constable wants to increase advertising for the Book Center Scholarships. The goal in finding new ways of advertising this scholarship hopefully will increase the number of applicants. Also some students look at the criteria and figure they are not eligible, but they need to understand that they can still apply.

4. **New Business.** No new business. Meeting was adjourned.

**FACULTY PERSONNEL
ACTIONS**

APPOINTMENTS

CHEMISTRY

Richard Christie
Research Assistant Professor
December 1, 2005

Junseok Lee
Research Assistant Professor
July 1, 2005

COMPUTER SCIENCE

Youtao Zhang
Assistant Professor
January 1, 2006

HISTORY AND PHILOSOPHY OF
SCIENCE

Kenneth Schaffner
University Professor w/ tenure
January 1, 2006

NEUROSCIENCE

Yukiori Goto
Research Assistant Professor
March 21, 2006

CHANGES IN RANK

ANTHROPOLOGY

Robert Drennan
Promoted, Distinguished
Professor
January 1, 2006

CHEMISTRY

Sanford Asher
Promoted, Distinguished
Professor
February 1, 2006

LINGUISTICS

Mary Paster
Title Changed, Visiting Assistant
Professor
March 1, 2006

PSYCHOLOGY

Stephen Manuck
Promoted, University Professor
February 1, 2006

Lauren Resnick
Promoted, University Professor
January 1, 2006

**SABBATICALS/LEAVES OF
ABSENCE**

ANTHROPOLOGY

Kathleen DeWalt
Leave of Absence
January 1-April 30, 2006

BIOLOGICAL SCIENCES

Victoria Dziadosz
Leave of Absence
January 31-March 27, 2006

Beth Stronach
Leave of Absence
March 31-April 30, 2006

CHEMISTRY

Stephen Weber
Sabbatical Leave
January 1-April 30, 2006

COMMUNICATION

Peter Simonson
Leave of Absence
January 1-April 30, 2006

COMPUTER SCIENCE

Taieb Znati
Sabbatical Leave
January 1-April 30, 2006

ENGLISH

Bruce Dobler
Leave of Absence
January 11-February 21, 2006

Adam Lowenstein
Leave of Absence
January 1-April 30, 2006

Mariolina Salvatori
Leave of Absence
January 1-April 30, 2006

James Seitz
Sabbatical Leave
January 1-April 30, 2006

HISPANIC LANGUAGES &
LITERATURES

Jerome Branche
Sabbatical Leave
January 1-April 30, 2006

Erin Graff Zivin
Leave of Absence
January 3-March 14, 2006

HISTORY

Maurine Greenwald
Sabbatical Leave
January 1-April 30, 2006

Lara Putnam
Leave of Absence
January 1-December 31, 2006

HISTORY OF ART AND
ARCHITECTURE

Barbara McCloskey
Sabbatical Leave
January 1-April 30, 2006

Alison Stones
Sabbatical Leave
January 1-April 30, 2006

MATHEMATICS

Jacob Burbea
Leave of Absence
January 1-April 30, 2006

Christopher Lennard
Sabbatical Leave
January 1-April 30, 2006

George Sparling
Sabbatical Leave
January 1-April 30, 2006

PHILOSOPHY

Karin Boxer
Leave of Absence
January 1-April 30, 2006

Jessica Moss
Leave of Absence
January 23-March 17, 2006

Kieran Setiya
Leave of Absence
January 1-December 31, 2006

PHYSICS AND ASTRONOMY

Xiao-Lun Wu
Sabbatical Leave
January 1-April 30, 2006

POLITICAL SCIENCE

Steven Finkel
Leave of Absence
January 1-April 30, 2006

Charles Gochman
Sabbatical Leave
January 1-April 30, 2006

SLAVIC LANGUAGES &
LITERATURES

Vladimir Padunov
Sabbatical Leave
January 1-April 30, 2006

STATISTICS

David Stoffer
Sabbatical Leave
January 1-April 30, 2006

STUDIO ARTS

Michael Morrill
Sabbatical Leave
January 1-April 30, 2006

RESIGNATIONS

ENGLISH

Sharon McDermott
Visiting Lecturer
December 31, 2005

MATHEMATICS

Andrew Klimas
Assistant Instructor
December 31, 2005

PHILOSOPHY

Sebastian Rödl
Associate Professor
September 30, 2005

PSYCHOLOGY

Serina Neumann
Research Assistant Professor
December 31, 2005



University of Pittsburgh

*School of Arts and Sciences
Office of the Dean
917 Cathedral of Learning
Pittsburgh, PA 15260*

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