

Senate Council Meeting Minutes  
2700 Posvar Hall  
April 17, 2019

AGENDA ITEM	ACTION
<p><b><u>Call to Order</u></b> The meeting was called to order by President Chris Bonneau.</p>	<p>The meeting commenced at 3:00 pm.</p>
<p><b><u>Approval of the Minutes of the March 20, 2019 Senate Council Meeting</u></b> Minutes were approved as written.</p>	<p>Approved</p>
<p><b><u>Items of New Business</u></b> No items of new business were raised.</p>	<p>No items</p>
<p><b><u>Report of the Chancellor, Patrick D. Gallagher</u></b>  <b>Searches ---</b>  <b>Greensburg campus:</b> underway  <b>Bradford and Titusville campuses:</b> Catherine Koverola appointed (see notes in Chancellor’s report)  <b>CIO: Mark Henderson</b> appointed, currently Illinois/Urbana-Champaign and prior experience in higher education and business   <b>Pitt Colors</b> new choices revealed; cheer team won national title; congratulations                       Advisory Committee of Students – for Health and Wellness Center via Kenyon Bonner; in new O’Hara street center.                       Smoking Cessation working group, Socially Responsible Investing committee, Public Safety --- all moving forward   <b>See <u>Chancellor’s Report</u> for additional awards and accolades and news.</b>   <b>Questions/Discussion:</b>  <b>TOUSKI:</b> Is there any opportunity for tax support for international students? Chancellor Gallagher will follow up.</p>	<p>Report and Discussion</p>
<p><b><u>Report of Senate President, Chris Bonneau</u></b>                      As the semester winds down and deadlines mount, it’s good that campus has nothing important going on.....                       The Faculty Affairs Committee recently held a listening session for non-tenure stream faculty. This helped identify things that are working and things that still need to be improved. Unfortunately, it seems that some of the recommendations from the NTS report are being implemented unevenly across campus. The committee will continue working with the Provost’s office on this issue.</p>	<p>Report and Discussion</p>

<p>I recently moderated two town halls about the graduate student unionization effort. While some people were clearly there to heckle and argue rather than ask question in good faith, I think both events went well and students interested in making an informed decision received lots of useful information from both the United Steelworkers and the Provost. Regardless of the outcome of this week’s vote, I am optimistic that new lines of communication have been opened and will serve to improve the graduate student experience here at Pitt.</p> <p>Earlier today, the Officers joined with people across Pittsburgh in The Big Table. We had interesting and lively conversation about a host of topics including diversity and inclusion, economic inequality, and criminal justice reform. Special thanks to Lori Molinaro for hosting and Linda Santa Casa for the <b>amazing</b> peanut butter cake.</p> <p>At our recent meeting, Faculty Assembly unanimously endorsed the extension of the tenure clock for faculty in the School of Medicine. We will be voting on this later in the meeting and I will have more to say about this then.</p> <p>Finally, elections are winding down for Faculty Assembly and Senate Officers. The final day to vote is Thursday and results will be announced Friday. Please be sure to participate and encourage your colleagues to do the same.</p>		
<p><b><u>Reports of Student Members of Senate Council</u></b></p>	<p><b><u>Student Government Board (SGB)</u></b>  <i>Maggie Kennedy, President</i></p> <ol style="list-style-type: none"> <li>1. Last Public Meeting (4/16)</li> <li>2. SGB Transition Process Complete             <ol style="list-style-type: none"> <li>a. Reminder incoming President Zechariah Brown, Executive Vice President Anais Petersen, VP Chief of Finance Ashima Agarwal, VP Chief of Cabinet Caroline Unger, Board Members Scott Glaser, Cedric Humphrey, Lynn Dang, and Tori Tappan</li> <li>b. All Chairs and Committee Positions Chosen</li> </ol> </li> <li>3. Inauguration tomorrow (4/18)</li> <li>4. Formula Group Review Task Force complete→              recommendation proposal sent to Dean Bonner             <ol style="list-style-type: none"> <li>a. Meeting with him tomorrow to finalize details before he’ll bring it to the BOT Student Affairs committee in May</li> </ol> </li> </ol> <p><b>Discussion: Chancellor GALLAGHER</b> extends gratitude to this year’s officers and SGB for their engagement and cooperation</p>	<p>Discussion</p>
	<p><b><u>College of General Studies Student Government (CG SSG)</u></b>  <i>Dave Levine, President</i>              Not attending/No report</p>	<p>No discussion</p>

	<p><b><u>Report of Graduate and Professional Schools Student Government (GPSG)</u></b>  <i>Rachel Coombs, President</i>  <i>Amanda Leifson, spokesperson</i></p> <p>Rachel Coombs has been re-elected; 4/5 positions have been re-elected                  Excited to continue programs and initiatives.</p>	<p>No discussion</p>
	<p><b><u>Schools of the Professions</u></b></p> <p>No representative/No report</p>	<p>No discussion</p>
	<p><b><u>School of the Arts and Sciences Graduate Students</u></b>  <i>Anthony Verardi, President</i>  <i>Presented by Golnar Touski, Vice President</i></p> <p>Greetings members of Senate Council! I hope you're all doing well and that you've all managed to avoid whatever horrendous head cold is going around; as Golnar reads this, I am currently knee-deep in a box of Kleenex. With finals and grant deadlines fast-approaching, it's been a relatively slow time of year for the A&amp;S GSO, but I'm happy to share that I have been re-elected to serve a second term as the A&amp;S GSO President, which means that I will see you all in May for the last Senate Council meeting of the year.</p> <p>Besides that, members of the A&amp;S GSO Committee for Diversity and Inclusion (CDI) as well as non-members from various Departments participated in an external review of the Dietrich School's diversity and inclusion efforts and initiatives this past Monday. We look forward to hearing about the external reviewers' findings and seeing how graduate students can continue to make their voices heard on issues of diversity and inclusion in the near future.</p> <p>Finally, as I'm sure other folks have already mentioned/will mention in their reports, we all know what's going on this week at this very moment (and I'm sorry if this part of the report is beating a dead horse by the time it gets delivered): unionization vote! While the A&amp;S GSO's official stance is to support the unionization effort, I have signed off on the GPSG's declaration that our shared desire is to ensure that all graduate students feel, first and foremost, safe to make whatever</p>	<p>Discussion</p>

	<p>decision they have judged best represents their interests, and also informed about the positives and negatives for each aspect of the vote, whichever way that may be. I hope that when the proverbial dust clears and an outcome is announced, whenever that may be, that we can all move forward with certainty, knowing that a democratic process has taken place and that the will of the students has been made clear. Thank you.</p> <p><b>Discussion: Chancellor GALLAGHER</b> extends congratulations to re-election</p>	
	<p><b><u>Biomedical Graduate Student Administration</u></b></p> <p>No representative/No report</p>	<p>No discussion</p>
	<p><b><u>Report of the President of the Staff Council (SC)</u></b>  <i>Andy Stephany, President</i>  <i>Alex Toner, Vice-President of Public Relations</i></p> <p>The recent University Times “What We Earn” article published on March 30 highlights a persistent area of Staff Council concern, namely slow salary growth and a widening disparity between positions on the high end, and those on the low end. We believe it is critical to work collectively, through mechanisms like the University Planning and Budget Committee, to find new solutions for the University to grow its investment in Pitt staff.</p> <p>In May 2018 we held our annual Campus Safety Crawl, the goal of which is to proactively monitor and identify areas of concern which may pose a danger to pedestrian, vehicular, and bicycle safety across Pitt’s Oakland campus. Our Staff Life committee has finalized a report, available on our website, and recently shared with our partners in Community and Governmental Relations, Parking Services, the Pitt Police, Facilities, and faculty and student leaders of this body. We seek to develop solutions to areas of concern to provide a safer environment for all.</p> <p>Staff Council recently made several appointments to institutional committees. Victoria Gamble, the Academic Operations Manager for the Chairman of the Department of Medicine, has been appointed to SVCHS search committee as the Staff Council representative. Kenny Doty, Swanson School of Engineering, and Angel Pappalardo, Department of Medicine, will serve as the Staff Council appointees to Chancellor’s Public Safety Council.</p> <p>Similarly to our Faculty partners, Staff Council will be holding officer elections in the coming months. Nominations are being collected through the end of April, with voting to take place in June.</p> <p>We were pleased to receive 60 applications to the 2019 Staff Professional Development Award. An ad hoc committee is currently reviewing the applications,</p>	<p>No discussion</p>

<p>with the recipient to be announced at the Staff Spring Assembly.</p> <p>This year’s event will be held on Tuesday, May 14 in the O’Hara Student Center, with keynote remarks from Vice Chancellor Pam Connelly, followed by a keynote address from Dr. Jamie Kulzer of the School of Health and Rehabilitation Sciences. Lunch will be provided and all members of the Pitt community are welcome to attend.</p> <p>Our March 21 Women in the Workplace panel, presented in partnership with Pitt’s Women’s Affinity Group was very well-received, and for that we thank the panelists and all who attended. The University Times featured a nice recap of the event in their April 4 issue.</p> <p>The annual Pitt Day at Kennywood is scheduled for Saturday, June 29 – please save the date. Staff Council extends our congratulations to all graduating students for 2019.</p> <p>Our next general meeting will be Wednesday May 15 at 12pm in 102 Benedum Hall.</p> <p><b>Discussion: President BONNEAU</b> shares concern about staff pay lack of parity as well.</p>	
<p><b><u>Reports by and Announcements of Standing and Special Committees of the Senate</u></b></p> <p><b><u>Tenure and Academic Freedom</u></b>  <i>Maria Kovacs, Ph.D. and Barry Gold, PhD. Co-Chairs</i></p> <p style="text-align: center;"><b><u>Resolution for Senate Council to Endorse the Provost’s Request to Create a Uniform Tenure Time Clock for the Faculty of the School of Medicine</u></b></p> <p style="text-align: center;"><b><u>Tenure and Academic Freedom Committee</u></b>  <b><u>April 17, 2019</u></b></p> <p>Whereas, faculty tenured status and the academic freedom it confers are cornerstones of the modern university, including the University of Pittsburgh;</p> <p>Whereas, the manner in which tenure is awarded is a University-wide concern;</p> <p>Whereas, the current Bylaws of the University of Pittsburgh specify a seven-year period of evaluation prior to a tenure decision for all faculty members except for physicians with clinical responsibilities;</p> <p>Whereas, the current Bylaws of the University of Pittsburgh specify a ten-year period of evaluation prior to a tenure decision for physician faculty members in the School of Medicine;</p> <p>Whereas, many non-clinical faculty elect to take a temporary (1 to 2 year) position</p>	<p>No reports</p>

outside of the tenure stream in order to meet the requirements for tenure in the school of Medicine;

Whereas, extending the period of review prior to a tenure decision to ten years for non-clinical faculty establishes a uniform time standard across the School of Medicine;

Whereas, the faculty, the Vice Dean, and Dean of the School of Medicine, the Senior Vice Chancellor for Health Sciences, and the Provost are all in favor this change;

Whereas, the TAFC reviewed and recommends the adoption of the following resolution; therefore, be it

*Resolved,*

That Senate Council endorses the Provost’s proposal to extend the period of evaluation prior to a tenure decision to ten years for all faculty in the School of Medicine, which will require the following changes to the Bylaws of the University of Pittsburgh:

4.6 TERMS OF APPOINTMENT AND TENURE.

a. With the exception of ~~physician~~ faculty members in the School of Medicine ~~with clinical responsibilities~~, the total number of years which a faculty member may serve without tenure in the tenure stream shall not exceed seven. If a person has served for seven years in the tenure stream, either he/she must be promoted to associate professor or professor with tenure or his/her service in the tenure stream must be terminated. Notification of termination must be made prior to the end of the sixth year in the tenure stream. The maximum allowable duration of service in the tenure stream without tenure shall be independent of previous service at another college or university. For ~~physician~~ faculty members in the School of Medicine ~~with clinical responsibilities~~, the total number of years of service without tenure in the tenure stream shall not exceed ten. If a person has served for ten years in the tenure stream, either he/she must be promoted to associate professor or professor with tenure or his/her service in the tenure stream must be terminated. Notification of termination must be made prior to the end of the ninth year in the tenure stream. The maximum allowable duration of service in the tenure stream without tenure shall be independent of previous service at another college or university.

e. Except for ~~physician~~ faculty members in the School of Medicine ~~with clinical responsibilities~~, a faculty member may receive a temporary appointment outside the tenure stream if the Provost determines that exceptional circumstances prevail that both prevent normal progress in the tenure

<p>stream and are beyond the control of the individual. A temporary appointment outside the tenure stream extends (by the duration of the temporary appointment) the allowable period before a tenure decision must be made. The extension of the probationary period under this provision shall be limited to two academic years. For faculty in the Health Sciences schools (other than the School of Medicine) who have clinical responsibilities, the probationary period may be extended by up to thirty-six months.</p> <p>g. Promotion to the rank of associate professor may be made without the award of tenure. Usually the individual will have completed at least three years in the tenure stream. With the exception of <del>physician</del> faculty members in the School of Medicine <del>with clinical responsibilities</del>, the appointment shall be for a minimum of two years and not longer than four years. For <del>physician</del> faculty members in the School of Medicine <del>with clinical responsibilities</del>, the appointment shall be for a minimum of two years and not longer than seven years. If there is no intention of awarding tenure, the individual must be given at least twelve months' notice of termination prior to the end of the appointment.</p> <p>Respectfully submitted on behalf of TAFC and endorsed by a majority of the committee.          Maria Kovacs, Ph.D. and Barry Gold, PhD. Co-Chairs</p> <p><b>Questions/Discussion:</b>  <b>BONNEAU:</b> Indicates that this resolution only applies to the School of Medicine</p> <p><b>VOTE: Approved unanimously</b></p>	
<p><b><u>Unfinished Business or New Business</u></b></p>	<p>No Business</p>
<p><b><u>Announcements</u></b></p> <p>Our last Senate meeting for this term will be May 15<sup>th</sup>.</p> <p>Thank you to Cindy Tananis as Secretary. Today is her last meeting.</p> <p><b>May 1<sup>st</sup></b> – Chancellor’s Staff and Faculty Appreciation Celebration, 12p- 2p, Bigelow, between the Cathedral and Student Union</p> <p><b>April 24<sup>th</sup>:</b> Showcase of projects by the Year of Pitt Global, Posvar Galleria, 4:30p</p>	<p>Announcements</p>
<p><b><u>Adjournment</u></b></p>	<p>Adjournment at 3:30p</p>

Respectfully Submitted,



HAIL TO PITT!

**Cindy Tananis, Ed.D.**  
**University Senate Secretary**

*Associate Professor*  
Administrative and Policy Studies, Education Leadership  
*Director*  
Collaborative for Evaluation and Assessment Capacity

Members attending:

Becker, Bonneau, Bonner, Brodt, Chong, Cudd, Dahm, Denman, Fort, Gallagher, Haley, Henker, Humphrey, Kear, Kennedy, Molinaro, Morel, Rutenbar, Salcido, Scott, Stillman, Stoner, Tananis, Toner, Washington, Wilson

Members not attending:

Arkush, Betru, Bilodeau, Bromberg, Buchanich, Conley, Deitrick, Harper, Harries Horne, Infanti, Jones, Kaufman, Kaynar, Kiselyov, Kory, Labrinidis, D. Levine, Long, Martin, McGreevy, Mercer, Mulcahy, Sant, Stephany, Triplette, Van Nostrand, Weikle-Mills, Weinberg

\*Excused attendance:

Coombs, De Vallejo, Gaddy, Goldberg, Kovacs, A. Levine, Smith, Verardi

Others attending:

Ayars, Connelly, Harrell, Hitter, Jones, Kirsch, Leifson, Moran, Miksch, Spring, Staresinic, Supowitz, Walker

\*Notified Senate Office