<table>
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<th>Topic/Discussion</th>
<th>Action</th>
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<td><strong>Call to Order</strong></td>
<td>The meeting was called to order by President Frank Wilson.</td>
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<td>The meeting commenced at 3:00 pm.</td>
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<td><strong>Approval of the Minutes of the February 22, 2017 Senate Council Meeting</strong></td>
<td>Minutes were approved as written.</td>
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<td><strong>Items of New Business</strong></td>
<td>No items of new business were raised.</td>
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<td><strong>Report of the Chancellor, Patrick D. Gallagher</strong></td>
<td>Chancellor Gallagher distributed his written milestone report to the Senate.</td>
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<td>He reported that this is the budget season at federal and state level.</td>
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<td>At the federal level, with the new administration, and a different agenda, we saw the outline of a budget proposal to Congress, with top-line numbers. Big shifts were noted in that budget; the most dramatic priority shift he has ever seen. Major changes included those in the defense discretionary budget and research funding. The level of cuts are so large they are without historical precedence. This budget release is one step in the process. Congress does the next step of the budget, so the final version will not look like this. In the past, our outreach has been on the state side, and this year it will focus on the federal side. The Chancellor noted that Pitt will bring on a full-time Director of Federal Relations, based in Washington, DC, Tony Gibson, within the next month. He has been head of relations for the National Science Foundation (NSF) and various Congress offices. He will work in DC on our behalf.</td>
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<td>On the state side, it is a little less dramatic, but not yet smooth. Between the Governor’s request and the first appropriation bills, a framework for the budget is taking place. There is a fair amount of optimization that the budget will be on time this year. State-relateds will have small to zero difference in their budgets from last year. No talk of cuts was occurring in Harrisburg. This allowed us talk about capital and academic medical center funding.</td>
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<td>The Chancellor was pleased with Pitt day in Harrisburg. There were 150 students and students from all of our campuses interacting. Almost 400 faculty and staff also participated. The rally was very good and noisy in the Rotunda. The tone and outlook was positive.</td>
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<td>On a sad note, Dr. Thomas Starzl passed away this week. He had a remarkable career since 1981, performing Pittsburgh’s first-ever liver transplant, and he changed the face of medicine from that point further. The memorial at Heinz Chapel would have been his 91st birthday. Dr. Levine echoed what the Chancellor said. Dr. Starzl had a neuroscience PhD as well, and he was an investigator before he was a surgeon. Dr. Levine commented that the most notable fact about Tom Starzl’s career is that he was focused on his patients. He was a superb, productive scientist and clinician. He was focused on the affection for this patients. Many of his patients, in fact, came to his memorial services. He will be missed and his imprint in Pittsburgh will last a long time.</td>
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Heather Lyke was officially named the new Pitt Athletic Director. She will join us starting next Tuesday from Eastern Michigan University, where she was Vice-President and Director of Athletics. She brings an enormous passion, energy and engagement to this position. The academic performance of Michigan athletes was very impressive and their community involvement as well, and we are looking forward to her next week.

Further highlights of the distributed report included:

The Association of International Educators honored Pitt with the Senator Paul Simon Award for Comprehensive Internationalization. Pitt is one of four institutions to receive this honor, which recognizes excellence in international education throughout all facets of campus life. U.S. News and World Report’s 2018 education identified many of our Schools in national rankings, including School of Nursing, School of Information Sciences, School of Medicine, School of Education, Swanson School of Engineering, Joseph M. Katz School of Business, and the School of Law. The Center for Protein Confirmational Diseases is set to launch in early April and is one of two centers in the nation. Student milestones included Majorie Tolsford earning a 2017 Fulbright U.S. Student Program English Teaching Assistantship in Russia. Emily Hoover and Bhavani Patel each earned a Rotary Global Grant to attend the Universities of Cambridge and Oxford, respectively. Faculty and campus milestones included Pitt-Johnstown being recognized for offering one the most affordable nursing degrees in the state by the website “College Choice.” The NSF awarded CAREER grants to five faculty in our Swanson School of Engineering, for more than $2.5 million in research funding. The Pitt Benefits Department earned the Fred C. Ford Award from the College and University Professional Association for Human Resources, for their work in establishing the MyHealth@Work and Wellness Center. Pitt’s inaugural Pitt Day of Giving raised more than $5.5 million, involving donors from all 50 states, 22 countries, and six continents donating more than 5500 gifts to Pitt. On social media, there were 2.5 million impressions that day. The goal was to encourage giving from 230 young alumni donors (the event marked Pitt’s 230th anniversary), and Pitt realized 577 gifts from that group. It was a big success.

The Chancellor concluded his comments by noting that commencement is around the corner. A new tradition is starting at Pitt, with us having two ceremonies. The first is for graduate students and is on Saturday, April 29th at the Petersen Events Center. The undergraduate ceremony is Sunday, April 30th, at the same location. The benefit in having two ceremonies is that this gives us a personal emphasis for all of the students and their families. Response so far is very strong with more than 500 graduate students responding. Undergraduates are still responding.

Report of Senate President, Frank Wilson

President Wilson reported that he participated last week as part of a newly formed advisory committee called Total Rewards. It is a serious effort to take a realistic view of the current comparative status of staff at Pitt compared to others and create a system where there is more possibility for advancement that may not always be money items. Work has started in a meaningful way.

The Core Values Committee of the Senate has been meeting, and they are at a stage where they are working on actual drafts that will turn into a report that will be delivered at a future Senate meeting. All facets of Pitt have participated. It is a heartening thing to be part of this, and this is an example of shared governance. Many things the university has been doing are talked about, and they are nearing final discussions. There will be a larger university-wide discussion in the future. The goal is to be done in the next few months.
The Plenary is set for next week, Wednesday, March 29, 2017. The pre-Plenary event was well-attended. Vice-President Kear reported that this will be an interesting event and it will be live-streamed and recorded. All faculty are welcome to attend. Please encourage attendance.

The Adhoc Committee on Part-Time NTS faculty issues work is completed. It has lasted four years, and Professor Irene Frieze was praised for her efforts in leading this committee. Provost Office representatives, Human Resources, and many faculty were involved. The meetings were very active and were working meetings. The constant was that Irene kept the Committee going and made sure everyone participated. President Wilson noted that he would not be University Senate President if it were not for the participation in the NTS Committee. Regarding NTS faculty, there is a lot of autonomy within our university and across schools. There are also times where we need to strive for consistency. Our role in governance is to notice the important differences and tie them together as a best practice. This is an example of how this is possible.

**Report of Student Members of Senate Council**

**Student Government Board (SGB)**

*Natalie Dall, President (unable to attend)*

Vice-President Sydney Harper presented on her behalf and started by stating celebration of Women’s Empowerment Week. Vice-President Harper has been working with a team of 13 other student leaders to plan the first-ever Women’s Empowerment Week. Over the past few days, they have had several programs including a student art gallery in the Kimbo Gallery in the William Pitt Union, a Women’s Empowerment-themed episode of Pitt Tonight, and the hosting of comedian Leslie Jones by Pitt Program Council last night. Tonight will be the screening of the CNN documentary “Girl Rising” and tomorrow will be our “GAL”-A spotlighting student and community leaders who have done incredible work to empower others. The week will close with this weekend’s Pitt Women’s Leadership Experience Retreat, co-hosted by Dr. Humphrey’s office, SGB, and CDPA.

SGB hosted a Dennis Gillman, a mental health speaker, the Wednesday after Spring Break. Approximately 150 students attended his lecture, making the event a huge success. This past weekend, SGB held interviews to select our new Allocations Chair. There will be several more sessions of interviews over the upcoming weeks to fill all of the Chair positions and two of the Standing Committees for next year, and applications will be open through next Friday. They will be holding their transition meeting with the new Board this upcoming Sunday evening, where they will discuss past and ongoing projects and answer any questions the new Board has. Tomorrow evening they are hosting the Pittsburgh Student Government Council in Dining Room B of the William Pitt Union. Mayor Peduto will be coming to discuss ongoing city-wide initiatives affecting college students in Pittsburgh and to answer questions from representatives from several schools including CMU, Chatham, Carlow, Pitt and more. Student representative Karpuzi noted that no student could do the effort of Sydney Harper this past week. She was commended for her efforts.

**College of General Studies Student Government (CG SSG)**

*Jessica Sevcik, President*

As the semester winds down, CGS SG is focusing on the following; scholarships, student workshops, and elections for the 2017-2018 academic year. The CGS has nearly $7,000 in scholarships available to CGS students, applicable for the 2017 Summer and Fall semesters.
Scholarship opportunities have been advertised via electronic advertising in Posvar Hall and through the Twitter profile page and other social media platforms. Although some scholarship applications are due by this Friday, March 24th, some are not due until April 4th. The CGS SG has partnered with CGS Academic Affairs and Career Services to deliver a workshop on Monday April 10th about Salary Negotiation and Career Services. The workshop will include a presentation delivered by Emily Bennett, a Certified Professional Resume Writer, Salary Negotiation Facilitator and MBTI Practitioner. Application to be part of the CGS SG 2017-18 council are due Friday, April 7th. CGS SG hopes to expand student participation and awareness of student government presence. The CGS SG is looking forward to the Student Choice Awards and Excellence Reception for Friday April 7th. This is a great honor for students, staff, professors, and faculty who are recognized for their success. Applications are due Friday, March 24, 2017.

Report of Graduate and Professional Student Government (GPSG):

Justin Saver, President, GPSG

The Graduate and Professional Student Government is in the midst of our executive board elections. We have 11 candidates running for 5 executive board positions. Elections began on Monday and will conclude this Friday. All the candidates have some great ideas for the student body and they were wished much luck.

During their March Assembly Board meeting next week, the GPSG Leadership and Service Award Winners will be announced. There are currently have eight nominees. They are also in the process of interviewing for the student administrative assistant position; there are seven applications.

At the end of February, they released the 2017 GPSG Student Survey. This survey is scheduled to be closed at the end of this month. As of Monday, they have received approximately 1200 responses which is nearly double the amount of responses last year’s survey received. They are hoping on receiving responses from at least 15% of the student body. I wanted to thank the Provost’s Office with their help in sending the survey to the entire student body in the Spring GPSG Release as well as working with associate deans to increase completion of the survey in their schools. President Saver is looking forward to beginning to review the results and will share them with you in the 2017 GPSG Community Report which will be released at the end of April.

This month GPSG awarded $1200 in travel grants to support the travel of 5 students. They were also awarded $1800 supplemental funding grants. The GOSECA, the eastern European graduate student organization, received a supplemental funding to support their annual research conference titled “Defining Agency, Performing Power” which will be occurring next week. They also were awarded grants to the Biomedical Graduate Student Association (BGSA) which is organizing an event to join the “March for Science” in Washington D.C. and to the newly formed Pitt Science Policy Group which organizing a series of talks around the topic “Perspective and Challenges in Science Policy.” Since the beginning of the term, GPSG began working with Pitt Arts on the possibility of extending the “Free Arts Encounters” program currently offered to undergraduate students to graduate and professional students. A proposal for the 2017-2018 academic year was developed and submitted to the Provost’s Office.

Pitt Day in Harrisburg was a success. Over 50 graduate and professional students participated in the program. Fifteen research posters were presented by students from 10
schools. Topics presented included an examination of opioid overdose in Pennsylvania Medicaid patients, the risk of musculoskeletal injuries in military special forces operators, and the establishment of equity in middle school mathematics classrooms. These students did a great job representing their Schools and the University to the legislators and sharing some of the innovation that Pitt graduate and professional students contribute to our community and state. President Saver thanked CGR and the Pitt Alumni Association with their help in planning the Graduate and Professional Student Research Showcase. Thanked also was Dr. Humphrey, the Provost, and the Chancellor for stopping by yesterday to learn about the students’ research. They also had a surprise visit from the Physician General of PA, Dr. Rachel Levine.

This Sunday GPSG and SGB will be hosting the annual TedxUniversityofPittsburgh. This year we will have eight speakers, a record number for our event. These include a professional musician, Olympic athlete, technology experts, scientists, and a Pitt professor on the autism spectrum. This year, Pitt faculty, staff, and community members will also be permitted to attend the event. This year’s event will be the most inclusive TEDxUniversityofPittsburgh ever hosted. We will be offering an ASL interpreter for hearing-impaired audience members as well as speaker group encompassing a wide array of diversity. We are hoping to have a record-breaking turnout. They thanked the sponsors as well as media partners for the event.

From April 2nd to April 8th GPSG, will be hosting their annual graduate and professional student appreciation week festivities. Events during this week will feature a wine tasting, glass blowing workshop, bowling night, improv workshop, cooking class, and the spring formal. This year’s formal will be luau-themed and will be hosted on the Gateway Clipper. In April, we will also be hosting an additional improv workshop as well as a Pirates game cookout and get-together.

As the term begins to wind down, the GPSG is looking forward transitioning the executive board elects and administrative assistant as well as handing over our initiatives and projects they have worked hard on. President Saver concluded by thanking everyone for their support thus far.

*Corbin Powlus, Schools of the Professions*

Corbin was unable to attend the meeting. President Saver provided the summary:

The Katz School of Business recently held an election to select the 2nd year student government organization members for the 2017-2018 school year. Additionally, three groups of about 30 students each just returned from academic trips abroad to Argentina, China, and the UK. Held over spring break, these global research opportunities gave students the chance to better understand how business practices change across the world. Also related to culture and diversity, is the annual Asia Culture Night, an event being held on April 1st that will showcase the different cultures found within Asian countries. The School of Education has recently seen some good news from the U.S. World and News Report. The publication will release its annual graduate school rankings on April 11th where Pitt’s Education school has increased to 27th overall in the country. Additionally, next week will be very busy for the School of Education, as they are holding multiple events. On the 29th, an event focused on cultural and linguistic diversity is being held. The next day on the 30th is the annual Spring Conference, which is currently in the final planning phases. Moving onto Engineering, Swanson also saw an increase in the U.S World and News rankings. Overall, the graduate engineering program rose to 42nd place in the US. Bioengineering specifically weighed in at 12th overall in the country. GSPIA has also been busy planning activities related to academic
work and the Year of Diversity. Earlier this week on Monday, a PhD panel discussion was held focused on research regarding Public Governance related to Disaster Management planning. Tomorrow, a lecture series honoring Roscoe Robinson, a 1964 graduate of GSPIA, will be kicked off and focus on key issues regarding diversity and its implications on public service.

The School of Information Science is still working on integrating their school with the Department of Computer Science. A brainstorming session was held a few weeks ago to draft new bylaws for a joint graduate student organization between the two disciplines in the new school. Currently, the bylaws are seeking a majority vote amongst the students in the two programs. The annual iFest event was held on March 3rd and had good turnout from graduate students on a range of activities from academic lectures to industry and career-focused discussions. The same rankings released for Engineering and Education will also be published for the Law School. Here, Pitt’s Law program moved up to 37th in the nation, a significant increase from last year’s results. Additionally, the Law School held earlier today a lecture on cultural competencies in approaching disability law regarding workers in the medical professions. The School of Social Work increased to 10th in the U.S News and World Report rankings and is now the best social work graduate program in Pennsylvania. The school also had its dean recognized with the 2017 Richard Lodge prize for his dedication to understanding and attempting to alleviate racial issues in the United States. It is exciting to hear that Pitt’s graduate schools are rising in the ranks and to know that even with the end of the term coming up that the Professional students are busy.

Amber Griffith, Schools of Arts & Sciences (A&S)

The annual Grad Expo will be held on Friday, March 24th where roughly 60 participants will be presenting either posters or short seminars on their work. A professionalization workshop will be held along with the Expo, where students can learn about the “nuts and bolts” end of applying for external grants. Students from the chemistry department are teaming up with students from the Medical School and Duquesne Postdocs to obtain a few buses to travel down to DC for the Science March on April 22nd. The Arts and Sciences GSO Diversity and Inclusion Committee is working on a climate survey to administer to the graduate students in the school. The aim is to collect the data from the survey to help develop programming that the committee will host for the upcoming semester.

Jacob Kantorowitz, Schools of the Health Sciences

Jacob was not present at the meeting; Justin Saver presented a brief update. The Biomedical Graduate Student Association School of Medicine PhD students held a two-part workshop on graphic designs for publications. They also held a professional headshot workshop. The Schools of Pharmacy and Medicine student received the news of their residency match this past week and were congratulated. The School of Medicine hosted their Black Ball formal at the PPG Aquarium. The Doctoral Nursing GSO and the Graduate Nursing GSO are merging for efficiency and collaboration. School of Pharmacy hosted the Heart Month campaign, with screening social media sleeves at the University Bakery. A university-wide Drug Take-Back Day is scheduled for April 20th. Soon you may be seeing press releases between the School of Pharmacy, CVS, and the Pittsburgh Public Schools related to one choice presentations for high school students about drug abuse. The School of Pharmacy PhD students hosted a winter event at Seven Springs. The Schools of the Health and Rehabilitation Sciences held a fund raiser for students taking a trip to Guatemala, and a yoga event with UPMC Sports Medicine for physical therapy (PT) students who will racing against Marquette PT students to raise the most funds.
**Report of the President of the Staff Association Council (SAC):**

*Rich Colwell, President*

*Andy Stephany, School of Medicine*

The SAC acknowledged the passing of a previous Staff Association Council president, Deborah Walker. She passed away suddenly last month. She was a leader, colleague, and friend. Deborah will be missed.

SAC reported that they would like to thank their administrator Mariah Dickert. She was hired as a temporary employee, but has been hired as a full-time Pitt staff member as an administrator for All-Temps. She was wished the best. The new administrator Kaitlyn Miller starts March 27. Mariah will continue to help us during the transition. Please continue to use [sac@pitt.edu](mailto:sac@pitt.edu) to reach out to us.

Several SAC members and many more staff spent the day in Harrisburg yesterday sharing their Pitt stories with elected officials. Staff truly are invested in the stability and success of the University of Pittsburgh. SAC thanked all of the hard work done by the Alumni Association and Pitt Advocates to organize the day.

The SAC Brown Bag titled “Self Advocacy: How to Navigate the Annual Review Process at Pitt” had a full house in the Ballroom. They thanked Maureen Lazar of Organizational Development for her presentation. Staff are eager to improve communications with supervisors and look forward to an improvement of the review process at Pitt. As President Wilson noted, Cheryl Johnson and her Human Resources team are endeavoring on a comprehensive review of compensation, job classifications, and career development for staff at the University called “Total Rewards.” They have asked for two SAC members to participate in the appraisal process. We have appointed Jessica Tebbets of Orthopedic Surgery and Adriana Maguina-Ugarte of Anthropology. SAC has several events planned for the personal enrichment of Staff and the University community. Details about all of the events can be found at sac.pitt.edu. On March 23rd, SAC is hosting a Brown Bag on Leadership. Jim Earle, Assistant Vice Chancellor for Business, will present a version of his COLE Leadership seminar. Jim works with leaders to help them become more effective and their organizations more energized. SAC is excited that he will share his knowledge and expertise with established and emerging leaders alike. On April 18, SAC’s own E.J. Milarski is organizing a panel discussion about Women in the Workplace to promote diversity and inclusion in the workplace. Details about this event are forthcoming. SAC has set a date for the annual Staff Spring Assembly. It will be Tuesday, May 23 from Noon to 4pm in the William Pitt Union. The theme is based on celebrating the diversity of staff. Vice-Chancellor Pam Connelly has already accepted an invitation to speak at the event. Several interesting breakout sessions are being planned. SAC will be distributing our first Staff Professional Development Awards in honor of Ron Frisch. The applications and further details for the award are available on the SAC website, sac.pitt.edu, through Friday, April 7. All Pitt staff are eligible to apply.

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<th>Reports by and Announcements of Standing and Special Committees of the Senate</th>
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| **Ad Hoc Committee on Part-Time Non-Tenure Stream (NTS) Faculty**  
Professor Irene Frieze, Chair |

The final report and recommendations successfully passed at Faculty Assembly on March 14th, and were distributed to Senate Council members for review ahead of today’s meeting. Professor Frieze reviewed the report and recommendations with Council members and encouraged discussion.
First, Professor Frieze updated that the Senate and Administration has been working for over four years to look at the situation for NTS faculty. It was a great committee, and members of Administration were thanked for the committee’s work.

Professor Frieze noted that as the NTS full-time Adhoc group reported in February in 2015, and our current practices are in many ways excellent and could serve as a model for other colleges and universities. Some issues surrounding part-time NTS faculty continue to be of concern. This Senate Adhoc Committee was set up to consider these issues. Part-time issues turn out to be more complicated than the full-time NTS issues. The Adhoc Committee has focused on part-time issues, working closely with the Provost’s Office and they have been supportive. They have had Human Resources input from Steve Ferber as well, which has been helpful.

NTS faculty are an important part of our faculty; improvements in their working conditions elevate our whole university. NTS faculty now represent more than half of the full-time faculty in eight of the university’s 16 schools, and comprise about 60% of the overall full-time faculty total. We have 4571 full-time faculty [TS and NTS], so the part-time faculty are about 31% of all faculty at Pitt. Of the 2094 part-time faculty, about half are currently categorized by their units as eligible for benefits. It is complicated to count. The Committee noted that verifying the count of part-time faculty is challenging due to many different titles/classifications.

Professor Frieze continued that NTS faculty perform essential tasks and functions, including teaching introductory and specialized classes, conducting research, performing clinical duties, engaging in administration, and providing service at the departmental, school and national levels. Many NTS members are active in the Senate, serving as Senate Officers, members of Faculty Assembly, or chairs or members of Senate Committees. Much of the decision-making related to NTS faculty occurs in the individual schools or units of the university. This leads to wide variation in practices when it comes to hiring, evaluation, compensation, and benefits. Job titles vary across units as well as treatment within the unit, especially as related to part-time NTS faculty. NTS function very differently in each unit. The experiences of individual units cannot necessarily be generalized across all NTS faculty.

In broad terms, the committee members feel that it would be to the benefit of the University and its part-time NTS faculty to consider some changes to existing practice in three key areas: transparency, seniority, and compensation. Professor Frieze highlighted the items below from the previously distributed Report and Recommendations. The full report is on the Senate Website (link below). The full-time NTS report and its recommendations have been actively worked on by the Provost’s office. The situation for part-time NTS faculty was the focus of the 2nd two years of the Adhoc committee. The report advises the Provost’s Office with the committee’s recommendations.

Discussion:
Stephany: Overall SAC is in support of the part-time NTS recommendations. The recommendations address issues that the staff members who regularly are in contact with the part-time faculty witness and confront on a regular basis. Access to resources, improved communications, and consistency are particularly important. SAC philosophically and wholeheartedly agrees with the recommendations. The SAC does have some staff concerns over implementation of these recommendations, and SAC looks forward to continuing to represent the voice of staff in this manner, particularly for staff that provide support to these faculty in their units. They look forward to discussing implementation further.
Beeson: Professor Frieze and the Committee were commended for the last four years of work. She reported that she has already asked Laurie Kirsch to bring together an administrative committee to look at how to implement these recommendations. The Council of Deans also has been asked to help with this project moving forward.

Smith: Over the last 20 years, there has been a national pattern of NTS faculty increasing. Less than 1/3 of faculty nationally are tenured faculty. What has not appeared nationally is a dedicated effort to note the differences between faculty and how all interested parties can be protected, like the effort we are mounting here at Pitt. This is a wonderful effort.

Wilson: It is time to vote. Any opposed? No. Any abstaining? No. The recommendations passed with unanimous approval.

**Unfinished Business or New Business**

No new business items were raised.

**Announcements:**

Please attend the upcoming Plenary, March 29, 2017, from 1-3pm in the WPU. Full information about the Plenary is at the Senate website. [http://www.univsenate.pitt.edu/](http://www.univsenate.pitt.edu/)

**Adjournment:**

President Wilson adjourned the meeting. Adjournment at 4:07 pm.

University Senate website: [http://www.univsenate.pitt.edu/senate-council](http://www.univsenate.pitt.edu/senate-council)

Respectfully Submitted,

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

**Members attending:**


**Members not attending:**

Bratman, Clark, Cohen, Cole, Dall, Dewar, Gaddy, Gleason, Helbig, Horowitz, Jacob, Kantorowitz, Kaynar, Kory, Muenzer, Mulvaney, Munro, Powlus, Schmidhofer, W. Scott, Swanson, Triulzi, Vieira

*Excused attendance:*

Donihi, Kaufman, Loughlin, Molinaro, Ramicone, Rigotti, Rohrer, Sukits, Withers

**Others attending:**

Balaban, Barlow, Caruso, Costanza, Dostilio, Fike, Frieze, Harding, Kirsch, Miele, Olanyk, Rogers, Sahni, Walker, Wilds
*Notified Senate Office