

Senate Council Meeting Minutes
2700 Posvar Hall
Wednesday, May 18, 2016

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 3:01 pm.</p>
<p><u>Approval of the Minutes of the April 20, 2016 Senate Council Meeting</u> Minutes were approved as written.</p>	<p>Approved.</p>
<p><u>Items of New Business</u> No items of new business were raised.</p>	<p>None raised.</p>
<p><u>Report of the Chancellor, Patrick D. Gallagher</u></p> <p>June is our annual Board meeting so I may be a little more reflective in my report. This has been an exceptional year on so many levels. Our students have performed at the highest levels, we graduated an amazing class just a few weeks ago, our faculty continue to be so influential in their fields of study and have remarkable track records as well. It's been a great year for Senate Council with many important issues.</p> <p>A special thanks to Irene Frieze as this is her last meeting. It has been great working together and I look forward to continuing our relationship. I do want to do two news updates. I will turn this over to Geovette Washington. In recent news there have been stories on civil rights with regards to transgender guidance from the Department of Education. It will clearly have an impact here at the University. Geovette can give us an update on what it was and what can happen. As well as the new rules regarding the Fair Labor Standards Act. We have known that something was going to come down for some time, there has been a lot of preparation underway. The rule goes into effect December 1.</p> <p>Geovette Washington: I worked on these two items in my previous job. The transgender guidance came out on Friday, it's joint guidance between the Department of Education and Justice. Largely linked to the NC litigation, primarily focused to school districts, but it does apply to higher education. Title IX protects sex, including gender identity. Discrimination based on gender identity is prohibited as well. What that means, we are allowed to have sex based facilities, but we have to allow transgender students to access facilities that corresponds to their identity. This guidance makes clear that others discomfort cannot be the bases used to create your policies. We can have individual spaces within the facilities, but they have to be available to all students, not just transgender students. The University has done a lot of work already on this issue, so we are in a fairly good place, but we will have to fine tune and work on new things - especially with locker rooms and some of our housing. Pam Connelly's office is working on this and finding what we do and don't do already. There will be more guidance coming on this in the weeks/months ahead. There is also a lot of litigation about the issue. Paul Supowitz just sent me a letter from Republicans in the Congress urging the President to rescind this as being contrary to their wishes. To the extent we need to make adjustments we will do that.</p> <p>Labor regulations regarding overtime pay. Today the administration announced the final rule which will revise the Department of Labor regulations which deal with overtime pay. The regs address when employees should be treated as exempt from overtime pay and entitled to overtime. Basically, if you were at a particular salary level – above a certain salary level</p>	<p>No comments or questions were raised.</p>

you aren't entitled to overtime pay, but below that level you are. The regs today, have almost doubled the salary level going from about \$23,000 to \$47,476. The other significant change that these regulations do, they put in a mechanism to automatically update the salary level every three years starting in 2020. There are exemptions that apply, including teaching. In regards to post docs, if their primary responsibility is to teach, then they fall into the exemption. If their primary responsibility is research then the salary test applies. This is a 506 page final rule. It's on the federal register website. Greg Scott's team and Ron's team have been working on this issue. It will be effective December 1, 2016.

Chancellor: We urge everyone to have patience. There will be a lot of questions and press coverage. We have time, we have been working aggressively. We will have a much better sense when this gets implemented. No need to panic.

It's exciting to look ahead to incoming class, it's a great picture. Marc would you like to give us the overview?

Marc Harding: The incoming class is about the same size as the class from last year, our yield has increased for the second year in a row. It will be the most academically talented freshman class we have ever had, roughly 40% of the freshman class will be non-residents, roughly 20% increase in African American students this year, 6.5% increase in Latino students. Thanks for the great work that you do, for keeping the brand strong.

The regionals are well ahead of where they were last year regarding deposits. They are doing an amazing job and will be hitting or surpassing their targets.

Any questions? No questions were asked.

Report of Senate President, Frank Wilson

At this last official meeting of the Senate Council for the 2015-16 academic year I will suggest that by most objective measures we can claim success—much has been done and there have not (at least thus far) been any major setbacks. We have demonstrated, I think, a fairly robust working model of shared governance—with reasonable expectation that this will continue.

The year-long, and continuing, activities and discussions related to our successful Senate Plenary on academic freedom have helped us think more broadly, deeply, and critically about how we teach, conduct our research, and interact with each other both within Pitt and the communities where we work and serve.

We continued to face serious political challenges, most notably and substantively to the very nature of our identity and role as one of Pennsylvania's major public universities, through the tortured and dysfunctional budget "process" in Harrisburg. We survived that ordeal intact by working together, and I hope we came to realize more than ever that the key to us moving successfully through the next phase of the struggle will be to commit to even stronger versions of collaborative collective action.

The Senate's work for this term is not yet "in the books" however. There's almost a month

No comments or questions were raised.

and a half to go before Robin Kear from ULS takes her position as Vice-President, new and re-elected representatives to Faculty Assembly begin their three-year terms, and the membership and leadership of our standing committees are refreshed. Congratulations and welcome to all those who will take their new positions on July 1st. I trust that everyone will be ready to actively participate in what promises to be an eventful new year.

Several of our committees are continuing their work. I know that EIADAC, Research, and Budget Policies have meetings with important agendas scheduled tomorrow and Friday. TAFC is currently interacting with the Provost's office about the issue of tenured faculty evaluation and salary-setting issues via a proposed policies document brought forward by the Provost's ad-hoc committee, chaired by Vice-Provost Kirsch. They also continue to work on individual faculty cases that are brought to them throughout the year.

The Senate's ad-hoc and special committees also continue to work. Our committee on NTS issues will hold its next meeting in June, and is systematically advancing our examination of the status and conditions of Pitt's part-time faculty. We can expect that effort to continue into the next year under the leadership of Irene Frieze, and the Faculty Assembly and Senate Council will undoubtedly be considering specific recommendations that will be forthcoming before the 2016-17 academic year ends.

At this point I will give an update on the progress of the Senate's Special Committee on Diversity and Inclusion. As you will recall, the Chancellor challenged us in our November meeting to address these important issues in the context of trying to create an institutional values statement that would be a platform from which all of the Pitt community could face the difficult social, cultural and political challenges ahead. This could then become the framework to guide our internal discussions and debate about complex and contentious matters, and help to clarify our institutional identity and practice in the larger public sphere.

Over the ensuing months there was quite a bit of discussion surrounding not only diversity and inclusion, but the atypical nature of the Senate Council "group's" composition, mission, and suggestions. After our open discussion about these matters at our March Council meeting I have attempted to expand the composition of what I am, for now at least, calling our Special Committee on Diversity, Inclusion, and Core Values. People who have agreed to formally and actively participate are:

Senior Vice Chancellor Kathy Humphrey and Associate Vice Chancellor Pam Connelly, who will continue their important involvement. Appropriately, Dean of Students Kenyon Bonner will also be joining us.

Incoming SGB President Natalie Dall will replace now graduated Nasreen Harun. Jessica Sevcik, who succeeded Julie Helgert as President of the CGS Student Government will similarly represent that student organization. Justin Saver, the incoming GPSG President will take over for his predecessor Joe Kozak, and Dominique Johnson, President of the A&S GSO, will continue as an active and insightful Committee member. David Gau, a former GPSG President and an active participant since then in the work of the Senate has also agreed to

serve. We know that means he will come fully committed, ready to work, and filled with ideas. While President Rich Colwell will not continue his role, Karen Dicks and Mario Browne will represent SAC. I look forward to getting to know them as we engage in our work together.

Joining me as faculty representatives are our new Vice President Robin Kear (ULS), Michael Goodhart (A&S Political Science), Seth Weinberg (School of Dental Medicine), Kacey Marra (School of Medicine), and Waverly Duck (A&S Sociology).

My close colleague from Pitt-Greensburg, Sheila Confer, will also become a committee member. As Co-Director of the Academic Village (our special residential learning community) she holds a full-time staff position and is a member of our Staff Association. Sheila is also a part-time Instructor in our Visual and Performing Arts program and is an active member in the Pitt-Greensburg Faculty Senate. In addition to those roles, she is currently working for a doctorate as a graduate student in Pitt's School of Education. Her special perspective will add much to our work.

Although this committee now has grown to seventeen members, there is still room for others who are willing to commit to active participation. My suggestion to my colleagues is that we use our size to organize smaller working groups that can focus on specific pieces of the big picture.

I know there are already many groups in schools and departments addressing issues and questions regarding diversity. The Senate itself has a standing committee advocating for equity and inclusion. This special committee has never been, and is not now, intended to compete with existing groups or to replicate what is already being done. What we can do though, is to look at those groups for ideas, best practices, and lessons to be learned from their experiences, make them more aware of each other, and to act as a catalyst that can promote more united action. That we will be doing those things during the officially proclaimed "Year of Diversity" should help motivate and enable our efforts.

What we can also do is something that isn't now being widely attempted throughout the various levels of the University—that is to try to create a collective Pitt statement of our core institutional values, with participation by, and agreement between, all of our important constituent groups. This will not be an easy task and we may not succeed, but my best expectation is that the process itself will make us better than we are now. I look forward to the challenge ahead and to be able to work with so many smart and creative colleagues.

With that let me say thanks to all of those who have furthered the work of the Senate through their committee service, to the administration liaisons whose respectful help made that service more effective and easier to give, to the senior administrators who treated me as if I was a partner and colleague, and to the student and staff groups and their leaders who I've come to know and appreciate more than ever. Special thanks to the rest of the Executive Committee for their advice and hard work, and of course, to Lori Molinaro—the able and stable force that keeps us functioning.

<p>In that spirit I want to once more publically express how much respect I have for Irene Frieze. This is her final Council meeting as an elected Senate officer, and her contributions to Pitt throughout the years, especially through her service in the Senate, are monumental. She has been an inspiration to me and many others, and her advice and help have made this past year a highlight of my career at Pitt thus far.</p> <p>It now gives me great pleasure to acknowledge someone else I was fortunate to come to know and work with who is young, smart, and creating his own record of important work at service to our university...this year's recipient of the award for that service from his efforts through the Senate is Seth Weinberg...</p> <p>No questions were raised</p>	
<p><u>Report of Student Members of Senate Council</u></p> <p><u>Student Government Board (SGB)</u> <i>Natalie Dall, President</i> <i>Justin Horowitz, Board Member (presenting for SGB)</i></p> <p>Board member Justin Horowitz presented the SGB update, as President Dall is studying abroad in France.</p> <p>Since the previous Senate Council meeting, all of the Committee Chair positions have been filled and all of the closed Committees have been filled except for the Elections Committee – those applications will be opened during the first few weeks of the fall semester.</p> <p>Directly after Commencement on Sunday, May 1st, 7 of the 8 new Board Members, the new Allocations Chair Maddie Guido, advisor Steve Anderson, and Natalie went on our 3-day retreat at Outdoor Odyssey. A lot of material was covered regarding how SGB operates and good practices for working with the Administration and with each other, and ended the retreat with a brainstorming session for new and ongoing initiatives.</p> <p>SGB is hoping to work with Melissa Warthen and the Office of First Year Experience to co-host a program during Orientation Week and publicize the first Public Meeting. This year they really want to make SGB more visible to incoming freshmen, and we hope to increase student engagement by participating in the Orientation Week festivities in addition to creating a welcome video with Shawn Ahearn and the Student Affairs marketing team.</p> <p>Throughout this summer, the Board Members and Committee Chairs are going to start working on their initiatives, so do not be surprised if you receive emails. They will definitely be working on planning Safety Fair and Mental Health Awareness Week in addition to pursuing other initiatives.</p> <p><u>College of General Studies Student Government (CGSSG)</u> <i>Jessica Sevcik, President</i> Jessica introduced herself as the new College of General Studies Student Government President. She noted that she is honored to embark on this academic year and looks forward to see what's to come.</p>	<p>No further comments or questions were raised.</p>

CGS SG held its latest meeting, yesterday, Tuesday, May 17th, where the latest events were recapped, and they began planning our next activities. They reviewed the *CGS Excellence Reception and Student Choice Awards* as well as their last event, *Make Finals A Walk in the Park*. Both events went well but are still not without their room for improvement for next year. At the CGS Excellence Reception, 40 nominations were made, with 25 total professors and faculty receiving Student Choice awards. The next order of business is to plan summer activities for the CGS Student Government and CGS students. Additionally they are getting a head start on recruiting new members for CGS SG by connecting with CCAC campuses and spreading the word around campus in our individual classes. They aim to recruit 7-10 new CGS members this academic year.

Report of Graduate and Professional Student Government (GPSG):

Justin Saver, President, GPSG

Kathryn Bress, Vice-President of Programming (presenting)

The leadership of GPSG is off to a running start planning exciting programming for the graduate and professional students we represent. GPSG developed our 2016-2017 Long-range Plan around a collective of ideas aimed at expanding the interests of the previous administration as well as developing areas previously uncharted. This year they have developed several goals. Most importantly, GPSG would like open channels of communication between GPSG and the students they represent. This will enable them to achieve our mission of serving the student body more efficiently. They hope to communicate to the student body as a whole bi-annually to raise awareness about GPSG and advertise our upcoming programming for the given term. GPSG will also explore streamlining other communication methods such as communication after Assembly Board meetings, updating the website, and expanding our social media presence. GPSG would also like to centralize student resources so graduate and professional students belonging to any of our 7 interdisciplinary cultural organizations can have a place to work on programming and establish a presence on campus. GPSG will also focus on increasing student awareness of and opportunities for advocacy and community engagement. GPSG has met with Community Government Relations to discuss ways to engage graduate and professional students in their work. GPSG hopes to partner with CGR to organize several events during the coming academic year.

GPSG is excited to announce that we will be taking part in the University's Year of Diversity and Inclusion. We will make funding available to students in all 14 represented schools to support diversity programming and initiatives. These funds will be made available via a Diversity Mini-grant process very similar to our supplemental funding grants and travel grants. GPSG will also have several other initiatives this year including expanding sexual assault awareness in the graduate student body, partnering with the Office of International Services, and increasing the uptake of mental health resources available to us on campus. GPSG is working hard to plan the orientation for the incoming 3,000 graduate and professional students. They will be hosting an event on Tuesday August 23rd which will have several breakout sessions and a campus resource fair for new students. After the orientation, they will have a Back-to-School celebration in the Schenley Plaza. They are aiming to increase incoming student awareness of these events to maximize attendance and participation. They hope that every student hears about our event and has a chance to learn more about GPSG. They hired Administrative Assistant Molly Humphreys, who will be a great addition to the team.

Though the new executive board had a bit of learning curve entering their positions, they are on track in making necessary connections needed to implement each of our said initiatives. They are working as quickly as possible to achieve their goals. They thanked the individuals who have taken their time to meet with me and share their ideas, thoughts, and insight.

*Dominique Johnson, President, Graduate Student Organization, Arts & Sciences
(no update due to Summer Break)*

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

Rich Colwell, President

Andy Stephany, Vice-President of Public Relations

SAC website: www.sac.pitt.edu.

SAC would like to thank everyone who attended our Spring Assembly last week. Over 300 staff and University administrators attended. Chancellor Gallagher was thanked for being their keynote speaker. His address will help staff and supervisors have those important conversations about their work role. SAC also thanked Robyne Ivory of University Library System for chairing the event.

For the past 21 years, Ronald W. Frisch has contributed his own support to SAC as advisor and mentor, helping to promote SAC initiatives, ensure affordable benefits and positive staff policies, and advocate for a better staff experience. The Ronald W. Frisch Staff Professional Development Award will honor his service and dedication to the University staff community while reflecting SAC's continuing commitment to the staff of the University of Pittsburgh. All can help to foster a more productive and supportive work environment by contributing directly to the award at <http://engage.pitt.edu/frischfund>. The Ronald W. Frisch Staff Professional Development Award will provide staff financial resources to defray the costs of University of Pittsburgh tuition, professional conferences, workshops and training, and opportunities determined to provide direct benefit to the staff member's career at Pitt. SAC thanked Alex Toner of the University Library System and his entire committee for organizing this fundraising campaign.

SAC also thanked Chancellor Gallagher, Dr. Humphrey, and the Pitt Picnic committee for hosting a very enjoyable picnic earlier this month. It was a great opportunity for faculty and staff to gather and celebrate working for Pitt.

SAC has started their election process for our four committee chairs. The results will be announced at the June 15 meeting and their two-year terms will begin July 1.

The SAC officers met with both Dean Kenyon Bonner and Senior Vice Chancellor Gregory Scott and look forward to continuing conversations and working together.

SAC hosted a Brown Bag Seminar on the University's Medical Benefits and Open Enrollment on Monday, May 16. Approximately 100 staff members attended the information session. SAC thanked Lori Carnvale, Director of Benefits, for presenting, and Melissa Kluchurosky, Benefits Supervisor, for answering everyone's questions. They received positive feedback about all of the new Health and Wellness initiatives.

SAC is hosting "The Opiate Crisis: Managing the Impact of Heroin and Other Drugs" on

No comments or questions were raised.

Tuesday, May 24 at noon in the William Pitt Union Assembly Room. LifeSolutions will lead an informative panel presentation on the impact of heroin on our families and communities. A substance abuse expert, an ER Nurse/family therapist, and a University of Pittsburgh Police Sergeant will share their knowledge and answer questions. This opportunity is open to the entire University community. Register for the event at sac.pitt.edu.

SAC is hosting a Year of Humanities event in June in the form of an Open House at the Center for Creativity on June 9 from 11:30-1:30 and a Mindfulness and Meditation Session on June 28th from Noon to 1pm in the William Pitt Union Ballroom. Dr. Anthony Silvestre will guide us on Mindfulness. Registration information and other details will be announced in the coming days. They thanked Tricia Connell of Institutional Advancement for organizing these events.

The 25th annual Pitt Day at Kennywood is set for July 17, 2016. Karen Dicks from Computer Sciences has been appointed to be the Chair of this year's Kennywood Day. Purchase Kennywood tickets today at www.kennywood.com/pitt.

As the academic year has come to a close, SAC reflected upon their progress over the past 8 months. SAC has added 14 new, energetic members to our organization with a focus on membership development. They hosted 6 Brown Bag seminars on a wide range of topics from Transportation Safety to FMLA. With their first Campus Crawl, SAC was able to provide data for a comprehensive safety report that has been distributed to the appropriate constituencies across campus. They also distributed 6 Book Fund Awards to children of Pitt staff.

With an eye to the future, SAC is critically evaluating the diversity of our membership. They are looking to be a partner on diversity initiatives across campus. SAC will be strategically examining our Mission/Vision and Branding. SAC also is going develop SAC Communications on important topics. Another project is to work with Human Resources to augment the University's Parental Leave policy.

If anyone has anything they would like to be showcased in our monthly e-newsletter, please send it to sac@pitt.edu. The next SAC open general meeting will be June 15 in 102 Benedum Hall.

Reports by and Announcements of Standing and Special Committees of the Senate

Sexual Misconduct Policy and Procedure

Vice-Provost Laurie Kirsch

The legal landscape around sexual misconduct has dramatically changed in part by the U.S. Department of Education's interpretation of Title IX as well as amendments to the Violence Against Women Act. As a response to this, last spring Provost Beeson created an ad hoc committee to review our current policy on Sexual Harassment to determine if the policy was in alignment with the changing legal landscape and if not to make recommendations for the policy to be strengthened.

The committee, which I chaired, began its work almost a year ago. The committee included faculty, staff and student representation. In doing the work, the committee looked at what was happening at other institutions. We also relied on guidelines from the Office of Civil Rights to make sure we were in alignment. You have been sent two documents, one is a revised policy titled Sexual Misconduct as opposed to Sexual Harassment and this will replace the current policy. It also removes any procedural detail from the policy itself and

The recommendations were approved unanimously.

<p>created a new procedure; which has specific guidelines for processes which would come into play in the event of sexual misconduct. At this point the revised policy and procedures have been reviewed by several different bodies around campus including Council of Deans, Senate EIADAC committee and at last week's Faculty Assembly meeting. All of those groups have endorsed the revised documents.</p> <p>There are a couple of things I would like to point out about these revisions: We made an effort to keep the policy itself shorter. All of the detail about processes are now in the procedures document. The procedures document is new, it is not replacing an existing one. I would like to point out a couple notable revisions to our policy and procedure compared to past policy. One, is the policy includes a broad definition of responsible employee. A responsible employee cannot guarantee confidentiality to the victim. Another major change to note is the central role the Title IX Office will play in investigating allegations of sexual misconduct. Also, in the procedure there is an appeals process that is defined depending on whether the accused is a student, staff or faculty member.</p> <p>Those are the highlights of the policy and procedure. I will be happy to answer questions.</p> <p>No questions were raised.</p> <p>Chancellor thanked everyone for their help with approving this important policy and procedure.</p>	
<p><u>Adjournment:</u></p> <p>President Wilson adjourned the meeting.</p>	<p>Adjournment at 3:55 pm.</p>

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

Members attending:

Beeson, Bonner, Cohen, Colwell, Costantino, Donihi, Fort, Frieze, Gallagher, Groark, Horowitz, Hravnak, Humphrey, Kaufman, Kear, Labrinidis, Levine, Molinaro, Morel, Ramicone, Rodzwicz, Savoia, Sevcik, Skledar, Smith, Spring, Stephany, Tananis, Triulzi, Washington, Weinberg, Wilson

Members not attending:

Ataai, Beck, Buchanich, Fusco, Gaddy, Gleason, Goodhart, Helbig, Johnson, Karpuzi, Kaynar, Kearns, Kory, Leers, Lin, Mulcahy, Poloyac, Ramsey, Savinov, Schmidhofer, Scott, Vieira

*Excused attendance:

Alarcon, Dahm, Dall, Flynn, Harper, Kovacs, Miller, Novy, Stoner, Supowitz

Others attending:

Barlow, Bress, Connelly, Frisch, Harding, Horvath, Kirsch, Marra, Olanyk, Rogers, Scott, Walker, Wilds

*Notified Senate Office