

Senate Council Meeting Minutes
2700 Posvar Hall
October 16, 2019

AGENDA ITEM	ACTION
<p><u>Call to Order</u> The meeting was called to order by President Chris Bonneau.</p>	The meeting commenced at 3:00 pm.
<p><u>Approval of the Minutes of the September 18, 2019 Senate Council Meeting</u> Minutes were approved as written.</p>	Approved
<p><u>Items of New Business</u> Zachariah suggested to have a discussion on Socially Responsible Investing (SRI). It was added as an additional agenda item after CPR demonstration.</p>	No items
<p><u>Report of the Chancellor, Patrick D. Gallagher</u> Chancellor Gallagher opened his report with a short summary of the recently unveiled AAU campus climate survey. More at: A Community-Driven Response to Preventing Sexual Misconduct He stated that the new approach would be less from the administrative/educational point of view we took in the past, but rather focused on the culture change by engaging the whole organization. The idea is to issue a broad call to action, empower the community, put money into student organizations so they can focus on programs in this area, augment Pitt Seed funding, have office dedicated to education and prevention, and a dedicated webpage. The goal is to eradicate sexual assault on campus. He gave a quick highlight of the BOT meeting in Johnstown:</p> <ul style="list-style-type: none"> - Good opportunity to remind Trustees that Pitt is a five campus institution and to stress the role the regional campuses have - Annual report on the progress of the University, challenges and achievements - Plan for Pitt 2016-2020 is entering the final year so it is time to think of the new one <p>Then, Chancellor Gallagher run through several announcements:</p> <ul style="list-style-type: none"> - big year for Pitt in ranking (graduation rates improved, Pitt climbed in several categories) - new funding opportunities (team grant, scaling grants) - several noteworthy events (Lest We Forget exhibit, Homecoming, United Way Campaign, change in traffic patterns and traffic disruptions in Oakland, which are unavoidable, with a beautiful and improved campus ahead 	Report and Discussion

<p><u>Report of Senate President, Chris Bonneau</u></p> <p>We had a lively Faculty Assembly Meeting last week. Everyone knows it is World Restart a Heart Day and National Bosses' Day. But did you know it is also Senate President Haiku Day? Well....now you do.</p> <p>Fac Assembly met Heard from DeJong, Henderson Good info, questions</p> <p>NTS titles Faculty Aff Committee Supports renaming</p> <p>Vote on policies Next month at Senate Council Please read in advance</p> <p>Lots of discussion On academic freedom Koch Brothers funding</p> <p>David Salcido CPR demonstration No laughing matter</p> <p>Office on 8th Floor Meetings all day, every day The Provost Ann Cudd</p> <p>Patrick Gallagher Reports to Senate Council Happy Bosses' Day?</p> <p>There's monthly meetings Faculty, students, admin That's....shared governance</p> <p>This inspired by Year of Creativity Bad, bad, bad idea</p>	<p>Report and Discussion</p>
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<p><u>Reports by and Announcements of Standing and Special Committees of the Senate</u></p> <p>No reports</p>	<p>No discussion</p>
<p><u>Reports of Student Members of Senate Council:</u></p> <p><u>Student Government Board (SGB)</u> <i>Zechariah Brown, President</i></p> <p>Summary of SGB activities: SGB is busy planning the ACC Advocacy Days, meeting with legislators focused on higher education affordability. The conference will have an impressive agenda.</p> <p>They had a Mental Health Town hall with speakers, very productive, discussion about therapy and services for students needing help. Three more mental health events coming up.</p> <p>They are revising some of the governing documentation (election codes, constitution)</p> <p>Effort to create LGBTQ center on campus</p> <p>Workshop for house tenants (understanding landlords and tenants responsibilities)</p>	<p>No discussion</p>
<p><u>College of General Studies Student Government (CG SSG)</u> <i>Selena Eisenberg, President</i></p> <p>The work on legacy funds has been completed. As a result they decided to increase both scholarships (outstanding student of the year and non-traditional student travel abroad) to \$5K each.</p> <p>Inspired by Pitt match program, they decided to identify 5 CGS students, who are Pell grant recipients and gave them additional \$1K as well as 5 students who have childcare needs, to whom we will also award \$1K. Eisenberg concluded her report by mentioning 2 speakers they are going to invite to talk about health issues.</p>	<p>No discussion</p>
<p><u>Graduate and Professional Schools Student Government (GPSG)</u> <i>Rachel Coombs, President</i></p> <p>No report</p>	<p>No discussion</p>

<p><u>Schools of the Health Sciences</u> <i>Jacob Khan</i> No report</p>	<p>No discussion</p>
<p><u>School of the Arts and Sciences Graduate Students</u> <i>Anthony Verardi, President</i></p> <p>Verardi had no written report, but he offered emotional comments and concerns on the AAU campus climate survey. Students were moved by the results and they want to talk about it, but how to get their voices out. It's a critical moment, in which platitudes about coming together may not be enough to dismantle the structure of power which upheld the cycle of trauma within the University. Among his constituency, there is a feeling of vindication in the results of the survey. This is what they have been saying for years, how students' complains are handled on campus.</p>	<p>No discussion</p>
<p><u>UPPDA</u> <i>David Gau, President</i></p> <p>Good afternoon Senate Council members, we had a very successful close to Postdoc Appreciation Week last month at our inaugural postdoc retreat. 55 postdocs joined us at this event and were welcomed by Dr. Urban from the Provost Office and UPPDA. Attendees were presented information from UPMC Health Plan and Life Solutions, and also heard from the Office of Diversity and Inclusion. We also held breakout sessions for international postdocs, payroll, parenting as postdoc, and a general Q&A session. There was also a resource fair and I thank all the tablers for sharing their time with postdocs. In particular, I was very happy to see the enormous interest in the Center for Creativity. The number one feedback regarding the event was we need a bigger space for next year.</p> <p>Yesterday, UPPDA jointly held the Science Career Symposium with the Office of Academic Career Development. We had roughly 200 graduate students and postdocs register for the event which hosted 15 career table discussions. Participants heard from various people in career fields from academic, industry, government, and non-profit to learn about these career prospects. UPPDA also proudly honored Dr. Levine by naming our Postdoctoral Advocate Award to the Arthur S. Levine Postdoctoral Advocate Award. This award is given annually to an individual who has demonstrated a profound, sustained, or leadership contribution to the postdoctoral association. Since 2005, this honor has been awarded 15 times, most recently to Dr. Nathan Urban, but not a coincidence, the first recipient of this award in 2005 was Dr. Levine. Dr. Levine was the reason a postdoctoral association exists here at Pitt when he supported its establishment in 2002 and provided professional and financial support, which has allowed our</p>	<p>No discussion</p>

<p>association to grow over these nearly 20 years. Thank you again to Dr. Levine.</p> <p>Tomorrow, we are hosting a happy hour for our international postdocs with a Latin America theme. These themed events are made possible through on-going support from OIS.</p> <p>Aside from our programming efforts, we have been in conversation with Dr. Urban about postdoc access to print stations across campus. We are also in the discussing postdoc classifications and fringe benefits. Postdocs are currently classified as either associates or scholars. Scholars are fellowship or training-grant funded postdocs who are not considered Pitt employees and as such have a different path to access certain benefits. Scholars do not receive a W2 since they are not employees and this has always caused confusion especially with international postdocs when it comes to filling for taxes. We are working together with OIS and GPSG to determine a way to help graduate students and postdocs answer questions related to taxes. Lastly, UPPDA is collaborating with the Hillman Academy Summer Program to mentor over 70 high school students from the region and beyond in research experience in addition didactic and professional development training. This has been a transformative 8-week experience for hundreds of young scientists, many of whom come from underrepresented and under-served backgrounds, and has helped spark their interest for further education and careers in science. We are looking for graduate students or postdoctoral mentors to partner with high school students and help with science fair preparation. Please let me know if you know someone that may be interested, and I can help connect them with the Hillman Academy. This concludes my report.</p> <p><i>Verardi</i> asked what fields are represented in the Science Fair</p> <p><i>Gau</i>: data science, science policy, pharmaceutical company, undergraduate teaching, postdoc training</p>	
<p><u>Report of the President of the Staff Council (SC)</u> <i>Andy Stephany, President</i></p> <p>Good afternoon President Bonneau, Chancellor Gallagher, members of Senate Council.</p> <p>Staff Council hosted our Campus Safety Crawl on October 1. We want to thank members of SGB, Pitt Police, Facilities Management, Community and Governmental Relations, and the University’s PUP Committee for attending. We are in the process of assembling our report and will share it with</p>	<p>No discussion</p>

appropriate parties. We will continue to welcome digital feedback - we have a "virtual crawl" portal set up on our website.

Staff Council was honored to participate in Senior Vice Chancellor Humphrey's Senior Leadership Academy earlier this month and speak to the cohort directly about Staff Council and shared governance at Pitt. The Leadership Forum was an excellent opportunity to learn about leadership broadly and hear what impactful Pitt alumni have to say about the topic.

Friday is the annual Pitt Day of Caring. Staff Council has a designated team project at the South Side Park on the Hillside. We're looking forward to getting our hands dirty outside to demonstrate our commitment to serving the community. We ask the University to continue to emphasize that participation in the Pitt Day of Caring, an institutional day of volunteerism, is considered a paid, approved absence. There is no need to take personal or vacation time for this day, and supervisors should encourage their staff to participate.

Staff Council and the Pitt Alumni Association's Blue and Gold Society are collaborating to host walking campus tours this month. In addition to our tour last Tuesday, we are still accepting reservations for tomorrow. Our goal is to introduce new and seasoned staff (and faculty, if interested) to the architecture and history of our beautiful campus and facilitate an appreciation for university facilities beyond their work building. You can register for that tour on our website.

Staff Council had our monthly general body meeting today. We announced we would be accepting nominations for the Staff Mentor Award in the coming weeks. Please be sure to tell us about staff who are helping others achieve greatness. We are also kicking off our Endowed Book Fund Award process. We will acknowledge children of Pitt staff enrolled at Pitt campuses with scholarships for the 19th year.

We also hosted Work Partners Onsite Health Coach Carol Martin-Mack, who shared with us all of the resources available to staff (and faculty) about opportunities to improve our health. Employees and domestic partners of Pitt employees are eligible for flex spending credits at enrollment, follow-up, and completion of the programs. The Medical Arts Building, conveniently located at the center of campus, is the base for these coaches. We encourage you to seek out their wisdom for your better health.

Staff Council has established a Diversity & Inclusion team, led by Chancellor's Awardee Karen Steffey. She and her team will work to

<p>strengthen Staff Council as a vehicle for communication on ODI initiatives for staff as well as analyze Staff Council’s inclusiveness.</p> <p>We will be hosting two upcoming brown bags. The first is on October 31. Vice-Chancellor and CIO Mark Henderson will be speaking about Pitt IT and the Pathway to the Future. And the second brown bag will be led by our friends at Be Fit Pitt on November 15, where they will help us get up and get moving to get through the holidays.</p> <p>Our next general meeting is Wednesday, November 20, at noon, in room 102, Benedum Hall. All are welcome to attend. This concludes our report.</p>	
<p><u>Unfinished Business or New Business</u></p> <p>CPR demonstration <i>Salcido</i> talked about the importance of fighting and being prepared to fight cardiac arrest to uphold the tradition of Pitt researcher - Peter Safar. Then he invited to the floor, <i>Josh Schneider</i>, the president of the Student Emergency Services. Josh talked about the respect of Pitt in starting the Freedom House Ambulance Service and CPR. He pointed out to a drastic increase in survival rates when CPR and defibrillation is administered by the trained citizens. Here at Pitt we have 85 AED scattered across campus, which is a good start. <i>Schneider</i> called to take one more step and teach these skills on large scale.</p> <p>Next the EMS students performed a demonstration to show how easy CPR is and they followed it with presenting to the Council how to stop bleeding. PulsePoint App shows the placement of AED and helps identified the closest one.</p> <p>Bystanders can help save lives. If trained they can effectively use the available tools.</p> <p><i>Lauren Petro</i> shared the personal story that inspired her to go into emergency services and proved the importance of early CPR. University wide bystander training is offered by EMS. It would be a pioneering effort to require all student, staff and faculty get training. <i>Stoner</i> asked about PulsePoint and the police blood control kits, which are at some AED but not all places.</p> <p><i>Schneider</i> confirmed that they were purchased and would be distributed across campus</p> <p><i>Stoner</i> stated that PulsePoint would be then a proper way to identify the blood control kits.</p>	<p>Presentation and discussion</p>

Salcido said that it is one of ways, because there is also a map on campus that identifies the locations of AED.

Bratman: I have heard that you get a swifter response if you call Pitt Police instead of 911. Is this true?

Several responses saying that these are different channels but the same result.

Bratman: Do we have a good Samaritan law in Pennsylvania?

Schneider: We do. Plus it is better to do something than do nothing.

Salcido offered to email link with the updated law.

Socially Responsible Investing Discussion

Brown (SGB) provided the background information for this agenda item. SGB passed the resolution in favor of SRI. With this discussion today we seek to understand better the University response to the idea, gage your interest in any possible resolution, and look for any feedback to help us understand better the complexities of the issue.

Chancellor Gallagher provided information gained from the work of SRI Committee who investigated and provided report with three lines of activities the University could take:

1. Expand activities beyond fossil fuel issue (in lieu of divestment) while dealing with the climate change issues;
2. Incorporate positive screening – evaluate how your investments align with your values, consider qualities of the company not from the financial point of view, with the idea that high quality company bringing a better value to society should be a better investment than the one acting in exploitative way. And this is what is happening now, The Chief Investing Officer and the investment team are working on a draft report incorporating the adoption of the environmental, social and corporate governance (ESG) policy.

We would be in a small group of universities and one of the leaders in adoption of ESG.

3. The third line of activities aligns with what the fossil fuel divestment group advocates for – negative screening – that is to exclude a class of investments on the policy level. This is something that is not under the

control of the University administration; this decision is solely in the power of BOT. Board of Trustees takes very seriously their responsibilities to protect our endowments. It is not to say that divestment cannot happen, because it did happen in the past when we divested in South Africa, but since the BOT reserved this authority to the full Board, you have to make the case and put it before the BOT to consider. And this is what the SRI Committee is doing. We hope this would be ready before the next BOT meeting in February so they can evaluate the threshold. My discussion advice where can you be helpful is to tell me if you are on board with the plan I have just outlined. If not, I need to know it. BOT is looking at the very careful analysis, because of this fiduciary responsibility they have, therefore I think it would be the best to provide them with a very well researched argument with pros and cons for divestment.

Labrinidis suggested that the University could also provide advice on faculty investments. Though nobody can tell faculty where to invest, the University could label the investments to indicate how socially responsible they are and this would be also a signal how important the issue of SRI is.

Peterson asked for clarification whether there is any interest among the shared governance body to help add students' voice to the collective voice so we all can weigh on the issue.

Gallagher: Including student voice is how the process was started. I know that your group is frustrated with the speed, but on one side of it is the Board's calendar, and on the other side is the need to strengthen the case. One fact here that is uncomfortable is that students put the issue before the Board through the Student Affair Committee two years ago and the Board made decision not to vote on it. My take away from this is that we need to make a stronger case, the quality of the case is the most important.

Bonneau added that if we stopped the process with SRI Committee work, it will lead to more delays, because we will have to start a new process and get the buying of all groups again. So my inclination is to wait and see what the recommendations from the CIO and CFO are. There is a lot of good work and research being done right now that should be wrapped up. Considering that the Board rejected the issue, I think that petitions and resolutions may not be the most effective. We do not need to wait passively but help the University to stay on the current path, gather resources and research, and once we know recommendations go from there.

Doty: On whom the onus lies to provide the argument to BOT?

<p><i>Gallagher:</i> The Michigan model creates an Ad Hoc Committee (including all constituencies, so there will be the aspect of shared governance, with participation of external experts and general council input).</p> <p><i>Bonneau:</i> If divestment is considered, there may be some short or long term hits on endowments, some trade-offs are possible, and all this merits a careful consideration.</p> <p><i>Gallagher:</i> What happened in California injected some urgency into the process. If you read news carefully, it was positive screening. We are going to use both tracks: we are doing ESG and looking into presenting the idea of divestment to the Board. The SRI committee work put us in a good position to tackle the issue comprehensively.</p> <p><i>Brown</i> stated that SGB is satisfied with how the process needs to go, with having the proper time to research the issues and delve into minutia of it. And he ended by stating that they are very interested to work well within the shared governance system and keep involving us in the ideas they put forward. He invited all interested in further conversation to contact him.</p> <p><i>Bonneau</i> thanked him for bringing the issue to our attention.</p> <p><i>Peterson</i> added that UC divested for financial reasons, since the research proves that staying with fossil fuel investments hurts you returns.</p>	
<p><u>Announcements</u> <i>Gallagher</i> reminded everyone about the Science 2019 event happening on October 16-18</p>	Announcements
<p><u>Adjournment</u></p>	Adjournment at 4:30 pm

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

Respectfully Submitted,
 Małgorzata (Gosia) Fort

Members attending: Aziz, Bachman, Bonneau, Bonner, Bratman, Brown, Conley, Coombs, Cousins, Cudd, Dahm, Doty, Eisenberg, Fort, Gallagher, Gau, Goundappa, Gregerson, Guterman, Humphrey, Infanti, Kleebank, Kucan, Labrinidis, Molinaro, Mulvaney, Peterson, Poljak Rutenbar, Salcido Sastry, Stephany, Stoner, Swigonova, Verardi, Washington, Wilson

Members not attending: Agarwal, Buchanich, Denman, Gaddy, Kanthak, Kaufman, Kaynar, Khan, Kohanbash, Kory, Landsittel, Long, Loughlin, Martin, McGreevy, Mostern, Mulcahy, Munro, Nelson, Sukits, Unger, Weinberg, Yates

*Excused attendance: Becker, Kovacs, Levine, Sant

Others attending: Ayars, Baughman, Blickley, Connelly, DeJong, Ellinhora, Harrell, Hogg, Johnson, Jones, Kent, Lalo, Petro, Pope, Scheider, Scott, Seltzer, Staresinic, Supowitz, Walker, Zwick

*Notified Senate Office