

Senate Council Meeting Minutes
2700 Posvar Hall
Wednesday, October 14, 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 3:00 pm.</p>
<p><u>Approval of the Minutes of the September 16, 2015 Senate Council Meeting</u> Approved with one minor addition</p>	<p>Add Gosia Fort as attending</p>
<p><u>Items of New Business</u></p>	<p>No new business</p>
<p><u>Report of the Chancellor, Patrick D. Gallagher</u></p> <p>The Chancellor shared a written summary report with the Senate, and he highlighted a few key items. The full summary will be available on the Senate Website.</p> <p>Items highlighted include:</p> <p>AAU released a survey regarding sexual assault on various campuses, Pitt was one of many institutions which participated. The entire results are on Pitt’s website. I was pleased on the media coverage, which didn’t compare us with other institutions. In my view that would have missed the story. The only comparison we should be making is against our goal of zero instances of sexual assault on our campus. The numbers make it clear we have a long way to go. A lot has happened, a lot is happening. It’s a topic which touches everyone on campus, faculty, staff and students – we all have a role to play. We have a new Title IX coordinator, we have expanded the office.</p> <p>Campus safety – it was hard not to be shocked with what is happening regarding gun violence on college campuses. It’s a tragedy, no one wants to see. The best thing we can do is be prepared. We really want to make sure the University of Pittsburgh campuses are thinking of this ahead of time. Pitt police are focused on this, Health and Counseling services provide support, faculty/staff awareness including training and communications. We are looking at all those areas. Our safety.pitt.edu site has great information.</p> <p>Strategic planning – I hope many attended the Update meeting last month. Progress has been made, particularly in the summer. Planning is a process; a plan if you think of it, has two major parts – one defines a direction, in our case – a destination, in our plan we have five strategic goals. The plan has shifted to the action plan, which is the part under construction now. Working groups have been established, they cut across all campuses, all schools. The membership is on the impact.pitt.edu website. The end state of the planning process is not to be at the end of it, but what I’m shooting for is normalcy. This becomes part of a cycle of planning. This will be a steady process. In the meantime, we will try to be clearer on where we are in the process and how we ask for help. We are taking input all the time.</p> <p>We did share a summary of updates, it’s rating and ranking season. As usual, we have a lot to be proud of, US News and World Report listed Pitt as one of the 47 best Global Universities, Reuters has us as one of the thirty most innovative universities. Our Philosophy Department was ranked second in the world, first in the U.S. Princeton Review, ranked Pitt as one of the</p>	

two hundred universities that pay you back. We should all feel good, but we are trying through our planning process to measure success through our own goals.

Faculty recognition – Anna Balazs, Distinguished Professor of Chemical Engineering and the Robert v. d. Luft Professor in the Swanson School of Engineering was just named by the American Physical Society the winner of the 2016 Polymer Physics Prize. She is the first woman to ever be awarded this recognition. I should also note, she was on my thesis committee.

Dr. Yan Dong won the Society for Neuroscience’s Jacob P. Waletzky Award for his research on brain circuitry and addiction.

Last week, we honored John Swanson as a Legacy Laurette. He has been and remains an amazing alum who is deeply engaged with Pitt.

Over homecoming, I met with the Pitt alumni board and discussed the planning process. This plan says we are going to measure our success through our students’ success. There is a consequence to that statement. We must maintain an active engagement with our alumni.

No questions

Report of Senate President, Frank Wilson

It has been a busy, eventful, and I’d claim productive, month since we last met. On today’s agenda we do have a report that will be presented by Vice President Irene Frieze, and action requiring a vote, so I will briefly note the following:

1. On September 24th I hosted a video conference with Faculty Senate officers from the Bradford, Greensburg, and Johnstown campuses. We all judged our experiment as being a success. The technological facilities on each campus enabled us to meet each other (some for the first time), to share experiences of similarities and differences as we all pursue our common mission of providing “world class” undergraduate educational experiences to our students, and to identify common issues that we face. We will be scheduling a second meeting, hopefully before the end of the month, where we will begin to address some of those specific issues and to explore the possibilities for new collaborations. We also hope to have colleagues from Titusville join us this time. I suggest that we also think about using these resources to establish and extend relationships between both faculty and staff organizations from all Pitt schools and programs, no matter the geographical distance between us.

2. Last week a main feature of our October Faculty Assembly meeting was to interact with Executive Vice-Provost Dave DeJong and the chairs of the various working groups involved with the second phase of the Strategic Planning Process. My evaluation of that session was that it proved to be a substantive interaction between the Faculty and Administration as we thought about the “implementation” phase of the process. There were serious and critical questions, open and thoughtful responses, and a reminder that much remains to be done. Last year the Faculty Assembly hosted one of the initial sessions that lead to the basic plan outline that was unveiled as this academic year began. Our Senate Plenary last year became

the large and successful Town Hall meeting where the top Administrators engaged the Pitt community about the feedback that had already been garnered from stakeholder groups, and about initial thoughts as to next steps. The Assembly and Senate clearly have had, and will continue to, play important roles as we operationalize and implement the plan in the coming months.

3. One way that will happen is through the Senate’s committees. Next Monday (October 19th) afternoon we will be holding our Expanded Executive Committee meeting where the Senate officers and committee chairs will focus on our own plan of action for the rest of the academic year.

4. Finally, planning for the March 30, 2016 Senate Plenary, tentatively titled “Academic Freedom in a Changing Environment: Challenges and Opportunities,” is moving full-speed ahead. Seth Weinberg, who is chairing our planning committee, convened our first working session last Friday. We all came prepared and therefore accomplished a lot. We are finalizing our short list of potential speakers, and discussing other possible events held at schools throughout the University that will make this an ongoing series leading up to the main event. We encourage input about this important topic and our Plenary planning through the question boxes on the University Senate homepage:
<http://www.univsenate.pitt.edu/>

Report of Student Members of Senate Council

College of General Studies Student Government (CGS)

Julia Helgert, President

The CGS second annual Welcome Back BBQ and our CGS Homecoming Pre-fireworks event were both a great time. Attendance doubled at each event since last year and they gained a new CGSSG member from the Welcome Back BBQ!

The CGS Fall Term Open House is tomorrow, October 15, from 3-6 in the McCarl Center. The spring open house was a great success, with 78 students attending and 40 new applications. They are hoping for the same turnout this time around.

CGS is busy finalizing the plans for National Non-traditional Student Week from November 2-6. This week is an opportunity to spotlight the lives of our unique population of students and alumni. During this time, CGS students are urged to attend a variety of workshops, lectures, films, performances, and networking socials that empower them to successfully manage the culture of higher education.

Now that our new director Adam is here, CGS is starting to plan new events for the spring semester. Adam has a lot of great ideas and really wants to inspire CGS students to get more involved and raise awareness for all that CGS has to offer. Some of our ideas: Poetry night with Pitt CGS alum and poet Terence Hayes, volunteer and service opportunities, and possibly a Gateway Clipper cruise to celebrate the end of the spring semester!

Report of Graduate and Professional Student Government (GPSG):

Joe Kozak, President

GPSG and the graduate students have been keeping busy. GPSG hosted a tailgate for students where 200 students experienced the Pirates while they were still playing. The GPSG just solidified a speaker in coordination with the Engineering Graduate Students that will lecture to graduate and professional students about financial responsibility and ways to manage on the small stipend they get. The past month there have been a number of individual graduate students, as well as groups that were highlighted.

Two individuals who GPSG provided travel grants for have some exceptional stories. Jing Xu, a PhD student in Civil and Environmental Engineering. She presented at the 13th National Congress on Computational Mechanics in San Diego California, which is a top meeting in her field and she is the lead author and presenter at this conference. Li-Fang Lai a third year PhD student in Linguistics. She presented at the International Congress of Phonetic Sciences in Glasgow, UK. This is a conference that takes place every four years and is known for its competitive peer reviewed selection process for the presentations.

In the past month GSPIA put on their first National Security Symposium. This bridged speakers from a number of platforms including Business, Law, and Politics. The event was an overwhelming success and included attendance from not only Pitt students but the greater Pittsburgh community. The Graduate Chinese Student Association held their Mid-Autumn Festival and had over 500 people in attendance. In addition, each of the respective graduate student organizations and cultural groups have been hosting a plethora of events all of which seem to be growing in numbers and reaching more students.

Katz Part time students have been expressed a feeling that a majority is unconnected to the campus, and their student organization is working on ways to connect their students with the University. GPSG is now trying to work with them to help promote more events and are looking to help tailor some future events to get more of our part-time students involved in the Pitt community.

Student Government Board

Nasreen Harun, President

Personnel update:

Last Tuesday, we interviewed and appointed our last Board Member Robert Tessier. He is a senior neuroscience member and was a clear choice amongst all of our applicants. He currently serves as the Vice President of the Delta Chi Fraternity and the President of a pre- medical organization called MEDLIFE which has drastically changed since the organization has been under his leadership. We are extremely excited to welcome him to the team.

Freshman Intern Program

Freshman could not apply for the Board position, but we still wanted to engage interested freshman. This program existed in 2011 and we are bringing it back.

These interns will be working alongside Board Members to help complete their initiatives by completing tasks like gathering data or helping construct proposals.

Events:

- Mental Health Awareness Week is here!

Board Members Meghan Murphy and Matthew Sykes have been working tirelessly on battling the stigma that surrounds mental health. It will take place next week when the students return from Fall Break. The week is comprised of passive events like handing out cookies with messages attached as well as larger scaled events.

There will be a speaker and comedian who helps open up the conversations about mental health and the stigma surrounding it.

A banner that says Stigma and students will come by, paint their hands blue or gold and at the end, we will have a banner that covers stigma. The idea is to #StomPittOut.

There are many other events throughout the week as well such as a Mental Health Art Gallery Night, Stress Free Fair, and then we will end the week with a Candlelight Vigil on the Cathedral Lawn.

It's been a long planning process but we are glad that that week is finally here!

- Be a Good Neighbor Month

Officially ending tomorrow, but our efforts to improve relationships between Pitt students and permanent residents is not!

Board Members Green, Dall, and Governmental Relations Chair Pat Corelli have worked together to create the Pittsburgh Student Tenant Association.

This will be a group of students who are the "go-to" people for permanent residents within their specific neighborhoods. These students will also be attending the neighborhood meetings and providing a student voice.

They are also talking to the new Oakwatch consultant on partnering up to eliminate the litter in Oakland.

Along the lines of being good neighbors, I wanted to announce that registration for Pitt Make a Difference Day is closed and we have over 5,000 students signed up who are committing to give back to the Pittsburgh Community on Saturday, October 24th.

- Governmental Relations Committee is also hosting a Panthers and Politics event on Friday, November 6th at 5pm. They will be hosting Congressman Doyle on campus and talking to him about his experience while providing students with the opportunity to talk to him in a town hall style.
- Academic Initiatives

Board Member Lia Petrose is working to create an Undergraduate Public Health Certificate. They are currently drafting proposals and circulating a survey to gauge student interest in this project.

Academic Affairs Chair Naomi Stoll is also working with her committee to extend the amount of time students have to drop a class from two weeks to four weeks. This will allow students to get a true taste of what a class is really like before making a decision and not having to receive a withdrawal on their transcript.

Report of the President of the Staff Association Council (SAC):

Rich Colwell, President

Lindsey Rodzwick

Staff Association Council members participated in the United Way's Day of Caring on October 2. Several members of SAC helped clean up Frazier Farms Community Garden, Dan Marino Field, and the Frazier Field House in South Oakland on behalf of the Oakland Planning and Development Corporation. Those members that helped felt so inspired that they did a call of action to all the members of SAC and started a donation drive for basic supplies for the Frazier Field House. Items were collected and will be delivered to the Field House. SAC thanked Chancellor Gallagher for stopping by and seeing the work that was done that day. The OPDC was very touched and happy to have met the Chancellor of the University.

Also, during our general meeting earlier today, a bench was dedicated in honor Pitt staff and the Staff Association Council, in recognition of several accomplishments. Several past presidents were in attendance. This year marks the 45th anniversary of the Staff Association Council. The bench is next to Hillman Library across from Posvar Hall.

Last week SAC Officers met with Dr. Humphrey regarding programming for staff, we are looking forward to working w/her.

SAC is currently working with Organizational Development to promote their upcoming Faculty and Staff Development Programs. For the list of available workshops please visit the website: www.sac.pitt.edu.

Upcoming SAC events:

SAC will be hosting a Brown Bag on October 22 at noon in the O'Hara Student Center, partnering with TIAA-CREF on Socially Responsible Investing. TIAA-CREF is flying in a speaker to talk about how personal values and investments can be aligned. Attendees can plan an

<p>investment strategy that offers both a financial return and does social good.</p> <p>SAC is also partnering with the Office of the Provost and David DeJong on our November 6 Brown Bag regarding the University’s Strategic Plan. It will be held at the William Pitt Union Assembly room at noon on November 6. Light refreshment and drinks will be provided. SAC is hoping to learn more about how all staff can shape and be affected by the plan.</p> <p>More information and to register for the Brown Bags please go to www.sac.pitt.edu</p> <p>Did you know that SAC likes to be followed? (on social media that is)</p> <ul style="list-style-type: none"> - You can find SAC on Twitter, Facebook and Instagram by searching for “SACatPitt” - As always, if you haven’t done so already please go subscribe to our e-newsletter by visiting the website. <p>The SAC next general meeting will be November 11 in room 102 in Benedum Hall. They will be having professional head shots taken for our members.</p>	
<p><u>Reports by and Announcements of Standing and Special Committees of the Senate</u></p> <p><u>Ad Hoc Committee to Investigate Non-Tenure Stream (NTS) Faculty Issues</u> <i>Professor Irene Frieze, Chair</i></p> <p>As we reported earlier this year, the University of Pittsburgh has been working proactively on issues affecting non-tenure stream faculty [NTS] for many years. Many would see our current practices as a model for other schools. At the same time, in spite of the long-term efforts of the Provost and Deans to develop practices that would enhance the professional lives of NTS faculty, there is concern among members of the tenure-stream faculty as well as among our many NTS faculty that the important principles articulated by the Provost’s Office are yet to be realized fully in all units. In addition, some NTS faculty perceive a culture in their units that, by failing to adequately acknowledge their contributions, affects them in both direct and subtle ways. To bring greater attention to these issues in the University community and to articulate specific issues that need attention, our committee presented a number of recommendations earlier this year relating to full-time NTS faculty. These were approved by both Faculty Assembly and Senate Council [see http://www.univsenate.pitt.edu/sites/default/files/Final%20Recommendations%20for%20Faculty%20Assembly%20-%20NTS%20-%20202-10-15.pdf]. Important changes have already been made to improve the working environment for our full-time faculty, perhaps at least partly in response to these recommendations.</p> <p>.....</p> <p>Background on non-tenure stream faculty was presented, and updated 2015 recommendations (in italics, below) from the Ad Hoc Committee were presented:</p> <p>.....</p> <p style="text-align: center;">Previously Approved Ad hoc Committee Recommendations relating to full time non-tenure stream faculty [formally approved at Faculty Assembly on 2/10/15 and by Senate Council on 2/18/15, with verbal endorsement by Chancellor Gallagher and Provost Beeson] <i>With additional recommendations in italics</i></p> <p>1. Clearly explained and accessible policies within the unit. The Provost’s Office</p>	<p>Passed – no opposition, one abstention</p>

requires that each school or unit have a clear policy and/or guidelines on NTS faculty appointment, review, and promotion. Each unit's documents are reviewed regularly by the Provost's Office for compliance and consistency with University bylaws, policies and procedures. These unit policies are reflected in content of the annual review of the faculty performance. We recommend that units make these documents readily accessible on their website to all faculty members in the unit, as well as to those considering a position in the unit. *We further recommend that policies relating to salary reductions or termination be included in these policies.*

2. **Career tracks.** Many schools provide one or more promotion tracks for NTS faculty. These tracks generally reflect different areas of emphasis, such as teaching, administration, or research. Each unit should have clearly defined tracks for promotion and career development for NTS faculty. These will vary for those with different duties within the unit and should reflect those duties.
3. **Annual reviews.** The Provost's 1999 Memorandum on Annual Review of the Faculty (<http://www.provost.pitt.edu/faculty-affairs/annual-review.html>) indicates that annual letters should explain in clear and specific terms the expectations for the coming year and how these relate to earlier agreed-on job duties. This is especially important for NTS faculty. Job duties and specific expectations for the coming year need to be clearly outlined in writing. Salary and promotion decisions should be based on meeting the stated expectations.
4. **Incentive structure.** For NTS faculty, it is critical that clear incentives be tied to their promotion. Increased contract length, increased salary, opportunities for paid leave, and improved office space are some examples of the incentives now offered in some units. We therefore urge all schools/units to develop a clear incentive policy related to NTS faculty promotion.
5. **Review of current status of decision-making solely within the unit.** We recommend that a systematic review be done to determine if some of the NTS decisions now delegated to the school or unit should be made at a higher level of the administration so there is more consistency across units.
6. ***Institutional support and recognition.*** *NTS faculty members should enjoy institutional support and recognition appropriate to their faculty roles and responsibilities. All faculty members benefit from partaking in activities that facilitate their development as academicians. Funding for such activities is often critical (e.g., travel to professional conferences). The process of allocating professional development funding should be fair and transparent.*
7. ***Shared governance:*** *All units should include NTS faculty members into their decision-making processes and governance structures. Areas of governance where NTS faculty members could contribute include, but are not limited to, curricular revisions and development, recruiting and selecting faculty for new appointments and for promotions (especially of fellow NTS faculty members), student affairs and conduct, and graduate admissions.*

Discussion:

Under #1, are there faculty salary reductions happening on campus?

Frieze responded, that there was an ad hoc committee that looked into the issue and gave a report to Faculty Assembly. She also noted that the Provost's Office is appointing a committee which will work on the issue.

Professor Frieze continued her report, and noted that in order to continue work and focus on part-time NTS faculty issues, as well as the forward motion on the full-time NTS faculty, the Senate Executive Committee is proposing a new Ad Hoc Committee be formed with goals stated below:

Proposed Ad hoc Committee to Investigate Part-Time and other NTS Issues

Building on the ad hoc Committee to investigate NTS Faculty issues established in September 2013, we are proposing that a new ad hoc committee be established to continue the work of the earlier committee. Current committee members will be able to continue their membership on this new committee, and we will open membership to new members as well. We hope to include full and part time representation from an array of units within the Provost area schools as well as within the Health Sciences units. We welcome suggestions or self-nominations.

Goals of the new committee would include:

1. Our first goal is to develop a greater understanding of the nature of part-time non-tenure stream appointments throughout the University. Based on this analysis, we expect to be able to distinguish at least two groups of these faculty, some of whom teach an occasional course or teach on one occasion, and some of whom have a continuing relationship with the University.
2. Once groups of part-time NTS faculty are established, we hope to propose ways in which their terms of employment and work environment might be improved, considering the needs of each group separately.
3. In our discussions, we hope to enhance our understanding of how the terms of employment and work environment for full-time non-tenure steam faculty can continue to be improved and review implementation of former recommendations. Our working assumption is that all full time faculty should enjoy institutional support and recognition appropriate to their faculty roles and responsibilities.

Discussion: no discussion, information only.

Frieze continued that out of the ad hoc NTS committee, one of their recommendations was that full time NTS faculty be considered for Emeritus/Emerita status. The Provost is recommending that they now be considered, the proposal is below.

Frieze mentioned this was approved at Faculty Assembly, but there is a slight change in the wording. We are asking for a vote today, but will take it back to Faculty Assembly to share with them the additional wording/clarification.

Emeritus/Emerita status (Provost's letter)

Proposal to Amend Criteria for Appointment as Emeritus/Emerita Faculty upon

Information only –
no vote, already
endorsed by FA

Retirement

Background

Emeritus/Emerita appointments were created by the Executive Committee of the Board of Trustees in 1958. These appointments were approved for full time faculty members who retire at the rank of Associate Professor or Professor, with the provision that they “have honorable service for the ten years immediately prior to retirement...”

The current implementation in Policy 02-08-02, effective July 1, 1994, states: “By action of the Board of Trustees, upon recommendation of the academic unit, tenured Professors or Associate Professors who retire receive the Emeritus title and certificate.”

Faculty Handbook states:

“The Board of Trustees shall annually confer the title “Professor Emeritus” or “Associate Professor Emeritus” on all full-time members of the faculty holding those ranks when they retire in a given year... There are no special criteria for conferral of Emeritus/Emerita status upon academic appointments since such status is granted automatically on retirement, except that the person must be tenured and shall have made meritorious contributions to the educational mission and programs of the University.”

It states further: “In exceptional cases, the dean may petition the Provost to grant Emeritus/Emerita status to faculty who are not tenured.”

Proposal:

In recognition of the long term service of faculty outside the tenure stream and their expanded roles in many units at the University, it is proposed that, upon recommendation of the academic unit and approval by the Provost, Professors, Associate Professors or faculty with similarly senior titles within the non-tenure stream ranks who retire be granted Emeritus/Emerita status, provided that they have honorable service for the ten years immediately prior to retirement.

This proposal would be implemented by changing Policy 02-08-02 to read: “By action of the Board of Trustees, upon recommendation of the academic unit, tenured Professors and Associate Professors, and non-tenure-stream faculty with similarly senior titles who retire receive the Emeritus title and certificate.”

In addition, the Faculty Handbook section on Emeritus/Emerita status will be updated to read: “The Board of Trustees shall annually confer the title “Professor Emeritus,” “Associate Professor Emeritus,” or other appropriate title on all full-time Professors, Associate Professors or faculty with similarly senior titles within the non-tenure stream ranks holding those ranks when they retire in a given year ... There are no special criteria for conferral of Emeritus/Emerita status upon academic appointments since such status is granted automatically on retirement, except that the person shall have made meritorious contributions to the educational mission and programs of the University.”

The statement “In exceptional cases, the dean may petition the Provost to grant Emeritus/Emerita status to faculty who are not tenured” will be removed from the Faculty Handbook.

No discussion – passed unanimously

Unanimously passed - No opposition, no abstentions

<u>Unfinished Business and/or New Business</u>	none
<u>Announcements:</u>	none
<u>Adjournment:</u> President Wilson adjourned the meeting.	Adjournment at 3:56 pm.

Members attending:

Beeson, Bonner, Buchanich, Cohen, Colwell, Costantino, Dahm, Dall, Flynn, Fort, Frieze, Gallagher, Green, Groark, Harun, Helgert, Humphrey, Kaufman, Kear, Kory, Kovacs, Kozak, Levine, Molinaro, Novy, Poloyac, Ramicone, Rodzicz, Smith, Spring, Stoner, Supowitz, Triulzi, Vieira, Washington, Wilson

Members not attending:

Alarcon, Atai, Fusco, Gaddy, Gleason, Goodhart, Helbig, Hravnak, Johnson, Kaynar, Kearns, Lin, Mulcahy, Murphy, Ramsey, Savinov, Schmidhofer, Stephany, Weinberg

*Excused attendance:

Beck, Donihi, Labrinidis, Leers, Miller, Morel, Savoia, Scott, Skledar, Tananis

Others attending:

Barlow, Czerwinski, Olanyk, Sahni, Toner, Walker, Wilds

*Notified Senate Office