

Senate Council Meeting Minutes
2700 Posvar Hall
November 13, 2019

AGENDA ITEM	ACTION
<p><u>Call to Order</u> The meeting was called to order by President Chris Bonneau.</p>	<p>The meeting commenced at 3 pm.</p>
<p><u>Approval of the Minutes of the October 16th, 2019 Senate Council Meeting</u> Minutes were approved as written.</p>	<p>Approved</p>
<p><u>Items of New Business</u> No items of new business were raised.</p>	<p>No items</p>
<p><u>Report of the Chancellor, Patrick D. Gallagher</u> <i>Chancellor Gallagher</i> reported that:</p> <ul style="list-style-type: none"> - The Interim Policy on University Closures and Class Cancellation has been adopted - VC for Human Resources, David DeJong would be announcing shortly a relaunch of some HR initiatives under a broad framework including 5 elements: salary, benefits, work balance, performance evaluation & faculty advancement, work environment - The new Plan for Pitt would be launched in January <p>He gave update on work surrounding the AAU climate survey, which included making available or increasing funds to support Seed for Pitt, student initiatives and interdisciplinary research in sexual misconduct.</p> <p>He announced that</p> <ul style="list-style-type: none"> - Homecoming had one of the largest participation - The second cohort of Panther Forward students was named (to take advantage of this philanthropic not loaning program which helps reducing student debt) - Lest We Forget exhibit closes soon, so it is last chance to see it - Pitt Day of Caring had a 105% increase in participation this year - It is a 1st Anniversary of the Community Engagement Center in Homewood - Pitt opened the Center for Sustainable Business - Undergraduate students will have opportunity to achieve the Global Distinction credentials 	<p>Report and no discussion</p>

Report of Senate President, Chris Bonneau

Report and Discussion

Faculty Assembly had a lengthy, but productive meeting last Tuesday. We had three significant action items on our docket.

First, we overwhelmingly approved a recommendation from the Faculty Affairs Committee that “non tenure stream” faculty be changed to “appointment stream.” Additionally, we recommended that “teaching” be added to the bylaws as an acceptable modifier to professorial titles, in the same way that “clinical” and “research” are. I am thrilled that we are making progress on this issue, and I would encourage all schools to grant their appoint-stream faculty professorial titles with appropriate modifiers. As I said last week, no one knows what Lecturer II means. But we do know what Teaching Associate Professor means. All of our colleagues with terminal degrees should have professorial titles, and this is an important step.

Second, we approved the Pennsylvania Residency Policy. This is before you for a vote today. In addition to passing unanimously, it also was endorsed by the Student Admissions, Aid, and Affairs Committee.

Finally, we had extensive discussion on the Electronic Accessibility Policy. Significant concerns were raised about how this would be implemented, how compliance would be enforced, and who would shoulder the burden for cost—both monetary and time. I want to emphasize that nobody has any issues with the intent of the policy and everyone wants to be able to comply. But given the breadth of the policy, Assembly members were not satisfied that the implementation and enforcement has been thought through. Many members felt that the policy was sufficiently vague as to allow for all kinds of unfunded mandates, and wanted to see the language tightened up. The Assembly decided to table the policy and send it back to the drafting committee for additional clarification.

Chancellor Gallagher commented that the policy formulation process had been revised last year and the first policies coming out of this new process would help us to fine tune it.

Reports of Student Members of Senate Council:

<p><u>Student Government Board (SGB)</u> <i>Zechariah Brown, President</i> Brown announced the Gun Violence Prevention Letter initiative (with 1000 signatures). Tennant Workshop is happening today. He mentioned that some of the organization’s Bills are open for comments. The upcoming events include mixer with 60 club presidents focused on LGBTQ issues and at-large meeting of SGB on Sunday.</p>	<p>Report and no discussion</p>
<p><u>College of General Studies Student Government (CG SSG)</u> <i>Selena Eisenberg, President</i> No report</p>	<p>No report</p>
<p><u>Graduate and Professional Schools Student Government (GPSG)</u> <i>Rachel Coombs, President</i> No report</p>	<p>No report</p>
<p><u>Schools of the Health Sciences</u> <i>Jacob Khan</i> No report</p>	<p>No report</p>
<p><u>School of the Arts and Sciences Graduate Students</u> <i>Anthony Verardi, President</i></p> <p>First, I’d like to extend thanks to Chancellor Gallagher and the Office of the Chancellor for hosting the every semester Student Leaders Dinner at his residence last Monday. It’s been a month of turning wheels and grinding gears in the Dietrich School. Most of what I have to report on at the moment concerns either plans already in motion or discussions about how to put plans in motion. Beginning with plans in motion, a colleague and I will be meeting with Associate Dean for Graduate Studies Holger Hooch and Coordinator for Graduate Student Services Briea St. Clair next Monday to discuss mental health initiatives that the A&S Dean’s Office is rolling out soon and provide feedback about their proposed actions.</p> <p>Moving on to discussions of planning that’ve happened in the course of the past month, they have unsurprisingly centered on responding to the findings of the 2019 AAU Campus Climate Report for Pitt. I’m happy to see University officials taking active steps at multiple levels of governance and administration toward putting new structures of support into place for</p>	

both facilitating preventative measures and addressing shortcomings in existing approaches to handling incidences of sexual assault and sexual misconduct. I'm likewise happy to see that both undergraduate and graduate student voices are being centered in this community-driven undertaking from its outset.

On Monday evening, Associate Vice Chancellor for Civil Rights and Title IX Katie Pope paid the A&S GSO a visit at our monthly meeting to personally address the findings of the report and partake in a town hall about both its content and the role of the Title IX Office at Pitt more generally. In brief, I would characterize the discussion as positive but frank, and predominantly centered on seeking clarification and understanding. It should come as a surprise to nobody that my constituents want to make it unequivocally clear that the University's response to the findings of the AAU Report must go beyond providing support for research initiatives about sexual misconduct and instead aim to have an impact on reducing the number of incidents of harassment and assault on campus. What I'm not trying to intimate here is that I don't think this is what's happening already, but that directed messaging outlining concrete intended actions to this point would be welcome. It's become exceedingly clear to me that we need more opportunities like this GSO town hall to give students access to information in low-stress settings where they can ask questions about policies and guidelines, insofar as a discussion about sexual misconduct can ever be low-stress. This concludes my report.

UPPDA

David Gau, President

Good afternoon Senate Council, I am pleased to report that the University of Pittsburgh Postdoctoral Association was awarded the National Postdoc Association Elsevier National Postdoc Appreciation Week award for the most collaborative event. This was awarded for our collaborative efforts with the inaugural Postdoc Retreat which we held two months ago. The retreat welcomed new and current postdocs to our campus and highlighted resources and communities available to postdocs here at the University. I cannot thank all our supporters enough for making the event possible.

I am also happy to report that OIS and the Provost Office has supported subscribing to Sprint Tax Services which will provide licenses for our international postdocs and graduate students tax filling services for this

<p>year. Thank you to them for their support in this effort as we continue to work out ways to help our postdocs and graduate students with help with tax season.</p> <p>More good news for postdocs, on January 2020, all postdocs will have access to the same software as faculty. This has previously been an issue since postdocs had varying degrees of access to software through the University depending on their status. I would like to also report that we are continuing our discussion on benefits related to postdocs, in particular, matched retirement and paid personal leave, with the Benefits and Welfare Senate Committee. We will also be starting a discussion on the Guidelines for Postdoctoral Associates and Postdoctoral Scholars with the UCGS subcommittee at their first meeting coming up. I will be glad to provide updates on these efforts as they progress.</p> <p>This concludes my report.</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 and the Pitt Alumni Association’s Blue and Gold Society are collaborating to host walking campus tours on November 14 and 19. Our goal is to introduce new and seasoned staff to the architecture and history of our beautiful campus and facilitate an appreciation for university facilities beyond their work building. You can register for the tours on our website.</p> <p>We are in the process of reviewing applications for our Endowed Book Fund award. We plan to distribute 2 \$500 awards to children of Pitt staff enrolled at a Pitt campus.</p> <p>We are also reviewing nominations for our Staff Mentor Award. We want to recognize exemplary leaders and connection makers among Pitt staff.</p> <p>We are looking forward to recognizing the winners of both of these awards at next month’s Staff Recognition Ceremony. We are honored to be a part of this tradition – it’s very important to reward and acknowledge</p>	<p>No discussion</p>

<p>the years and years of institutional knowledge provided by long-serving staff.</p> <p>It is crucial that Pitt finds innovative ways to support work-life balance through creative work environments. Making flexible work schedules and remote work opportunities a part of the culture of Pitt will help us attract and retain talented staff in an increasingly competitive job market. I want to thank the University Times for sharing my thoughts on the subject last week.</p> <p>Staff Council members are auditing a new FDSP course this month which will debut in the spring. We are glad to provide constructive feedback on sessions and information prior to wide distribution. Please reach out to me if Staff Council or our members can be of service.</p> <p>We will be hosting a Staff Council Seminar on Friday, led by our friends at Be Fit Pitt, where they will help us get up and get moving to get through the holidays. We will also be hosting Therapy Dogs on campus during the day on November 26. All are welcome to both events.</p> <p>Our next general meeting is Wednesday, November 20, at noon, in room 102, Benedum Hall. Ron Idoko from Diversity and Inclusion will speak to us about Pitt Communities. All are welcome to attend. This concludes our report.</p>	
<p><u>Reports by and Announcements of Standing and Special Committees of the Senate</u></p> <p>No reports</p>	<p>No reports</p>
<p><u>Unfinished Business or New Business</u></p> <p>Pennsylvania Residency Policy, <i>Tom Hitter</i>, Asst. VC for Policy Development and Management and <i>Beth Stack</i>, Assoc. VC, Student Financial Services</p> <p><i>Hitter</i> introduced the policy, which established criteria for charging tuition for in state and out-of-state students. It does not introduce any new rules but aims at making it more transparent and easy to navigate for parents and students.</p> <p><i>Verardi</i> asked for clarification if the treatment of emancipated minors would fold into the regulation which treats anyone under 21 as minor and classifies them based on their parents' address.</p>	<p>Policy voted and passed</p>

<p><i>Stack</i> explained that the age comes from the federal mandate but students will have the petition process to draw attention to their specific life situation.</p> <p><i>Labrinidis</i> suggested to clarify the “time of enrollment” which is the time when someone starts and not when they were accepted.</p> <p><i>Stack</i> confirmed that this update would be included when the policy is released.</p> <p><i>Gallagher</i> – explained that he would abstain since we are voting to make recommendation to him and added that Senior Administration team reviewed this policy and provided him feedback separately, so in this vote they are getting two bites of the apple.</p> <p>The Policy was voted on and passed with 1 abstention</p>	
<p><u>Announcements</u></p> <p><i>Bonneau</i> reminded everyone that next semester the Senate Council would meet on Thursdays.</p>	Announcements
<p><u>Adjournment</u></p>	Adjournment at 3:37 pm

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

Respectfully Submitted,
Małgorzata (Gosia) Fort

Members attending:

Becker, Bonneau, Bonner, Brown, Conley, Cousins, Cudd, Dahm, Doty, Fort, Gallagher, Gau, Goundappa, Gregerson, Guterma, Humphrey, Infanti, Khan, Kleebank, Kory, Kucan, Labrinidis, Levine, Molinaro, Poljak, Rutenbar, Salcido, Sant, Sastry, Stephany, Stoner, Swigonova, Verardi, Washington, Wilson, Wood

Members not attending:

Agarwal, Aziz, Bratman, Buchanich, Coombs, Denman, Kanthak, Kaufman, Kaynar, Kohanbash, Landsittel, Long, Loughlin, Martin, McGreevy, Mostern, Mulcahy, Mulvaney, Munro, Nelson, Peterson, Sukits, Unger, Weinberg, Yates

***Excused attendance:**

Bachman, Eisenberg, Kovacs

Others attending:

Ayars, Baughman, Connelly, Cao, DeJong, Graham, Harrell, Hitter, Johnson, Jones, Moran, Pope, Scott, Seldin, Stack, Staresinic, Supowitz, Tenney, Turner, Walker, Zwick

*Notified Senate Office