

**Senate Council Meeting Minutes  
Via Zoom**

**Thursday, February 17, 2021**

**1. Call to Order**

President Chris Bonneau called the meeting to order at 3 pm.

**2. Approval of the Minutes of the Past Senate Council Meeting**

The distributed minutes from the January 21, 2021 were approved as written.

**3. Items of New Business**

No items of new business were raised.

**4. Report of the Chancellor, Patrick Gallagher**

*Chancellor Gallagher* said that he had a full agenda to cover and asked Drs. Williams and McGivney to update the Council on the campus repopulation issues and vaccine program respectively.

*Dr. Williams* said that we were to a good start of the spring semester. The pre-arrival test were handled through a commercial party. The Allegheny County numbers stabilized. Students are safely on campus. In-person dining is open now. New case numbers on our campuses are low and under control. He reminded everyone about the need to observe social distancing and masking to prevent outbreaks.

*Dr. McGivney* announced that University of Pittsburgh is officially an approved vaccine provider. We do not have our own vaccines yet but we partnered with ACHD to support our vaccination efforts. So far, the majority of patient-facing students & about 5000 of our personnel were vaccinated through our relations with ACHD and UPMC. We named our vaccination efforts PITTCOVAX Initiative (Pitt Cooperation on Vaccines Initiative). We sent our application for vaccines, but they are in high demand and supply is limited. CMRO sent a survey to University community on January 28. We want to prepare the prioritization plan following CMRO and state guidelines and have infrastructure in place before vaccines arrive. UP helped with community vaccinations in Hill District and Homewood by providing the infrastructure and people.

*Gallagher* started the discussion by asking McGivney to talk about the importance of filling out the vaccination survey. Vaccines are available but very limited, so prioritization who gets it is important.

*McGivney*: Thank you. We know that vaccines are limited. In addition, the state issued directive that you have to get out 80% of received vaccines within 7 days. Therefore, we need to be ready right now; there is no time for late planning. It is crucial to have the information, so please fill out the survey, sign up for our vaccine. You do not need to wait for it if you get the opportunity to get it earlier somewhere else, but your information will help us plan the distribution. Everyone should fill the survey. Eligibility guidelines from the state are evolving, but we will match them.

*Labrinidis* provided a link to a resource helpful to search for availability of vaccines. SCI students were participating in this crowdsourcing information effort and they provided infrastructure for it and made the news: <https://VaccinatePA.org>

*Macadangdang* asked about opening in-person dining services in elevated risk posture. He had signals about some local restaurants, which are not so complaint as they should be.

*Williams*: From the university point of view, there is a slight risk if you open dining, but if you follow the rules for social distancing, you can minimize this risk. In addition, we do have a full semester of data proving that our students behave responsibly, we weathered several surges and we feel we know how to control them. On the student life side it has been a long year, and we really want to enhance student college experience and wellness.

*Gallagher*: I will add that there is a lot of variability here and if we see things breaking down, we can always go back to being stricter about dining. We can work with the businesses. Issuing advisory notes is possible if they are not complaint, but we want to work with them, they need our business.

*Tananis*: I received the link to the vaccine survey, so I assume emeritus faculty are covered, what about their spouses.

*McGivney*: We want to be inclusive for all Pitt community (including Emeritus faculty, contract workers). We want to be a place where individuals can be vaccinated. Who gets it will depend on from where we get vaccine, on state and federal guidelines, and who can access us.

*Salcido*: I need clarification for the question about requirement to come to campus to do your job for people working in research labs. If you work in a lab not in a Pitt building, is the answer still “yes”?

*Williams*: We want everyone to fill out the survey, so we will clarify the prioritization question.

*McGivney*: It is important to know even just the names, because we want to have the count the interest in vaccination.

*Gallagher*: We hope that the period of limited supply will end soon, but meanwhile we need information to address the prioritization. Please, fill out the survey. The initial response was very low. Moving to other issues.

*VC DeJong* reported that we suspended the cap on accrual of vacation for the staff who are not associated the union until the end of June. He added, that though we discourage traveling, we advocate for taking time off for your own wellbeing.

*Gallagher* continued his report addressing the state budget cycle. The state recommended the flat funding. The appropriation hearing starts next week and I will be testifying for Pitt. On federal side: we received the 2<sup>nd</sup> part of the stimulus funding – Coronavirus Response & Relief Supplemental Act – 30.6 million was allocated to us, out of which the 15 million will be a direct support to students. He concluded his report with some personnel updates:

- Dave DeJong, pending the BoT approval, becomes Senior Vice Chancellor for Business and Operations, with HR reporting to him;
- Kenyon Bonner our VP for Student Affairs & Dean of Students will separate those hats and we will be looking for a new dean;
- Joe McCarthy is the interim dean of Honors College.
- Katz Business School ranked 30 in the world and 13 among public universities in US
- We have 15 Fulbright scholars this year.
- Five Pitt researchers received the honor to be elected into American Society for Clinical Investigations.

- Next week is the Pitt Day of Giving.
- Black History Month - number of tremendous events celebrating the Black history.

## 5. Report of Senate President, Chris Bonneau

**President Bonneau** said that he would keep his report brief. The two-hour long Faculty Assembly meeting was devoted to discussing:

- Resolution from a Budget Committee, which is coming later on our agenda
- Gift naming policy
- Conversations on two statements coming from B&W and EIADAC on childcare support and OMET surveys and their use in faculty evaluations

Then, he turned the floor to Frank Wilson to talk about elections.

Wilson said that he felt good about the future of the Senate, because we have a solid list of candidates.

For secretary – Gosia Fort (HSL)

For vice president – Kristin Kanthak (Political Science), Melanie Scott (SOM) and Jeff Wood (Greensburg campus)

For president – David Salcido (SOM), our current vice president and Robin Kear (ULS), the former vice president.

We have full slate of candidates for Faculty Assembly. The elections for Senate Committees will followed; there is still time to indicate your interest.

## 6. Reports of Student Members of Senate Council:

### a. Student Government Board (SGB), Eric Macadangdang (*submitted in written, abbreviated*)

*Thank you Chris, and good afternoon everyone. I hope everyone is doing well and staying warm and safe during this time. It has been awhile since I have been able to speak to this group, as I have had my colleagues step in the past couple of meetings to give our report, and I am sure that they have done an amazing job.*

*Before I delve into my report on SGB, I did want to take a moment to congratulate Dean Bonner on his new expanded role as Vice Provost of Student Affairs, which I am hopeful will further help the overall student experience on campus.*

*The Student Government Board is also in the midst of our annual election season. This year we have a record 15 candidates running, with 12 candidates vying for 8 Board Member positions and 3 running to be our next president. These are numbers that I have never seen at my time in SGB, and I truly think it reflects the tremendous passion and drive that our students have in wanting to affect positive change on our campus. Later tonight, all 15 candidates will sit down virtually for a Meet the Candidates event, hosted by Pitt Tonight Host and Board Member Victoria Chuah. Next week, we will hold our presidential debate with our three candidates, moderated by the Political Science Student Association and WPTS. Our election will be held on March 2nd from 8AM to 8PM, meaning the next*

*time you'll see me I will be a lame duck, which is personally exciting.*

*Outside of elections, I wanted to touch on where we are at currently on several initiatives that are new or continuing.*

*First, several Board Members have finalized a proposal, in partnership with the Office of PittServes, for the creation of a Civic Engagement Hub on campus, which falls in line with the mission of the Year of Engagement this year. SGB has also helped establish a number of CEH fellows to help carry out the vital work to get this project off the ground.*

*Second, SGB is excited to announce the formal creation of the Committee on Student-Focused Public Safety Concerns, which will act as a subcommittee under the Chancellor's Public Safety Advisory Council. This group was developed in collaboration with other student leaders, council chair David Harris, and other stakeholders in public safety.*

*Third, SGB is excited to begin laying down the framework for an initiative to better understand the state of undergraduate student employment on campus. In collaboration with the Office of Human Resources, SGB is developing means of gathering relevant data and information on undergraduate student employment at Pitt, with a specific focus on the workplace environment and compensation.*

*Fourth, the Remunerations for Student Leaders Task Force has completed its months-long work and submitted a final report of recommendation to Dean of Student Kenyon Bonner. Remunerations are often an overlooked policy and aspect for many student leaders, but I cannot emphasize enough the importance of financially supporting the people who put in hours on end, like a full time job, into their organization and the school.*

*Finally, we will continue with other initiatives started last fall:*

*a dining task force in partnership with the Resident Student Association to build out a meaningful relationship with our new dining provider Compass;*

*our LGBTQIA+ Center Task Force to help figure out creative and substantive ideas to support out LGBTQIA+ Pitt community;*

*our Student Leader Database, which is meant to better democratize student participation in matters and groups where the student perspective is needed the most.*

*We are still providing or supporting essential services and programs to our student body, including free legal services, the Student Emergency Assistance Fund to help the most vulnerable among us, and our allocations process to help financially support our student organizations host and hold meaningful programs, conferences, and events.*

*The Student Government Board continues to be here as a resource for all students who have questions, comments, concerns, or ideas on how we can continue to improve the student experience here at Pitt. We encourage students and the Pitt community to connect with us via our virtual office hours, our Fix It Pitt online form, our weekly Public Meetings, or with a simple email to our members. Whether it's helping plan our graduation celebrations for the Class of 2021 or developing new strategies to better educate students on their rights as a tenant, SGB is always open to helping or supporting any and all initiatives that fall in line with our mission.*

Links shared via chat:

Meet the 2021 SGB Elections Candidates Event:

<https://calendar.pitt.edu/event/meet-the-candidates-2021-sgb-elections#.YC1Hc9KgUs>

Student Legal Services: <http://sgb.pitt.edu/student-services/student-legal-services/>

Student Emergency Assistance Fund: <http://www.studentaffairs.pitt.edu/dean/student-emergency-assistance-fund/>

Submit a Fix It Pitt: <http://sgb.pitt.edu/fixitpitt/>

SGB Civic Advising: <http://sgb.pitt.edu/student-services/civic-advising/>

Learn more about the SGB Election: <http://sgb.pitt.edu/joinus/2021-elections-candidates/>

Learn more about SGB's various task forces: <http://sgb.pitt.edu/government/task-forces-2/>

Thank you and Hail to Pitt!

**b. College of General Studies Student Government (CGSSG), Daemon Rhein (submitted in written)**

*It is my pleasure to provide an update on the state of affairs of the University of Pittsburgh's College of General Studies Student Government, the governing body that represents and advocates for CGS undergraduate students on the Pittsburgh campus. The following report will highlight the updates on events, projects, and other activities of the College of General Studies Student Government.*

*New Members:* *In the past month, the College of General Studies Student Government has appointed five new executive members: Ila Williams as Events Coordinator, Madison Mascari as First Year Relations Chair, Osman Jouejati as Engagement Chair, Cristina Perez as Advertising Chair, and Daemon Rhein as Judicial Affairs Chair. These new members have been informed the responsibilities of their positions and are currently working on student events and improving CGS's online activity and student engagement.*

*Events with Student Representatives:* *The College of General Studies Student Government is still in the process of creating an event for the end of February, but as of now, we are aiming for a "Student Trivia Night". Since this will be the first event for our new executive members, CGSSG believes that the students of the College of General Studies should be able to meet the members of their student government through a friendly, game-oriented event.*

*Increasing CGS Online Activity:* *Due to the stagnancy of some of the College of General Studies online accounts, Engagement Chair Osman Jouejati has begun to create a plan-of-action to increase CGS online activity to promote student engagement and involvement with the University of Pittsburgh.*

*The College of General Studies Student Government's goal is to serve the needs of CGS undergraduate*

*students and to promote the best interests of the student body. As the needs of our students change during this pandemic, CGSSG will continue to change in order to fulfill the needs of our students. Whether on campus or online, CGSSG is here to help!*

*Thank you and Hail to Pitt!*

**c.**

**Graduate and Professional Schools Student Government (GPSSG), Malena Hirsch**  
*(submitted in written)*

Hirsh updated the Senate Council on the most recent GPSG activities in four areas:

*External Relations* - *As of January, GPSG has been confirmed to now be a part of the National Association of Graduate-Professional Students Coalition, known as NAGPS. This will give Pitt graduate and professional students access to a variety of benefits, resources, and events, as well as provides a stronger network of students from other universities.*

*GPSG is also a contributing member of the Student Advocates for Graduate Education Coalition, known as SAGE, which is another national coalition. Engaging with these external partners ensures that GPSG is staying current on things that are impacting graduate and professional students both domestically and internationally, it also gives us an opportunity to share best practices and collaborate across universities, and it adds a plethora of external resources to supplement what the University provides.*

*Mental Health* - *As mentioned in January's report, GPSG's Vice President of Committees, Morgan Pierce, authored a Resolution titled Resolution-1: Self-Care for All. The resolution detailed students facing additional stress from the COVID-19 global pandemic as well as contemporary domestic politics and encouraged that the Spring semester self-care days be designated as formal academic holidays on the University calendar. This Resolution was presented to and voted on at the January 27<sup>th</sup>, 2021 Assembly Board meeting and it was approved with 19 yays, 0 nays, and 1 abstention*

*In our continued efforts to support graduate and professional student mental health, GPSG has been in talks with different schools and student organizations about gaps in the mental health resources available to graduate and professional students, specifically identifying a need in long-term resources. In March we will have a meeting with Dr. Jay Darr of the University Counseling Center to brainstorm how to best promote current resources and support other needs of graduate and professional students*

*Communications and Engagement* - *Our bi-weekly newsletter has gone out a few times now and we're very pleased with the ability to communicate with graduate and professional students on a more regular basis.*

*VP of Comms, Deanna Mudry, has been working hard to revamp the GPSG website and has been working with Pitt IT to get it integrated on the Pitt server. We have been having some issues and our website is currently locked in "maintenance mode." This is not ideal timing given that our election is coming up, but we are working with Pitt IT to get it fixed.*

*GPSG collaborated with the Pan African Graduate and Professional Student Association (PANAF) for a Black History Month Jeopardy event that will be held tomorrow. We're looking forward to more collaborative engagements with other student organizations and schools going forward.*

*And we are planning a spring town hall with Drs. Cudd and Godley, hoping for March*

*Elections - We held an information session 2/16 that was attended by a handful of interested students. We will also be posting short clips of the executive board sharing details about their role and highlights from their experience in the role to further promote the election.*

*We are pushing back our election timeline by one week because of the aforementioned issues with our website so the election is now March 8-14<sup>th</sup>. We have had a lot of interest, so we feel this is our biggest hindrance right now that we're working hard to overcome.*

#### **7. Report of the President of the Postdoctoral Association, Dave Gau**

*No report.*

#### **8. Report of the President of the Staff Council, Andy Stephany (submitted in written)**

*First, I want to say how excited I am about the news that the vacation accrual cap suspension will continue. It is of tremendous value to staff. We want to encourage staff to use vacation days to avoid a huge surplus of days. That said, there are areas of campus where staff are under enormous stress to continue to grind away, where they need to be on site, and cannot get away when their office is open. I want to partner to find ways to support those staff in particular.*

*Congrats to Dave DeJong on his pending non-acting appointment. He has been a tremendous partner to Staff Council through Provost Office and Staff Council. I am excited about the alignment between Business & Operations and OHR, and what that means for staff.*

*We continue to share and encourage staff to respond to the Pitt Vaccine survey.*

*Staff Council Mentor award – nominations are extended until 2/19. Please submit names of individuals who are leaders. We'll reach out to all individuals who get nominated to let them know their work in mentorship is being recognized. <https://staffcouncil.pitt.edu/awards/staff-council-mentor-award>.*

*Pitt Day of Giving – Staff Council will have two active funds, Endowed Book Fund for scholarships of children of Pitt staff as well as Staff Development Award in honor of Ron Frisch to recognize staff development. Not as important as purposes, if Staff Council wins, places, or shows in our competition group, I will take a pie in the face. Every individual contribution to Staff Council no matter how small will make a difference. You can give today and our site is in the chat.*

<https://www.pittdayofgiving.com/pages/university-of-pittsburgh-staff-council#givenow>

*During our postponed meeting, which happened earlier today, we heard two presentations:*

*- presentation by Officer Johnson (Congrats on upcoming retirement!) and Sgt. Riley about updates for pedestrian survey. Bigelow Blvd and other improvements have taken place.*

*- Mark Burdsall provided updates on various initiatives, including Shaping the Workplace. We're looking forward to all of the progress being made to continuously improve the working environment for staff. I'm particularly excited about progress being made toward salary bucketing and benchmarking to market for increasingly professionalized and competitive staff.*

*This concludes my report.*

## **9. Reports by and Announcements of Standing and Special Committees of the Senate**

### **Budget Policies Committee, Prof. Tyler Bickford, Chair**

Bickford explained the background behind the Resolution on meeting salary targets for lecturers, instructors and assistant professors. He talked about the role of BPC and summarized the Salary Increase Policy and the committee's findings on shortcomings in meeting the salary targets. The policy establishes targets at or above the median salary of the same rank at other peer institutions. While our associate professor's salary meets the target, the lower the rank, the bigger the gap between salary and the target. Therefore, the Resolution presented by the BPC asks the Provost to take action to comply with the policy in meeting the established salary targets.

Gallagher thanked PBC for this work and Tyler for excellent report of this complicated issues. He said, he will abstain from voting, but he fully supports the Resolution. He added that we had policy with clearly defined goals, but we failed at execution. Principles alone do not mean much if we cannot put the systems to make it happen. He said that he would use the resolution to start the changes.

Vote results: YES – 23, NO – 0, ABSTAIN - 2

### **Unfinished Business and/or New Business**

None

## **10. Announcements**

Bickford thanked Chancellor for supporting the resolution.

Stephany said that he is excited about the progress we are making on benchmarking salaries on the staff side and supports steps we are taking to help faculty.



## 11. Adjournment

Meeting was adjourned at 4:12 pm.

Documents from the meeting are available at the University Senate website:

<https://www.univsenate.pitt.edu/senate-council>

Respectfully submitted,

Małgorzata (Gosia) Fort  
Secretary, University Senate

Members attending:

Almarza, Aziz, Bonneau, Bonner, Brodt, Cudd, Doty, Fort, Gallagher, Goundappa, Gregerson, Hall, Hirsch, Henker, K. Humphrey, Kanthak, Kiesling, King, Kleebank, Klem, Loughlin, Macadangdang, Molinaro, Mulvaney, Murtazashvili, Poljak, Roberts, Rutenbar, Salcido, Sastry, Scott, Shekhar, Spiess, Stephany, Swigonova, Vento, Vilijaste, Washington, Wilson, Wood

Members not attending:

Abubaker, Bratman, Bunger, Cilli, Cousins, de Vallejo, Jeong, Jones, Khan, Kieselyov, Kohanbash, Kory, Landsittel, Mostern, Mulcahy, Munro, Nelson, Popovich, Potoski, Rauktis, Sukits

\*Excused attendance:

Gau, Judd, Kucan

Others attending:

Ayars, Bickford, DeJong, Denman, Harding, Harrell, Hitter, Jeffrey, Johnson, Jones, Kear, Labrinidis, Lalo, Lancaster, Leifson, McGivney, McGrane, McMahon, Moran, Pelt, Pickett, Rhein, Roadman, SantaCasa, Seldin, Spring, Staresinic, Supowitz, Tananis, Turner, Tuttle, Walker, Williams, Zwick

\*Notified Senate Office