

Senate Council Meeting Minutes
2700 Posvar Hall
Wednesday, December 9, 2015

Topic/Discussion	Action
<p><u>Call to Order</u> The meeting was called to order by President Frank Wilson.</p>	<p>The meeting commenced at 3:02 pm.</p>
<p><u>Approval of the Minutes of the October 4, 2015 Senate Council Meeting</u> Minutes were approved as written.</p>	<p>None</p>
<p><u>Items of New Business</u> No new items were raised.</p>	<p>None</p>
<p><u>Report of the Chancellor, Patrick D. Gallagher</u></p> <p>The Chancellor distributed a summary report (available on Senate Website) and provided additional highlights at the meeting.</p> <p>Chancellor Gallagher stated that there is much happening behind the scenes with the state budget. Some very delicate questions around the tax revenue topic are occurring to get a budget through the House, Senate and then get to the Governor. This week, the Senate and House both passed their budgets. The Senate Budget appears to be in the form the Governor will approve. The Chancellor is hopeful that there will be an agreement before the holidays. There is a silver lining: support levels for higher education remain strong, at roughly a 5% increase for the University. One consequence of this state budget delay is that we have not passed a university budget. We agreed on tuition schedule, froze tuition at Regional campuses, kept tuition low in total, and approved select capital requests. We have not been able to process raises for faculty and staff. Chancellor Gallagher noted that doing a retroactive pay increase, as it impacts federal grant funding closure dates, is not possible. As soon as there is an approved state budget, we will proceed with the salary process as we planned, but it cannot be retroactive. Instead, he is sending out a message today for one-time midyear payment to all eligible employees that will be included in the December paycheck. Employees making \$45,000 or less will receive a special payment calculated at 1.25% of their current annual base salary. Employees making more than \$45,000 will receive a special payment calculated at 1% of their current annual base salary. The Chancellor noted that this is a good-faith effort that is trying to mitigate the impact of the state budget impasse. He stated that the business administrators working through Art Ramicone's office are very knowledgeable if there are questions. The Chancellor thanked everyone, as it would have been easy for a budget impasse to stop us. We are expecting this to end well. It has impacted our ability to plan, and yet we have had a remarkable year and are staying focused. He expressed a deep debt of gratitude as this is navigated.</p> <p>A recent University communication went out from the Chancellor noting the incredible warmth and acceptance he has received here at Pitt. He noted that he continues to learn new things and has been able to make changes as is usual with new leadership. Issues outside of the university have affected us, every day. What he is most proud of is that we have done what he has hoped we would do -- using these issues as catalysts to look ourselves in the mirror and come together and plan. Additionally, we have continued to do remarkable things in the classroom, with service, and in the research arena. He updated on several personnel changes: Effective January 1, 2016, the Pitt Chief Information Officer, Jinx Walton, will report directly to the Chancellor instead of the Provost. Technology and</p>	<p>No further discussion occurred.</p>

Information have been embedded into everything we have done at the University and this change properly places the responsibility and reporting. Also, Richard Schulz, Director of the University Center for Social and Urban Research, announced he will be stepping down as of September 1, 2016. He has been with us since 1999. The University wishes him well.

The Chancellor next highlighted involvement he has had over the last month. He took part in a power conference at the School of Engineering and two grants were award to Pitt at this time. The Hillman Foundation made a \$2.5 million pledge to support the Direct Current Power Initiative, and Duquesne Light also pledged grant monies. The US Department of Defense awarded a \$7.6 million bioterrorism grant to a collaborative group in the Center for Vaccine Research to study countermeasures (alpha virus work) against bioterrorism. The Center for International Studies raised \$10,000 memorial fund to support Pitt students studying abroad – it took only four days to reach that goal, and will be doubled by the end of the year. A tragic bicycle accident resulted in the death of Professor Susan Hicks has catalyzed two powerful reflections: safety our streets and partnership with the city. The University has worked to offer ideas and funds for safety support for Oakland with the City of Pittsburgh. The Chancellor also recognized the strength of James Connor, and asked that our thoughts be with him. The Chancellor ended his remarks by asking everyone to reflect on the holiday season and he wished everyone a time of rejuvenation, relaxation, and recharge for next year.

Report of Senate President, Frank Wilson

President Wilson thanked everyone who has made his work as Senate President both stimulating and productive, thus far.

He noted that his colleagues at Pitt-Greensburg have been understanding and supportive in the strongest ways as he has juggled teaching, research, and service roles to an extent he never had before. The Chairs and members of the Senate’s Committees have been hard at work—making steady progress on their continuing tasks and embracing new ones immediately and fully. As all Senate presidents know, the strength of the Senate comes from these constituent bodies, and they are doing great work. He views his staff colleagues at Greensburg as working partners. He noted that the Staff Association Council here is the same, and it is a privilege to work with their officers. These are people whose daily practice, insights and advice are valuable and essential to the stability and healthy growth of Pitt.

Pitt’s Administration, from Chancellor Gallagher and Provost Beeson to all their Assistants, Associates, and staff, welcomed him from the start and have been nothing but helpful since. They have established a comfortable and expanding working relationship that is based on respect, trust, and a shared mission of modeling as strong a version of shared governance as we can.

President Wilson stated that his colleagues on the Executive Committee—Irene, Sue, Michael, and Lori have sped up his Presidential learning curve and are the first people he turns to for continuing education about the university, and the “what should we do now?” moments that seem to come regularly and often. These are smart, creative, and genuinely good human beings he is honored to know and serve with.

At the meeting last month, the Chancellor asked the Senate Council, in light of events and controversies that are taking place at universities nationwide, both public and private, to address the issues of diversity and inclusion in immediate and substantive ways. Since then there have been two meetings—one a conference call and the other in a face-to-face setting.

No further discussion occurred.

Those participating are people who regularly sit around this table—Senior Vice Chancellor Kathy Humphrey, Associate Vice Chancellor Pam Connolly, SAC President Rich Cowell, and the student leaders Joe, Dominique, Julia, and Nasreen, have embraced this calling and will be picking up our pace of building upon, expanding, and linking the efforts of the various groups that have been and are now focused on these challenges. From the faculty side, this matter was brought to last week’s Faculty Assembly meeting, where a thoughtful and wide ranging discussion began. This will continue through the work of our committees, which include staff, student, and administration liaisons. Two of our standing committees— Educational Policies and (EIADAC) Equity, Inclusion, and Anti-Discrimination Advocacy, will engage fully in this effort. Professor Michael Spring more appropriately called on all of the Senate committees to ask what their appropriate roles should be. The process that is now underway and will be picking up momentum, because this has begun as an authentic example of students, staff, faculty and administration working closely and collaboratively as shared governance. They are addressing complex matters for which there are no simple solutions, but his hope is that we can make real progress that will make Pitt a better place to learn and work.

The Pre-Plenary efforts are now being organized. At 4pm, following our January 12th Faculty Assembly meeting, Michael Madison for the School of Law will be addressing issues of academic freedom in relation to scholarship and research. This is our first “pre-Plenary” event, and it will take place in Room 2500 Posvar Hall and will be open to the larger campus community. More details about the specific focus of the presentation will be available through Read Green announcements. A similar event linked to our February Faculty Assembly meeting will occur. Seth Weinberg, who is the driving force, and the rest of the planning committee, continue to seek your suggestions about other ways of making this year’s Plenary, effectively a series rather than a single event.

President Wilson hopes that we can use the upcoming winter break to celebrate, relax, and rejuvenate in appropriate ways. That is important, because when we officially return in January it will be full-speed-ahead on multiple tracks. He reported, “I, for one, look forward to that and will simply say that I know how lucky I am to be a part of the University of Pittsburgh, where I can truly say that the work that I do has meaning, is fulfilling, and provides some measure of hope for a better future.”

Report of Student Members of Senate Council

Student Government Board (SGB)

Nasreen Harun, President

SGB has been working to publicize the study space available on campus since this is the most stressful time in the semester. Administrators have graciously helped extend the hours in a lot of places to give a safe place for students to study in which students greatly appreciate. Since SGB has had such a large focus on Mental Health, we are also emphasizing that there are many other resources available to help people relax throughout the week and take some time to destress.

Nasreen noted that she has been meeting with all of the SGB Committee Chairs and Board Members over the past week to do individual check ins. She is using these meetings to assess how everyone feels about the office environment, how they are doing on their projects, and how we can improve our operations for next semester. These meetings have been generating a lot of good ideas and I’m excited to put them into action!

Questions and discussion are provided after each update, if raised.

Board Member Robert Tessier has been working together to put together a Human Rights conference to take place at the end of February. He is looking to bring in speakers from the Pittsburgh community and there are many students who have expressed interest in helping with this initiative so we are very excited to see that taking shape.

In terms of our other academic initiatives, our Board Member Lia Petrose has made progress on creating a Public Health Certificate for undergraduate students. Nasreen is also working with her to create a more robust Travel Grant Fund in order to find a way to allow more students to present their research at conferences. We are also looking into ways to have these students present on campus at some point as well to give back to the Pitt Community.

Since the last Senate Council meeting, the Board has discussed the Campus Climate regarding Diversity and Inclusion and how we can make sure we are doing everything we can to make sure we are creating the most inclusive environment possible. One of the things we are looking into doing is changing the language of all of our governing documents to make it more inclusive. We want to eliminate all of the references of *he* and *she*, and modify to say *they* in order reflect the non-binary nature of gender. It is just a start, but we are definitely being more conscious about inclusivity in all of our operations.

Personnel updates: Marketing Intern Natalie Bono (sophomore) has been appointed. A lot of different marketing efforts led to things being scattered and not communicated properly. SGB decided to get one person to help us focus on our efforts to be more visible. Elections Committee just last night introduced edits to our Elections Code to make sure that everything was laid out more clearly and to help avoid any confusion. The campaigning process will begin early next semester with our target Election Day to be March 1.

Question/Discussion

Frieze: Can you tell us more about the upcoming conference in January?

Nasreen: SGB is bringing in speakers from the Pittsburgh community and it is the first year for this human rights conference. We are targeting ~150 people attending with keynote speakers and breakout sessions.

College of General Studies Student Government (CGSSG)

Julia Helgert, President

The College of General Studies submitted a proposal for the Year of the Humanities event funding. Titled *Humanities in Continuing Education*, it would be a CGS, Office of Veteran Services, and Osher Institution of Lifelong Learning collaboration. Essentially, it would be similar to other Year of the Humanities events except with a nontraditional student focus.

Ryan Ahl, the Director of Office of Veteran Services, and Jennifer Engel, the Director of Osher Institute of Lifelong Learning, were both featured in the *Pitt Chronicle* in the past two months. If anyone is interested in learning more about what both of those programs offer, the articles are helpful. Julia highlighted that our Office of Veterans Services supports veterans enrolled in the University of Pittsburgh by offering programs designed to ease the transition from military service to academic life. Our Osher Institute of Lifelong Learning offers more than 80 stress-free courses as well as day trips, international travel, and special events to people 50 and older. Members can audit undergraduate classes and participate in university discussion groups.

Lambda Alpha Epsilon, our CGS organization for Administration of Justice and Legal Studies students, recently reached out to alumni in hopes of creating a Career Mentoring program in the near future. They will kick-off the spring semester with our annual Alpha Sigma Lambda induction ceremony. The ASL is a National Honor Society for full-time and part-time nontraditional students. A conversation began about the Diversity and Inclusion initiative at the CGSSG meeting last Friday. Everyone on CGSSG is very passionate about this initiative and is looking forward to the progress that can be made through our contributions to this effort.

Report of Graduate and Professional Student Government (GPSG):

Joe Kozak, President, GPSG

Joe reported that there are some changes within GPSG. Unfortunately, the VP of Programming will be stepping down, and GPSG will be holding elections for the position today, to fill the spot for next semester. The overall programming agenda is still on track to meet our 20% unique students reached, and provide additional professional development programming that was not conducted before.

Since the last meeting, Joe updated that he took a second trip to meet with other graduate student governments. He went to Boston to meet with student governments from a number of different Universities. Meeting with these other representatives has helped to understand more common issues faced through graduate students, and some of their solutions. He is hoping that this will help keep our momentum and try some new things next semester to benefit Graduate and Professional Students.

Within the same focus, the GPSG climate survey has closed. We had a total of 665 responses which is the highest responder turnout for a survey in years. Thank you to those that helped distribute the information. Preliminary data were presented to the Senate Student Affairs and Admissions Committee, and GPSG appreciates their interest and continued efforts revolving graduate students. Although the final data are currently being processed, one of the biggest takeaways found is that students do not know who or what GPSG is, and the GPSG will be working to solve this.

To have more students learn about GPSG, we have two more events upcoming. As mentioned at last meeting, they are working with SGB to put on this year's TedX event with the theme "move." If anyone has any recommendations for speakers, please do not hesitate to contact Joe. They are looking for speakers from varied disciplines within this centralized theme, for example, medicine, technology, etc. Secondly, they have started looking at their Orientation for next year. Per the Provost's suggestion, they are looking at utilizing the newly renovated David Lawrence Hall, and are hoping to expand the event to include breakout sessions and more interaction between students.

Question/Discussion:

Flynn: Can you explain what is meant by 20% unique students?

Kozak: We are trying to reach 20% of the graduate student body as unique (individual) attendees at our events.

Dominique Johnson, President, Graduate Student Organization, Arts & Sciences

The A&S GSO is pursuing new programs and initiatives through our participation in various committees working on policies related to the University's strategic plan for diversity and

<p>inclusion, and sexual assault. They created an ad-hoc committee to discuss this. A second committee will be tasked with developing a set of policies and guidelines to 1) standardize the function and purpose of departmental GSOs, and 2) to reinvigorate the relationship between departmental GSO's and their respective department leadership. In January or February, we will be inviting Title IX speakers and Pittsburgh Action Against Rape (PAAR) representatives to discuss handle relations with faculty and potentially uncomfortable situations.</p>	
<p><u>Report of the President of the Staff Association Council (SAC):</u> <i>Rich Colwell, President</i> SAC website: www.sac.pitt.edu.</p> <p>Chancellor Gallagher was thanked for this good faith effort for the one-time salary payment this month.</p> <p>On November 17, our Health, Safety, IT and Transportation committee hosted a Campus Crawl canvassing Oakland for safety concerns. The committee is compiling the list of concerns to present to SAC and University officials after Winter Break. SAC thanked the Parking, Transportation, and Services Department, the Pitt Police, Community and Governmental Relations, and the Student Government Board for attending and for their support. They are looking forward to holding another Campus Crawl in the spring.</p> <p>On November 19, over 75 staff attended a presentation of our Brown Bag series at the William Pitt Union. The seminar on Family Medical Leave Act and Short and Long Term Disability was presented by the Benefits Department. SAC thanked Human Resources for their time.</p> <p>SAC received 25 applications for the SAC Endowed Book Fund scholarship. This award is presented to children of Pitt staff enrolled at a University of Pittsburgh campus. We chose 6 of those applicants and have been awarded \$500 each: Haylee Baxendell; Sarah Brasili; Alec DiVito; Julie Hartz; Lauren Morlacci; and Alexandra Savage. These recipients were acknowledged yesterday at Chancellor Gallagher's Staff Recognition Ceremony.</p> <p>Our Staff Relations Committee is evaluating the results of our survey of staff at the University. The two primary concerns of staff are #1 - Job Status/Classification/ Compensation; and #2 – Medical Benefits. The committee will provide detailed summaries and update the community on how those concerns can be addressed. SAC will use the Brown Bag series to continue to educate staff about these topics.</p> <p>SAC announced they have secured May 10, 2015 for our annual Staff Assembly. Our theme will be Professional Development. Chancellor Gallagher is scheduled to be the keynote speaker. (Thank you, Chancellor.) Please save the date. Stay tuned to our media channels for more details.</p> <p>SAC is working to increase their presence on social media, which they have found is the most efficient way to engage people on a daily basis. SAC is on Twitter, Facebook and Instagram by searching for "SACatPitt". Departments and individuals are encouraged to reach out to SAC and share news and events with us. SAC also publishes a monthly newsletter that provides news, events, benefits, and discounts that are useful to staff. You can subscribe by visiting sac.pitt.edu.</p> <p>The January SAC meeting is not open to the public as we will focus on team building, internal</p>	<p>No further discussion occurred.</p>

membership development and strategic direction of SAC. Our next open general meeting will be February 10 in room 102 in Benedum Hall at noon. Everyone from the University community is invited.	
<u>Reports by and Announcements of Standing and Special Committees of the Senate</u>	
None	None
<u>Unfinished Business and/or New Business</u>	
None	
<u>Adjournment:</u> President Wilson adjourned the meeting.	Adjournment at 3:51 pm.

University Senate website: <http://www.univsenate.pitt.edu/senate-council>

Respectfully Submitted,

Susan Skledar, RPh, MPH, FASHP
 Senate Secretary
 Associate Professor of Pharmacy, School of Pharmacy
 Department of Pharmacy & Therapeutics

Members attending:

Beeson, Bonner, Cohen, Colwell, Dahm, Dall, Flynn, Fort, Frieze, Gallagher, Green, Groark, Harun, Helgert, Hravnak, Humphrey, Johnson, Kaufman, Kear, Kory, Kovacs, Kozak, Leers, Levine, Molinaro, Morel, Murphy, Novy, Ramicone, Ramsey, Savoia, Skledar, Smith, Spring, Stephany, Stoner, Supowitz, Triulzi, Washington, Wilson

Members not attending:

Alarcon, Ataa, Beck, Buchanich, Fusco, Gaddy, Gleason, Goodhart, Helbig, Kaynar, Kearns, Lin, Mulcahy, Poloyac, Rodzwick, Savinov, Schmidhofer, Scott, Tananis, Vieira, Weinberg

*Excused attendance:

Costantino, Donihi, Labrinidis, Miller

Others attending:

Bagley, Barlow, Becker, Browne, Connelly, Czerwinski, Frisch, Kirsch, Moore, Sahni, Walker, Withers

*Notified Senate Office