

Senate Council Meeting Minutes
2700 Posvar Hall
April 10, 2013

Topic/Discussion	Action
<p><u>Call to Order.</u> President Smitherman called the meeting to order at 3:05 PM</p>	<p>The meeting commenced at 3:05 PM</p>
<p><u>Approval of the Minutes.</u> President Smitherman asked for approval of the minutes of the February 27, 2013 Senate Council Meeting.</p>	<p>The minutes were approved as written.</p>
<p><u>Report of Chancellor Mark Nordenberg</u></p> <ul style="list-style-type: none"> ➤ Earlier today meeting of the University’s Investment committee; Skorina Letter released yesterday <ul style="list-style-type: none"> ○ Pitt’s performance among a dozen “public Ivies” in a recent comparison of endowment returns made by executive search firm Charles Skorina & Company, which specializes in placing financial services and investment professionals. ○ The NACUBO/Common fund study found Pitt’s endowment returned 2.7 percent in 2012, above the average institution’s return of -0.3 percent. <i>(See Feb. 7, 2013, University Times.)</i> ○ the dozen public institutions with the largest endowments — the University of Texas, the University of California system, Virginia, Pitt, Ohio State, North Carolina, Washington, Penn State, Illinois, Indiana and Minnesota — Pitt ranked No. 4 in investment returns over the past year as well as over the past five years. ○ In a risk-adjusted comparative ranking, Pitt was No. 5 of the 12. ○ Amy K. Marsh, Pitt’s chief investment officer and treasurer, got a special mention in the recently released Skorina comparison as “a pay-for-performance star” who, with her team, had generated better returns than both the chief investment officer at Texas, who was paid \$3.2 million, and the one at Harvard, who earned \$3.6 million. ➤ University of Pittsburgh students have been recognized in two prestigious national scholarship competitions, one honoring late U.S. Senator from Arizona Barry M. Goldwater (1909-98) and the other honoring brothers who both served as U.S. Representatives from Arizona—Morris K. Udall (1922-98) and Stewart L. Udall (1920-2010); Stewart Udall also served as U.S. Secretary of the Interior throughout the Kennedy and Johnson administrations (1961-69). <ul style="list-style-type: none"> ○ Adair Borges, majoring in microbiology; David Eckman, majoring in industrial engineering; and Michael Nites, majoring in industrial engineering, applied mathematics, and economics, have been named 2013 Barry M. Goldwater Scholarship winners for their exceptional independent research in science and engineering. ○ Katherine N. Luke, majoring in economics and environmental studies, has received a Udall Scholarship for her research and leadership in environmental advocacy. ○ Kevin Day, majoring in bioengineering, received an honorable mention in the Goldwater Scholarship competition. Rachel Meyer, majoring in mechanical engineering, received an honorable mention in the Udall Scholarship competition ○ The students, all in their junior year, were nominated for the scholarships 	

through the auspices of Pitt's University Honors College. Borges, Eckman, and Nites bring Pitt's total number of Goldwater Scholars since 1995 to 41, and Luke is the seventh Pitt student to win a Udall Scholarship since 1995.

- Faculty Honors: Ann Marie Duggan of theatre arts and Liann E. Tsoukas of history have been named winners of the 2013 Tina and David Bellet Teaching Excellence Awards. The Bellet teaching awards were established in 1998 and endowed in 2008 with a \$1.5 million gift by Dietrich School of Arts and Sciences alumnus David Bellet and his wife, Tina, to recognize outstanding and innovative undergraduate teaching in arts and sciences.
- There were events to celebrate the achievement of Pitt Faculty for the winners of teaching, research and public service awards
- Dr. Rory Cooper, founding director of the Human Engineering Research Laboratories at the University of Pittsburgh has been elected as the recipient of the IPC's Paralympic Scientific Award and will receive the honor at the [VISTA2013 Conference](#) in Bonn, Germany, from 1-4 May, 2013. The award is given to an academic researcher for his or her contributions to research in the field of sports for persons with an impairment, and it serves to promote and encourage further study in this area. Cooper has contributed to the Paralympic Movement as an athlete, coach, event organizer and sport scientist
- Pennsylvania Gov. Tom Corbett recognized Pitt's Dean of Students Kathy Humphrey as one of five top African-American leaders in the state during a ceremony commemorating the 150th anniversary of the Emancipation Proclamation last Wednesday.
 - Library system: international recognition of archival work, able to forge a partnership with the University of Philadelphia on the Arlen Specter collection
 - Help shape exhibitions on the works
 - Papers will be physically here in Pittsburgh
- Creation of partnership with Sichuan University in China, an innovative joint engineering program, establishment of an engineering institute, new facility being constructed; Pitt is one of only 5 U.S. universities to have entered into a large-scale partnership with a Chinese university, delegation on site last month to forge a near final agreement; president of Sichuan will come to Pittsburgh next month for the ceremonial festivities.
- Waiting to see impact of federal sequester; will cost us millions of dollars; not exactly sure how it will be felt
- The President released his budget proposal today; statement issued by Hunter Rawlings, President of the AAU, somewhat encouraging with regard to AAU universities, having frequently expressed our view, that the nation can and should reduce budget deficits, but maintain strong investments in research and education. The President's budget offers hope to make education a national priority. Eliminate the ill considered across the board cuts and increase funding for NIH, basic research, national endowment for humanities along with key student financial aid programs. Entitlement programs are the most serious cause of budget increases that need to be addressed.
- We take hope wherever we can find it. Recognize the value of what we do in the midst of economic pressures.

Report of the Senate President Smitherman

- Over the last month, issues that the Tenure and Academic Freedom committee have been considering for several months became one of or perhaps the most

active issue within the University Senate and required some research into university policies and procedures and more extensive discussion. These issues are important and I take this opportunity to devote most of my report today to this topic.

- The Tenure and Academic Freedom Committee (TAFC) may be asked to conduct an informal investigation and mediation effort for a faculty member to seek redress of grievances arising from certain actions by an administrator not covered by other University policies when efforts to resolve the issue when prior efforts at resolution at the department, school, or campus level have not been satisfactory to the faculty member, according to University Policy. Dissatisfaction with a salary decision is excluded, however, from this policy except where a salary decision or set of salary decisions is part of a pattern of conduct that, taken as a whole, may constitute the basis for a grievance.
- In recent months, there have been a number of requests from tenured faculty within the School of Medicine (SOM), principally from the basic sciences, who are not also members of the University of Pittsburgh Physicians, to TAFC for guidance, advice and informal mediation about planned reductions in their salaries for the next academic year. One of the most common concerns was the lack of knowledge on the part of the faculty members about University of Pittsburgh and SOM policies and procedures on this issue.
- As members of TAFC met with the faculty members, they, too, were concerned about the lack of knowledge on their part about University and SOM policies and procedures on that issue. They turned to the Executive Committee of the Senate for help. We, too, found it difficult to find all or most of the relevant documents, although we were aware of their existence.
- Members of the Executive Committee met with Dr. Ann Thompson in the office Dean of the SOM in December 2012 and again on March 27th of this year. We also communicated on several occasions with Dr. Carey Balaban, Vice Provost for Faculty Affairs. I thank Drs. Thompson and Balaban for their help
- A digression is necessary to lay the ground work for the remainder of my comments. In the early 1990s, it became apparent that some sort of separation of the finances of the SOM from the rest of the entire University of Pittsburgh was necessary. There were many meetings, including several meetings with the entire faculty of the SOM with senior administration and administrators of the UPMC. Eventually a financial separation was achieved. The commonly heard metaphor is that the SOM financially operates as “a tub that floats on its own bottom”. The multiple practice plans of the SOM were combined into one and eventually became the University of Pittsburgh Physicians (UPP), a corporation owned by the UPMC. Faculty members with clinical activities and clinical income became members and employees of UPP.
- This separation is reflected in University Policy on salary policies from 1994 forward that members of the faculty in the SOM were specifically excluded from that policy. This policy was approved by the University Senate and the Senate Budget Policies and Procedures Committee was appointed to monitor its implementation.
 - Many faculty members of the SOM now receive the majority of their salaries through UPP rather than the University of Pittsburgh.
 - For faculty members with extensive clinical and clinical administrative activities, as well as research and teaching activities, this provides substantial flexibility on a year to year basis for faculty activities and sources of income to support salaries.

- For faculty members who have no clinical and clinical administrative activities, principally investigator-educators in the basic sciences, this flexibility is more limited. These faculty members typically spend about 75% of their time with research and about 15% with teaching and mentoring and about 10% with service activities.
- Many of the direct and indirect teaching activities of these faculty members are associated with their own research. Opportunities to carry a full time teaching load are greatly limited, unlike the situation in the natural sciences on the “lower campus”.
- Absent funds for salary support from research grants and contracts for research, support for the salary of these faculty members must be diverted from funds that are not intended for that purpose.
- In recognition of this issue, the SOM developed new compensation systems for tenured faculty members. We appreciate Dr. Carey Balaban in the Provosts office and Dr. Ann Thompson of the Dean of the SOM’s office for providing to us copies of documents on this topic.
- From a personal review of the relevant documents, I am convinced that the current plans are supported by properly approved policy-making procedures. I am also convinced that these plans, properly executed, will be flexible and fair to the relevant faculty members.
- In recent days, the concerns of members of the TAFC have turned away to a substantial degree from absence of knowledge about the relevant documents to the lack of these documents being always, easily and readily
- The office of the Dean SOM, through Dr. Ann Thompson, notified us within less than an hour of our meeting with her that all relevant documents to this discussion will be posted soon on the website of the SOM to assure their availability. We greatly appreciate this action.
- We also note that Dr. Levine has selected this topic for his State of the School address on May 22, 2013. I think that this is another excellent example of the good outcomes that can result from shared governance by means of the University Senate working with collegially and cooperatively with the University Administration. Earlier today he requested the Executive Committee to review and submit input for consideration.
- Now the TAFC can focus on giving advice and guidance and helping in mediation of affected faculty members within the SOM who believe that they are facing salary reductions unfairly and improperly, in the light of and with attention to the existing policies and procedures.

Plenary Session of the University Senate

- “*The Cyberlearning Revolution in Higher Education: Charting Pitt’s Direction for Instructional Technology in the age of MOOCs*” is scheduled for Noon to about 3 PM on Thursday, April 18th. Dr. Norman Biers of the faculty of Carnegie Mellon University has joined Cynthia Golden, Alan Lesgold and Charles Perfetti of the University of Pittsburgh. An advertisement with full details will be in the next issue of University Times, day after tomorrow. Please join us for this discussion of a timely, interesting, complicated and controversial topic.

National Research Council Report (NRC)

- We continue our discussions at Faculty Assembly meetings centered about the 2012 NRC report on the nation’s research universities. Today, we are delighted that the Provost will give us a presentation on how the University of Pittsburgh’s accomplishments and reputation have moved upwards so rapidly and so well but will also give some information about the challenging financial times in which

<p>we find ourselves and how that affects our budget.</p> <ul style="list-style-type: none"> ➤ Reform in Post-Graduate Education: On April 30th, we will have a presentation on Reform of Post-Graduate Education within the USA and the status of Post-Graduate Education at the University of Pittsburgh. <p>Senate Budget Policies Committee</p> <ul style="list-style-type: none"> ➤ The Senate Budget Policies Committee continues to monitor the progress of the review of the process of suspending the graduate programs of the Departments of German, Classics and Religious Studies. Plans are in place to have a final resolution by the end of this term. <p>Senate Elections: Voting closes on April 20, 2013</p>	
<p>Report of Student Government Board: Gordon Louderback</p> <ul style="list-style-type: none"> ➤ Thank Chancellor Nordenberg for recognizing Abdou Cole from Sedexo for his dedication to the university and for being a good role model to students ➤ Board member Jabro and I attended the ACC Leadership Conference <ul style="list-style-type: none"> ○ The transition into the ACC has given us so many more opportunities than the Big East; leadership opportunities ➤ Zulema St. Fire Victims <ul style="list-style-type: none"> ○ SGB has been hosting a t-shirt fundraiser that's proceeds go to the 25-30 students that were displaced by the fire ○ 'Panthers' on the front and 'Always got your back' on the back ○ Thanks to Dr. Humphrey for all of her help and support ➤ Judicial Hearing <ul style="list-style-type: none"> ○ Currently dealing with a judicial case from last week and taking all of the appropriate and necessary steps to alleviate the issues with our elections committee ➤ Office of sustainability initiative to allow all of the environmental student organizations on campus to collaborate by having shared office space ➤ Reestablished and modified the Collegiate Readership Program <ul style="list-style-type: none"> ○ Agreed to extend the program another year but are narrowing the distribution boxes from 7 to 5 so that students still are able to get a copy of the NYT or USA Today but our costs will decrease due to less boxes ➤ Amelia has been working very hard to prepare for the Relay for Life event this Friday on the Cathedral lawn <ul style="list-style-type: none"> ○ Already raised \$60,000 and are expected to reach a goal of roughly \$100,000 for the American Cancer Society ➤ John Cortier just finished his advocacy week last week with showcased multiple different issues to the study body ➤ The Panther Pitt <ul style="list-style-type: none"> ○ With help from John Cortier we have established The Panther Pitt, the official student section of Pitt Football, as an official student organization just in time for the ACC ➤ Tom Jabro has been assisting OMET in the continued transition to making OMET surveys online 	
<p>Report of Graduate Student Government: David Givens</p> <p><u>Overall successes for the past year</u></p> <ul style="list-style-type: none"> ➤ Branding project <ul style="list-style-type: none"> ○ New logo, sign, banners, and slogan – engage, experience, enhance ➤ Student communications <ul style="list-style-type: none"> ○ 95% increase in the number of people engaging with us online ○ Virtual 'reach' on FB alone now interacts with up to 3,000 people per post 	

<ul style="list-style-type: none"> ➤ Student survey measuring Pitt resource knowledge <ul style="list-style-type: none"> ○ 750 responses, valuable insights ○ Outcome of the survey was to establish University wide orientation ➤ Standard School orientations (12) ➤ Travel grants for academic and professional conferences by students ➤ Student advocacy <ul style="list-style-type: none"> ○ Suspension of A&S graduate admissions: German, Classic, and Religious Studies ○ Pitt day in Harrisburg, attendance was increased ○ Worked with the Sociable City Initiative for safety and nightlife ○ Strengthened ties and increased collaboration with OIS, OACD, Young Alumni Association, our individual student governments, and student organizations like Pitt Vets and the Pitt Lambda Association ➤ Event planning <ul style="list-style-type: none"> ○ Expanded programming committee involves a collaborative team for every graduate program at the University ○ Hosted training for schools and student groups to brush up on event planning and also collaborate ○ Some of GPSG's most attended events ever, including happy hours with over 500 people, cultural events, plays, viewing parties for sports and summer block busters, academic conferences, debates, and events, and social outings. ○ The one fairly consistent problem that we've encountered this year is that no matter what type of event we host or what size venue we use, we almost always sell out or run over maximum capacity. Final event of the year is Hofbrauhaus is the prime example of this which will occur tonight. There is a waiting list of over 100 students. ➤ Recent updates <ul style="list-style-type: none"> ○ Upcoming events <ul style="list-style-type: none"> ▪ Hofbrauhaus ▪ Inauguration April 18th at 6pm, Babcock Room ○ After meeting with representatives from Google, they will provide a CS donation focused on computer science, program, engineering. ○ Recent Events <ul style="list-style-type: none"> ▪ Spring formal @ Phipps (Note: 500 person attendance, well-behaved, give thanks to Kenyon, SORC, and Vice Provost Sbragia's office for contract details) ▪ Around the world study break: 100–200 students simultaneously at each location ▪ Phipps was pleased with the student behavior ➤ Advocacy <ul style="list-style-type: none"> ○ Student debt advocacy: National Organization of Student Organizations; collecting information on the experience of our graduate Students ○ External Affairs updates <ul style="list-style-type: none"> ▪ Postcards ▪ Mayoral candidate debate co-host (unofficially Perogies and Politics) ➤ GPSG Elections <ul style="list-style-type: none"> ○ 10 candidates for the 5 positions ○ Significant increase in voter turnout- doubled compared to both of the previous two years 	
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<ul style="list-style-type: none"> ○ Introduce new officers: VP programming, Martha Merrill; VP finance Alison Doyle; Monica Colley; David Gau President 	
<p>College of General Studies: Brian Coleman</p> <ul style="list-style-type: none"> ➤ End of term survival bags were distributed ➤ Community services this Saturday participating in Pitt Project Oakland ➤ Award reception this week; 15 students were nominated faculty and staff were selected this year. ➤ Newly elected CGS will be introduced and installed ➤ New President: Brady McCormick 	
<p>Report of Arts and Science Graduate Students: Katie Moriarty-de Biasi</p> <ul style="list-style-type: none"> ➤ Introduce new president, Michael Shultz, has been involved for past 4 years and helps with the redesign of the website ➤ Delegates were surveyed and student advocacy was viewed as the top priority ➤ Graduate students are still concerned about the German, ➤ Governance structure, established a new programming committee ➤ Seek out new venues to make it more ➤ Now on Facebook ➤ March 13: poster and paper presentations for Arts and Sciences; winners available on our website and new logo ➤ Hosted a graduate student appreciation happy hour last week. ➤ Aril 24 administrative assistant day...hosting a reception for them ➤ Recent teaching award were selected ➤ Created a new award for outstanding service to the University 	
<p><u>Report of Staff Association Council (SAC), Deborah Walker report given by J.P. Matychak</u></p> <ul style="list-style-type: none"> ➤ Brown bag sessions on open enrollment period; partnering Human Resources to help staff make informed decisions ➤ Maintains and endowed book fund for the purchases of textbooks ➤ Create a SAC beautification fund as a gift from staff ➤ Funding of the above project through the hosting of Pitt Kennywood Day; proceeds to support the book fund and the beautification fund <ul style="list-style-type: none"> ○ Scheduled for July 14, 2013 	
<p><u>Introduction of Items of New Business.</u> No new business. President Smitherman thanked the work of the University Senate committees.</p>	
<p><u>Announcements.:</u> None <u>Adjournment.</u> Meeting was adjourned at 4:10 PM</p>	

Respectfully Submitted,

Linda Rose Frank, PhD, MSN, ACRN, FAAN
Senate Secretary

Members attending:

Arnold-Blais, Becker, Beeson, Brause, Cochran, Coleman, Cordier, Costantino, Flynn, Frank, Givens, Gleasons, Hartman, Hravnak, Humphrey, Jabro, Juhl, Kear, Levine, Lin, Louderback, Matychak, Molinaro, Moriarty-de Biasi, Neft, Nordenberg, Pinsky, Ramicone, Savoia, Singh, Skledar, Sallie Smith, Sharon Smith, Smitherman, Song, Tananis, Wilson

Members not attending:

Barker, Bauer, Bonneau, Buchanich, Chiarulli, Culley, Daley, Gaddy, Gallagher, Kearns, Kory, Lunsford, Lyon, Majumdar, Mulcahy, Neufeld, Savinov, Slimick, Vieira, Walker, Wendell

*Excused attendance:

Bartholomae, Beck, Butterworth, Clermont, Kovacs, Miller

Others attending:

Balaban, Barlow, Bonner, Clark, Frisch, Gau, Harvith, Hoogendoorn, Lipschultz, McCormick, Merrill, Mohamed, Moore, Supowitz, Wilds

*Notified Senate Office