

Senate Council Meeting Minutes  
2700 Posvar Hall  
Wednesday, November 11, 2015

<b>Topic/Discussion</b>	<b>Action</b>
<p><b><u>Call to Order</u></b> The meeting was called to order by President Frank Wilson.</p>	The meeting commenced at 3:01 pm.
<p><b><u>Approval of the Minutes of the October 4, 2015 Senate Council Meeting</u></b> Minutes were approved as written.</p>	None
<p><b><u>Items of New Business</u></b> No new items were raised.</p>	None
<p><b><u>Report of the Chancellor, Patrick D. Gallagher</u></b></p> <p>The Chancellor reflected on the news of the last week. He noted: Dramatic turmoil at other campuses in the US has occurred and has thrown a bright light on racial tolerance, free speech, and what is happening at American universities. This pertains to Pitt very directly. This is not new. Supporting a culture of diversity built on respect for others rights, compassion, and freedom of thought is a core part of the vitality of our University. This has been being worked on. Specific things have been done at PITT, and there is more to do. These issues are of acute and vital importance to many in our community, since for them, they are dealing with intolerance on a daily level. This is personal and people live with it. It has to be important to us too. Tensions are incredibly high right now, as a powder keg, and emotions are high. In times like this, this is how action can be catalyzed and also can be an environment where misunderstandings can occur. Our approach has to maximize understanding and open dialog. The question is -- how do we balance an individual right, such as freedom of expression, with our civil right to be in a society free from discrimination and hatred? In the PITT Promise, we spell out embracing these freedoms for our incoming freshman, to support diversity and respect rights of those different than themselves, and freedom of thought. The tension that is struggled with is a necessary aspect of our culture. Many universities are struggling with this. A great university should be in the middle of discussing these issues. The Chancellor noted that he is happy our faculty, staff, and students want to participate in dialog and action around this issue. He asked, "how do we do more"?</p> <p>Chancellor Gallagher further noted that the Administration has a role in this, but it cannot be the sole source of the answer. We need all hands on-deck for this: faculty, staff, and students, and administration, from all campuses. This speaks directly to the model of shared governance that has been fostered and developed. He is looking to the Senate Council for this, to build on the work for the upcoming Plenary to broaden and expand to include supporting open expression in this climate. The reach into the community needs to be expanded to learn ideas on this topic. We need to hear from faculty, staff, and students from all of our campuses, to focus on the things we can do that operationalize the PITT Promise. What does it mean if someone is outside the values of the Promise? We need to think about this and be thoughtful now, before we have an issue. He asked Senate Council to work with Kathy and Pam to develop a strategy and schedule to support expanded engagement and dialog to see what can be done to improve campus culture. This is not a short-term effort; it needs to be a sustainable one. The Chancellor asked that this be a follow-up item at a later date at a Senate Council meeting.</p> <p>The Chancellor also discussed the budget. The state budget and the PITT budget are important. At a previous Board Meeting, parts of the budget that were critical to keep</p>	No further discussion occurred.

operations moving and certain capital projects were approved, but we do not have a state budget yet. This is why there is no action regarding increases and raises. The Chancellor noted that this is because of an impasse in Harrisburg, not because of anything that the faculty and staff are doing. He noted that this is very much in their minds, and realize the holiday season is coming. The Chancellor has asked Art Ramicone’s office to analyze our current state, and the answers are not here yet, but the Chancellor will keep us updated. Regarding the state budget, there appears to be bipartisan, bicameral support for a budget deal. It is complicated, and it is speculated that this can finalize sometime before Thanksgiving. A 5% increase this year, and 5% next year, is possible. This would be very good news. If this occurs, PITT can move very quickly to address our budget issues. This is very much on Administration’s radar.

At the last Board meeting, the Board was taken to one of our Regional Campuses, PITT Greensburg, and it was a great meeting and retreat. The Board endorses the Strategic Plan, and discussed the process for implementing it. The Board also was able to see one of our regional campuses and meet faculty and students. The number of engagement events at the planning and working group level has greatly expanded so everyone is aware and engaged in what is happening. The Chancellor noted that there cannot be too much involvement.

The Chancellor then shared his written summary report with the Senate, highlighting key items of student, staff, and faculty achievement. Despite our challenges, the faculty and staff continue to do amazing things. The full summary will be available on the Senate Website.

**Report of Senate President, Frank Wilson**

President Wilson provided his monthly update:  
 He noted that his prepared report parallels the Chancellor’s update, and that his prepared remarks will be provided in the minutes (see below, prepared remarks). He also provided new information updates at the meeting (see below, new remarks)

New remarks:  
 President Wilson noted that, in our own way, PITT is having to deal with big external issues, and dealing with internal organization issues as well. So far, in his term as President, PITT has been dealing with internal issues perhaps not perfectly, but honorably and honestly. PITT’s version of shared governance is very strong. It provides input from all stakeholders. President Wilson has watched it elevate over the last few years and it is evident now as he is the President. He noted that the faculty are there dealing with issues, and this is the key of getting through this next phase. We can look at bigger problems when we are not under pressure of an incident, but we can look at things more deeply. PITT could be a model for other places about what a public university should be doing to think about these problems. He noted that when we do this, it has a snowball effect, and it pays off for other things we do together and increases trust. He noted that the involvement has been increasing prior to his term, and we should all keep this going.

He updated the Senate that on October 19<sup>th</sup>, the Senate Executive Committee met with the Chairs of the Senate’s Standing Committees to share what each of the functional working groups have been doing, and what they are planning to do next. The discussions were in the context of PITT’s ongoing strategic planning process, now focusing on developing a set of operational plans on the way to what will really count--implementation. Our aim is to identify issues that are the concerns of multiple committees and to have us more intentionally and effectively coordinate and collaborate. It was also identified that many of our committees need to work together if issues are connected or overlap. One example is the Senate’s ongoing efforts to understand the conditions and issues faced by our non-

No further discussion occurred.

tenure stream (NTS) faculty, and to press for positive changes. The recently renewed Ad Hoc Committee on NTS issues and our standing Budget Policies Committee are now working together addressing serious questions about the status, roles, and working conditions of our part-time colleagues. The new Research Committee also will begin to connect to other Committees. The Committees have tremendous energy and plans for the upcoming months.

At last week's Faculty Assembly meeting, initial progress reports were given by the Chairs of our two newest standing committees: Research, and Student Admissions, Aid and Affairs. Both committees have been defining their specific missions and working with cooperative administration liaisons, establishing working goals and plans. The Research Committee seems well-positioned to become the Senate's voice in this fundamental mission of our University that spans all of our schools. It may be that our Committee will serve an informative catalyst role in the expansion of Pitt's research efforts, *of all types and sizes*. The Student Admissions, Aid and Affairs Committee reminds us that our version of shared governance includes not only administration, faculty, and staff, but also active student participation. In this instance, graduate students are using their positions on this committee to bring forward specific issues of concern, in particular a sense of being disconnected from the larger university. Collective actions successfully addressing those concerns will be coming soon. These concerns are worth voicing and the other student organizations were encouraged to bring their ideas and concerns forward to Faculty Assembly and Senate Council, and their committees.

The Senate Plenary planning group, led by Seth Weinberg, continues to make progress. The speaker at the March 30, 2016, event will be Henry Reichman, Emeritus Professor of History at Cal State-East Bay, who is the First Vice-President, and Chair of Committee A on Academic Freedom and Tenure, of the AAUP. He is a most appropriate choice to address our Plenary theme *of Academic Freedom in a Changing Environment: Challenges and Opportunities*. The group is now in the process of assembling the PITT faculty that will serve as the panel that will also raise questions and add analysis. They are also hoping to organize other events and forums in collaboration with various Pitt schools and programs that will build toward the March 30<sup>th</sup> event. The events that the Chancellor today charged the Senate to discuss may be included in these additional lead-in activities prior to the Plenary.

On behalf of PITT Greensburg, President Wilson noted that the visit from the Board of Trustees was an excellent opportunity to interact. It was a great opportunity for the regional campuses for interaction and visibility. Each of the regional campuses was spotlighted. Johnstown highlighted their new construction project, and their full engineering degree program that was recently approved. Bradford highlighted their Criminal Justice facility and crime scene investigation and environmental programs. Greensburg talked about their digital humanities program that is connected to Oakland and to universities outside of Pennsylvania. They also highlighted the Center for Applied Research and their work.

*Prepared remarks:*

"We are living in, dare I say it, crazy, dangerous, and uncertain times. Our national politics has taken its already established form of spectacle to new heights or depths (depending on your perspective) of irrationality and absurdity. Our state politics are beginning to look the same, with no current budget more than four months past the deadline, leaving many, including the staff and faculty at Pitt, wondering if we might get a much needed Thanksgiving, or Christmas, or New Year's, or Valentine's Day present. Our nation seems to be involved in endless wars where the concept of *victory* has lost any recognizable meaning. Around the world millions of people are displaced, families are broken, in flight and in fear.

<p>All the while our planet is becoming more deeply physically challenged.</p> <p>In our sphere, higher education, we see emerging controversies involving student protests over racist incidents and the lack of strong official action in response to them, followed by the resignations of public university officials under pressure from those protests. At the same time demonstrations erupt with demands that faculty at an elite private institution be removed from their positions, ostensibly for e-mail warnings about offensive Halloween costumes, but more substantively about the differential and negative treatment of minority students in that University’s structure and culture. Here at Pitt we are not without our own tensions, issues, and controversies. That is normal and necessary if as a leading public university we accept our charge to fully engage the big social issues facing us all. There are also smaller, but critically important, organizational issues that we face at our own university. We should not be reluctant to fully engage them either. From my view as the Senate President, I want everyone to know that from what I’ve seen so far, we are dealing with our internal problems and issues, not perfectly, but both honestly and honorably. There has been an ongoing good faith effort that began before my taking this seat, to demonstrate, in practice, a relatively strong version of shared governance. Until shown otherwise, my claim is that the more we have consciously worked in that direction the stronger our collective efforts have become. I am committed, as I know my colleagues are, to do our part to keep that process moving ahead.”</p>	
<p><b><u>Report of Student Members of Senate Council</u></b></p> <p><u>College of General Studies Student Government (CGS)</u> <i>Julia Helgert, President</i></p> <p>Julia reported that National Nontraditional Student Week went well. Attendance was a bit lower than in prior years, and CGS is discussing that. The purpose of the week was to engage students in thinking about the relationship between Pittsburgh and the rest of the world.</p> <p>Some of the featured workshops were Study Abroad: Where Your Education Can Take You; Cross-Cultural Communication: Understanding &amp; Responding to Differences in Communication Styles in the 21<sup>st</sup> Century; and Pittsburgh to Sarajevo and The Hague: Seeking Justice for Mass Atrocities, which was the most attended and successful event. At this event, Pittsburgh Attorney Melissa Ruggiero spoke about her work with international law. Specifically, she had been involved with the prosecution of war crimes that had taken place during the Bosnian War. The presentation was fascinating and an extra bonus was that many law school students attended, some of who were from the Balkans and had personal connections to the War. Moving forward, CGS has their Lambda Alpha Epsilon (LAE) induction ceremony coming up on Monday, November 15. LAE is part of a national organization to help Administration of Justice and Legal Studies majors advance their education, careers, and social network. Eight students will be inducted.</p> <p>CGS reported that events for the Fall term are finished, but the last thing they will be doing for students is putting together End-of-Term Survival Kits, which include healthy snacks and drinks and a “Finals Taking Tips” booklet to help students prepare for finals. We are also hoping to get approval to have the McCarl Center open for some extra time around finals week to cater to CGS students who find the other libraries too crowded and/or noisy.</p> <p><u>Report of Graduate and Professional Student Government (GPSG):</u> <i>Joe Kozak, President</i></p> <p>Joe noted that that the National Association for GPS was looking for a student resolution</p>	<p>No further comments were raised.</p> <p>No further</p>

related to national issues discussed earlier by the Chancellor. This information was not needed yet, but it is in development at this time.

comments were raised.

Recently, GPSG has hosted some events and has made a move to plan even more. At the beginning of the semester, GPSG learned that graduate students are interested in learning more about financial services and how to remain fiscally responsible as a graduate student. Last week, Emily Roberts, a PhD from Duke University, spoke to a group of 50 graduate students on topics including investing, debt repayment, taxes and more. GPSG partnered with the Engineering Graduate Student Organization, and are hoping to partner with more individual schools for future events.

The Fall Formal is in a few weeks as well as hosting a screening of the new Hunger Games Catching Fire movie. GPSG has opened communication with Carnegie Mellon University (CMU) to partner and host a joint event to screen the 2<sup>nd</sup> PhD Comic's movie. They are very excited to be bringing this to Pittsburgh and especially build our relationship with CMU. Recently, Joe noted that he took a trip to the University of Michigan to establish a relationship with the Rackham Student Government, the Michigan counterpart to GPSG. The trip was very insightful and great conversations were had to benchmark our strengths and problems and potential solutions to those problems.

A few weeks ago, GPSG released a Graduate Student Climate Survey through my.pitt.edu. Through developing this survey, they found a few communication issues that they are going to explore solutions for. There are a number of schools that do not have centralized distribution lists and we are having some problems reaching their students. The survey results are still preliminary, as GPSG is hoping more students will respond. They have been trying to promote the survey through our own channels including our own distribution list, our assembly board members, and through the associate deans; however, we are uncertain how well the information is actually getting to the students. The survey will close just before Thanksgiving, and the hope to use the information to better serve the student population. Many of these efforts are ongoing and to help answer some questions the University Senate Student Admissions, Aid and Affairs Committee has asked.

Highlights from student groups and schools include: Persian Panthers hosted a cultural event that brought together over 500 attendees from the undergraduate, graduate and local communities. In addition TASA, the Turkish Student Association, had their national Independence Day past weekend which was a sold out event with Turkish graduate students and the community at-large. Finally, the Pharmacy School has once again impressed and took first place in the Achieving Independence competition held at the Pennsylvania Pharmacist Association Annual Conference. This was the fourth year in a row that they won the competition. Reilly Herman from the School of Public Health was names of Pittsburgh's upcoming "40 under 40." Lastly, GPSG has started working with the undergraduate SGB to plan next year's TedX talks. The theme of this year will be "Move", and I hope to have more information for you next meeting.

Student Government Board

*Nasreen Harun, President*

Personnel: Freshman Interns

Nasreen reported that there are seven new freshman interns in the SCB office. They will be working with Board Members on different projects including cooking classes, creating a

Comments are noted.

research database, our public health initiatives and a few other things.

#### Elections Committee

SGB interviewed and appointed five new members to our Elections Committee. They will be facilitating our SGB elections in the spring to make sure it is fair and honest. A lot of the people appointed were freshman so they are happy with the younger engagement this year and hope that they continue their work with the organization.

#### Updates

- This year's PITT Make a Difference Day on October 24<sup>th</sup> was a huge success. With around 200 more students than last year, it was our biggest PMADD ever. There was a project in every district and the City of Pittsburgh officially proclaimed the day as PITT Make a Difference day which was also very exciting.
- Panthers and Politics last Friday: US Congressman Mike Doyle came to campus and discussed his political experiences and had a good question and answer session. The students appreciated the personal interaction with a US Congressman.
- Facilities and Transportation Chair Rohit Anand and Environmental Chair Joe Streets came together to create a Bike Safety Task Force given the increased use of bikes in Pittsburgh. The task force also includes representatives from the Student Office of Sustainability and GPSG. The goals are to educate students on how to properly bike in an urban setting and other projects such as creating brochures and increasing signage around Oakland.
- At their Public Meeting last night, Governmental Relations Chairman Pat Corelli introduced a resolution to say that PITT students officially support the city passing legislation that states landlords must register their rental properties with the city. The hope is that this eventually requires landlords to comply with proper housing codes and provide safer off-campus housing for students.
- On Thursday, Pat and Nasreen will be attending the Pittsburgh Student Government Council meeting and talk to representatives from the student governments in the surrounding area. They are hoping to get other schools on board with the rental registration legislation support.
- On Halloween, the Board had a mid-term retreat. The goal when organizing this retreat was to try to make sure no one felt stagnant in their projects that they were working on and that we had a clear path for where we wanted our organization to be at the end of the year. Everyone enjoyed the time together and learned a lot about working as a team and where improvement is needed. The Marketing and Branding Task Force walked away with quite a few action steps as SGB wants to do a thorough job of making sure that students are aware of the resources SGB provides and that their primary purpose is to advocate for the needs for students and make change. Peer-to-peer discussions will help change culture in the long-run, and action plans for short term change also were discussed and will move ahead immediately.

#### *Comments/ Discussion:*

Chancellor Gallagher noted that this has been a bad month for bicycling safety. There has been a lot of community concern about this. We need to find a safe way where cars, buses, and bikes can co-habitate. PITT has been very active in this regard, and PITT has offered to pay for bike lane installation in the city. PITT will continue to work with the city on this. PITT

<p>does not own the Oakland streets, but this work continues.</p>	
<p><b>Report of the President of the Staff Association Council (SAC):</b>  <i>Rich Colwell, President</i>  SAC website: <a href="http://www.sac.pitt.edu">www.sac.pitt.edu</a>.</p> <p>SAC has submitted a proposal for matching funds for the Provost’s call to celebrate the Year of the Humanities. The theme is Being Human: Work-Life Balance, which will provide seminars on mental and physical health, relaxation, and mindfulness. The proposal is inclusive of all members of the University community – staff, faculty, and students. They are excited about the potential for interaction and inclusion.</p> <p>SAV partnered with TIAA-CREF for a Brown Bag on October 22 regarding Socially Responsible Investing with over 130 people attending the workshop. TIAA-CREF was thanked for providing the lunch.</p> <p>On November 6, along with Executive Vice Provost David DEE YOUNG, SAC co-hosted a Staff Engagement Session on the implementation of the University’s Strategic Plan. It was attended by over 100 staff members and administrators. Staff provided many great ideas for improving communication and emphasizing diversity &amp; inclusion.</p> <p>The Health, Safety, IT and Transportation Committee of SAC brought up the concern about the safety of pedestrians in the Soldiers and Sailors garage. Within two weeks there were new lines and “SLOW” was painted on each floor of Soldiers and Sailors garage outside of the elevators. Facilities will be installing signage to let people know of the pedestrian traffic in the areas.</p> <p>The Staff Relations committee produced a Survey for staff that was open for two weeks. They had 1,750 people take the survey. That is more than 1 in 4 of Oakland Staff. The committee is currently reviewing the responses. They will prioritize issues and the results will help us guide our agenda.</p> <p>SAC received 25 applications from children of staff members at the University for the SAC Endowed Book Fund. Those winners will be recognized at the Chancellor Gallagher’s Staff Recognition Ceremony on December 8.</p> <p>Rich then introduced the Staff Association Council’s Vice President of Public Relations, Andy Stephany, was introduced, to provide an update of upcoming SAC events.</p> <p>SAC will be hosting a “Campus Crawl” on Tuesday, November 17 at noon and we will meet at the WPU driveway. Members of our Health, Safety, IT and Transportation committee of SAC will be going around with Officer Guy Johnson and Kevin Sheehy, Director of Parking to take pictures of concerns around campus. Those interested in attending can email <a href="mailto:sac@pitt.edu">sac@pitt.edu</a> or send pictures/concerns.</p> <p>On Thursday, November 19 at noon, SAC will host a Brown Bag on Family and Medical Leave Act (FMLA). Benefits Analysts will be presenting on FMLA benefits for staff. Other topics will be discussed including short-term disability, time-off from work, the PRISM TRKS time record system, and employee responsibilities. Register for the event at <a href="http://sac.pitt.edu">sac.pitt.edu</a>. SAC will be collecting baby diapers or non-perishable food items to donate to the SAC Diaper and Food Drive to benefit local families through the Oakland Community Food Pantry.</p>	<p>No further discussion occurred.</p>

<p>SAC is happy to announce we have secured May 10, 2016, for the Staff Assembly. Please save the date. More information will follow.</p> <p>SAC is working to increase our presence on social media among staff, which they have found is the most efficient way to engage people on a daily basis.</p> <ul style="list-style-type: none"> <li>- You can find them on Twitter, Facebook and Instagram by searching for “SACatPitt”</li> <li>- As always if you haven’t done so already, please subscribe to our monthly newsletter by visiting <a href="http://www.sac.pitt.edu">www.sac.pitt.edu</a></li> </ul> <p>The next open general meeting will be February 10 in room 102 in Benedum Hall. They have two interim closed meetings for members – in December, members that sit on Board of Trustees &amp; Senate committees will have a planning meeting &amp; in January, that will focus on internal membership development.</p>	
<p><b><u>Reports by and Announcements of Standing and Special Committees of the Senate</u></b></p> <p>None</p>	<p>None</p>
<p><b><u>Unfinished Business and/or New Business</u></b></p> <p>Michael Spring brought up that we recognize Veteran’s Day today, and we have deep gratitude for all of those that have served.</p>	<p>The Senate Council applauded the efforts of our veterans.</p>
<p><b><u>Adjournment:</u></b> President Wilson adjourned the meeting.</p>	<p>Adjournment at 4:01 pm.</p>

Respectfully Submitted,

Susan Skledar, RPh, MPH, FASHP  
Senate Secretary  
Associate Professor of Pharmacy

Members attending:

Beeson, Bonner, Colwell, Costantino, Dahm, Dall, Donihi, Flynn, Fort, Frieze, Gallagher, Goodhart, Green, Groark, Harun, Helbig, Helgert, Hravnak, Humphrey, Kear, Kory, Kovacs, Kozak, Leers, Levine, Miller, Molinaro, Morel, Murphy, Novy, Ramicone, Schmidhofer, Skledar, Smith, Spring, Stephany, Stoner, Supowitz, Washington, Wilson

Members not attending:

Alarcon, Ataa, Beck, Cohen, Fusco, Gaddy, Gleason, Johnson, Kaufman, Kaynar, Kearns, Lin, Mulcahy, Poloyac, Ramsey, Rodzicz, Savinov, Savoia, Triulzi, Weinberg

\*Excused attendance:

Buchanich, Labrinidis, Scott, Tananis, Vieira

Others attending:

Barlow, Casey, Czerwinski, Kirsch, Moore, Olanyk, Sahni, Service, Walker, Wilds

\*Notified Senate Office