

University of Pittsburgh
Senate Council Minutes
February 5, 2007

1. Call to Order: President John Baker called the meeting to order at 3:00 pm.
2. Approval of Minutes of December 4, 2006 Senate Council Meeting: approved as written.
3. Introduction of New and/or Unfinished Business: None
4. Report of the Chancellor, Mark A. Nordenberg
 - a. Pitt faculty achievements.
 - i. *Jean Ferguson Carr* and *Stephen L. Carr*, associate professors in the University of Pittsburgh Department of English, will (along with their co-author) receive the 26th annual Mina P. Shaughnessy Prize from the Modern Language Association (MLA) of America for their book, "Archives of Instruction: Nineteenth-Century Rhetorics, Readers, and Composition Books in the United States." *David Bartholomae*, chair of the Department of English received the same award last year. Pitt is the only university to have consecutive winners.
 - ii. *Consuella Lewis*, assistant professor in the University of Pittsburgh School of Education, received a Fulbright New Century Scholars (NCS) grant for the 2007-08 academic year to examine the topic "Higher Education in the 21st Century: Access and Equity."
 - iii. *Michael Boninger*, professor and vice chair for research in the School of Medicine's Department of Physical Medicine and Rehabilitation, was inducted into the National Spinal Cord Injury Association's Spinal Cord Injury Hall of Fame in a ceremony at Washington's John F. Kennedy Center for the Performing Arts.
 - iv. *Jeannette South-Paul*, chair of the Pitt School of Medicine's Department of Family Medicine has been selected to receive the American Medical Association Foundation's 2007 Pride in the Profession Award.
 - v. *Charles "Chip" Reynolds III* has been named a recipient of the American College of Psychiatrists' Award for Research in Geriatric Psychiatry. He was also recently installed as the UPMC Professor of Geriatric Surgery.
 - vi. *Douglas Kondziolka*, vice chair of neurological surgery and professor of radiation oncology was installed as president of the Congress of Neurological Surgeons. He was also installed as the Peter J. Jannetta Professor of Neurological Surgery at Pitt.
 - vii. *Thomas C. Hales*, University of Pittsburgh Mellon Professor of Mathematics received the American Mathematics Society's (AMS) David P. Robbins Award, in recognition of his work on the Kepler conjecture.
 - viii. *Kathleen Blee*, one of the country's leading experts on gender, race, and hate groups, has been named Distinguished Professor of Sociology in the School of Arts and Sciences
 - ix. Winners of the 2007 Chancellor's Distinguished Teaching Awards were announced: *Kathleen M. Blee*, *Marek J. Druzdel*, *Marilyn T. Hravnak*, *Jeremy Levy*, and *Philip E. Smith*.
 - b. Institutional recognition.
 - i. The University of Pittsburgh has placed first among colleges and universities in Pennsylvania, and 15th among the top large universities nationwide, in the number of its alumni serving as Peace Corps volunteers.
 - ii. Pitt ranked 4th among US public institutions of higher learning and 10th among all US colleges and universities with endowments in excess of \$1 billion dollars, in terms of the percentage increase in the market value of its endowment for the fiscal year 2006. Chancellor Nordenberg attributes this to both good management of the endowment, and success in attracting more money.
 - iii. The *Financial Times* of London's ranking of full time MBA programs worldwide, ranked the Katz School 1st nationally and 24th internationally in terms of the value it delivers for the investment required of students.

c. New student leadership. Chancellor Nordenberg was pleased to participate in the recent inauguration of the new Student Government Board officers. Senate President John Baker represented the University Senate.

d. Pitt celebration of Black History Month. For the past three years, the University has taken on projects to celebrate Black History Month. This year, the University and Hill House will co-host the premiere of the documentary: *Freedom House*. The film chronicles the history of the nation's first paramedics, a group of largely Pittsburgh-based African American men that had been trained by Peter Safar, MD. Their efforts became the model for emergency medical care nationwide. Chancellor Nordenberg publicly thanked Vice Chancellor Robert Hill for his work to bring this project to fruition.

e. Endowed visiting professorship. New forms of support have emerged in 2007. One such gift, from Pittsburgh business executive William F. Benter, will establish the University Center for International Studies (UCIS) Endowed Visiting Professorship in Contemporary International Issues, with an initial focus on the Middle East.

f. PA budgetary challenges. 2007 commences with a range of budgetary challenges. The PA legislature will be concerned with healthcare, (including special problems of the uninsured); transportation (including the problems facing public transportation); taxes (including the continuing quest for property tax relief), and the concern that PA has become uncompetitive for many businesses. The University will work hard to ensure that higher education also has a place on the PA legislative agenda.

5. Report of the President of the Senate, John J. Baker

a. Moving Senate Council to the second Wednesday of the month. The Chancellor has asked if the meeting day for Senate Council could be moved from the second Monday of the month to the second Wednesday of the month, beginning in January, 2008. This change would allow the Chancellor and Provost to travel to national meetings that occur on Sunday, Monday and Tuesday without having to miss Senate Council meetings. President Baker consulted the other Senate Officers, and SAC President Rich Colwell. The Chancellor consulted Dean of Students Kathy Humphrey for possible conflicts with student activities. No major objections have been raised, so Senate Council will be moved to the second Wednesday of the month next year. Chancellor Nordenberg expressed his gratitude.

b. Senate committees. Irene Frieze was elected Chair of the Senate Elections Committee. She also chairs the Senate Ad Hoc Committee for the Promotion of Gender Equity, and will discuss the committee's mission statement later in the meeting.

c. Fitness for Life. At the January 30, 2007 Faculty Assembly meeting, Senate Vice President Michael Pinsky presented a proposal from the Risk Management Subcommittee of the Senate Ad Hoc Committee on Fitness for Life, on possible ways to reduce the incidence of cardiovascular disease. Professor Phil Wion made a motion for Faculty Assembly to endorse the Risk Management Subcommittee's proposal. The motion was adopted by Faculty Assembly and reads as follows: "I'd like to formally move that Faculty Assembly endorse the report of the Committee with enthusiasm, and thank Dr. Pinsky and the other members of the Committee." Vice President Pinsky will summarize the Risk Management Proposal later in the program.

d. Resolution concerning PAT bus service:

- i. At the January 30 Faculty Assembly meeting, Professor Van Hall introduced a resolution concerning the proposed reductions in bus service by the Port Authority of Allegheny County. The resolution was adopted by Faculty Assembly, The resolution reads as follows:

Whereas, The proposed reductions in service by the Port Authority of Allegheny County will have a profound and negative impact on the students, staff and faculty of the University of Pittsburgh; and

Whereas, The University of Pittsburgh has attempted to increase the use of public transportation by its students and employees to reduce traffic and parking congestion in the Oakland area; and

Whereas, In a statement reported in the Pittsburgh Post Gazette of 27 January 2007, Mr. Steve Bland the Executive Officer of the Port Authority requested comments from local, political and institutional leaders concerning these proposed severe reductions; therefore, be it

RESOLVED, That the officers of the Senate and/or their designees, and the University Administration, become involved with local civic and political leaders to discover additional national, state and/or local funding for public transportation to assist the Port Authority.

ii. Chancellor Nordenberg reported that Pitt has long championed the value of easy access to public transportation for its students, faculty and staff. This will be important to the University both now, and in the future. He reported that Senate President Baker initiated a discussion on how the University Senate might collaborate with University administration in addressing this issue.

iii. Erick Tatro offered that graduate students are willing to assist. Chancellor Nordenberg invited student government organizations to inform him of their efforts, so that these could be further leveraged by Pitt's Governmental Relations Office.

iii. Van Beck Hall wondered why there were no University representatives at the recent hearing at Alumni Hall. Chancellor Nordenberg responded that attendance at this hearing would not normally be the University's approach to communication concerning this issue.

6. Reports of the Student Members of Senate Council.

- a. Student Government Board (SGB). Shady Henien, President, reported that SGB is working on a number of initiatives, including campus unification and campus safety.
 - i. SGB is investigating the possibility of bringing the *USA Today Readership Program* to Pitt. The program would bring both the *New York Times* and *USA Today* to campus, at a cost of \$2.50 per student, per semester. A four-week trial will commence mid-March.
 - ii. SGB has been working to extend SafeRider services for students.
 - iii. SGB is attempting to put pressure on local rental property owners to improve housing conditions for our students.
 - iv. SGB proposes to create a shuttle from the Pitt dorms to a Giant Eagle grocery store.
 - v. SGB President Henien represented the student body at the PAT public hearing, and reported that the 28X Airport Flyer, and buses to downtown and Monroeville, are essential to student holiday travel and for their transportation to internships, jobs and research assignments.
 - vi. SGB is working to establish a campus-wide President's Council. This will provide a forum for the leadership of 350+ student organizations to communicate and achieve greater collaboration.
 - vii. The Incoming Freshman Mentorship Program (IFM), (created by Henien when he was a SGB board member) paired 200 incoming freshman with student mentors with similar majors and goals. SGB's goal is to now pair every incoming freshman with an upperclass student. Henien now requests the support of University Senate and the Department of Student Life. Specifically, SGB needs permission to send information concerning the mentoring program to incoming students via the initial acceptance letter, or orientation packet.

viii. Henien observed that the cover sheets that identify printing jobs in the Pitt computer labs might be better utilized. He proposes that these be used to communicate upcoming student organization and University events, and might even generate advertising income.

ix. A key SGB mission is to represent Pitt students at local, state, and federal levels. In early March 2007, SGB leadership will participate in Washington, D.C. lobbying activities associated with National Student Lobbying Day, and advocate for tuition assistance and student grants.

x. The first Town Hall Meeting of the semester was dedicated to considering some of the issues that women face on campus, including safety, stereotypes, and the proportion of female to male professors.

xi. Senate President Baker remarked that he is impressed with the SGB plans, and looks forward to working with SGB. Immediate Past President Irene Frieze suggested that SGB might ask for help from specific Senate Committees as needed (e.g. Senate Admissions and Student Aid Committee might assist with gaining the permission required to contact incoming students).

b. Graduate and Professional Student Association (GPSA). The GPSA President not present due to an academic commitment; the report was read by Erick Tatro.

i. GPSA is working to update its website.

ii. GPSA is sponsoring various social and fundraising functions. The organization is reaching out to CMU and other local graduate student communities.

iii. GPSA will address the need for bylaws changes.

iv. GPSA has been working with the Student Affairs Committee, University Council in Graduate Studies, to provide a graduate student perspective on accommodations for new and expecting graduate student parents. This committee is creating a recommendation for a University wide policy for time-off and paid leave for graduate student parents. It “seeks to encourage a more family friendly environment” that can better accommodate graduate students who are increasingly prolonging the amount of years spent in school. Irene Frieze noted that the Provost’s Advisory Committee on Women’s Concerns has been examining that issue for employees (including students who are employees), and that maternity benefits are available. Frieze offered to look into the matter (she is not sure about teaching assistants), and asked that the GPSA president contact her directly.

v. Erick Tatro, Schools of the Health Sciences, observed that the School of Medicine should include more women on the committees that interview prospective Ph.D. applicants. Balaban stated that scheduling and availability issues might be a factor. Chancellor Nordenberg expressed his belief that Dr. Levine, if made aware of the issue, would be predisposed to be very attentive to these matters (the SOM has prominent, visible women department chairs that have a strong engagement in doctoral education). Chancellor Nordenberg will raise the issue with Dr. Levine. Tatro also spoke to the importance of bus service to his student constituency, and his willingness to provide input into the process.

vi. Lofty Durham, School of Arts and Sciences, was unavailable due to an exam; his report was read by President Baker. In his report, Durham thanked Senate Council for its assistance in identifying faculty judges for the graduate student teaching award. He invited Senate Council members to attend the awards ceremony and reception. The report described the next major event, the March 1, 2007, Grad Expo. The event will feature prizes supported by funding from the School of Arts & Sciences. Abstract submissions increased four-fold this year to 80 submissions. Faculty judges are needed.

7. Report of the President of the Staff Association Council, Richard Colwell, President.
- a. Marketing and Communications Committee. The Committee developed a newly designed staff newsletter; this will be distributed shortly. The Committee plans to develop a marketing plan for the organization in the coming months.
 - b. Spring Assembly. Plans are underway for the Spring Assembly (April 18, 2007, William Pitt Ballroom, Noon- 2:00 pm). The proposed topic will be “Your Future at Pitt.” The event will provide useful information for employees.
 - c. Pitt Kennywood Day is scheduled for July 29, 2007. Faculty, staff, and students are invited to participate in the annual event.
 - d. Safety and Security Committee met on January 25, 2007. Pitt police officer Ron Bennett discussed the safety poster initiative.
 - e. PAT proposed cutbacks. SAC discussed the proposed PAT bus transit cutbacks.
 - f. Salary and Job Classification Committee has a new chair. The Committee and SAC officers will meet with Pitt Human Resource representatives to review staff salary, job classification, and survey data.
8. Reports by and Announcements of Standing and Special Committees of the Senate.
- a. Mission Statement of the Ad hoc Committee for the Promotion of Gender Equity
Professor Irene Frieze, Chair
The Committee drafted a mission statement and proposed initiatives. (See Appendix for Minutes of the January 24, 2007 meeting). The Committee’s 2007 efforts will occur within four subcommittees: child care; staff mentoring; employment of faculty partners; and women in leadership. Students, staff, and faculty are welcome on any of these subcommittees, and should contact Frieze if interested.
 - b. Bylaws and Procedures Committee, Thomas Smitherman, Chair
 - i. Minor Bylaws Change. Smitherman informed the Senate of the following minor change in wording to the Bylaws. The following language will explicitly extend the electronic voting process to committee elections:
“The names of nominees for each committee, and the accompanying background statements, shall be arranged on the ballot alphabetically. Ballots for all committee positions shall be ~~mailed~~ **made available** to members of the Faculty Assembly **electronically** by April 30. Ballots will be **submitted** ~~cast and returned~~ by the members of the Faculty Assembly no later than May 15. With the ballot there shall be enclosed the background statements provided for in Section 7(a). Additional nominees for each committee may be certified at the Faculty Assembly meeting in April by the presentation of a nominating petition signed by at least two members of the Faculty Assembly.”
 - ii. Proposals to Change the Representation from the School of Medicine. Smitherman summarized the proposal to change the representation from the School of Medicine, and entered the following motion:
Proposed Bylaws change in Article II
Section 2. Composition
The Faculty Assembly shall consist of directly elected and ex officio voting members:
(a) Directly Elected Members from the four major components of the University: (1) School of Arts and Sciences: at least 15 members, with a minimum of five elected members from each of the three divisions (units) – Humanities, Natural Sciences, and Social Sciences; (2) Professional Schools (non-health): at least sixteen members with a minimum of two elected faculty members from each professional school (unit) and the University Library System (unit); (3) Health Sciences: at least ~~fourteen~~ **twenty-one** members, with a minimum of two elected faculty members from each school (unit) of the

Health Sciences and the Health Sciences Library System (unit) except for the School of Medicine (unit) ~~at least~~ which shall have 9 members; (4) Regional Campuses: at least eight members with a minimum of two elected faculty members from each regional campus (unit); (5) Should the number of faculty within a unit of any of the four major components of the University be greater than 100, (excepting the School of Arts and Science and the School of Medicine), there shall be one additional elected member from that unit.

The motion carried: 23 in favor; 1 opposed.

c. Fitness for Life Ad hoc Committee proposal

Dr. Michael Pinsky, Chair and Senate Vice President summarized the Fitness for Life ad hoc Committee proposal that was endorsed at the January 2007 Faculty Assembly meeting. A major goal is to prevent cardiovascular disease, type 2 diabetes (TD2) and their complications. The proposal recommends: educational intervention for physicians and patients; behavioral interventions for reducing CVD (cardiovascular disease) risk factors; reimbursement for EBCT (electron beam computed tomography) for individuals found by their physicians to be at intermediate risk; lipid consultation services; adherence strategies and incentives; and monitoring of outcomes.

9. New and/or Unfinished Business: None

10. Announcements: None

11. Adjournment: The meeting was adjourned by President Baker at 4:20 pm.

Respectfully submitted,
Ellen Cohn
Secretary

Members Attending

Baker, Balaban, Bergen, Close, Cochran, Cohn, Colwell, Costantino, Frieze, Greeno, Gresco, Hall, Henien, Hughes, Juhl, Kaufmann, Molinaro, Munro, Nordenberg, Olson, Peskie, Pike, Pinsky, Platt, Priestas, Ramicone, Ross, Singh, Slifka, Stoy, Sussman, Tatro

Others Attending

Blair, Fedele, Humphrey, Frisch, Hart, Smitherman, Wilds

**APPENDIX:
ADDENDUM TO THE MINUTES**

Senate ad hoc Committee for the Promotion of Gender Equity
Minutes for January 24, 2007 meeting

I. *Attending:* Patricia Beeson; Shannon Black; Bambi Brewer; Sherry Brown; Lisa Brush; Michele Colvard; Lynne Conner; B. Jean Ferketish; Irene Hanson Frieze; Nancy Glazener; Amanda Godley; Susan Hansen; Janine Janosky; Maggie Kimmel; Randi Koeske; Kacey Marra; Emily McEwan-Fujita; William Saunders; Elsa Strotmeyer; Amanda Thein.

II. *Introductions.*

- Those attending introduced themselves briefly.
- Irene distributed a list of other women's groups at Pitt that are presently active as well as groups that are no longer functioning. As she pointed out, the Senate has sponsored a Plenary on women's issues in 2004, and the planning committee for this Plenary, as well as an ad hoc Committee for the Support and Advancement of Women at Pitt from 2004 to 2006. Our current President, John Baker, originally proposed the establishment of our ad hoc Committee for the Promotion of Gender Equity. Irene Frieze was appointed as chair of this ad hoc Committee.
- A website will be set up for posting materials for the committee.

III. *Mission statement for the ad hoc committee.* The following mission statement was unanimously approved by those attending:

1. Goals for this ad hoc Committee include:
 - a. To provide an on-going forum for the discussion of concerns relating to gender equity on campus for faculty, staff and students.
 - b. To develop concrete recommendations for ways to enhance gender equity.
2. The Committee is open to all members of the University community.
3. Each year, the Committee will select up to 3 projects to work on. Subcommittees will be formed to work on each of these projects. Each subcommittee will be asked to report to the whole ad hoc committee at least once a semester.
4. The Committee will work closely with the administration and PACWC and other Senate committees in developing its recommendations. Administrative liaisons will be sought to meet regularly with the Committee.
5. The Committee will regularly report on its activities to the Senate or Faculty Assembly.

IV. *Discussion of Projects for 2007.* Irene reported that she had been talking to various people about possible projects for the committee. Ideas included the following:

1. **Enhancement of child care facilities available for faculty, staff and students.** This was of strong interest to those at the meeting and 5 people voted for it as the project they saw as most important. Associate Provost, Patty Beeson, has been working on this and said earlier that she would be happy to meet with a subcommittee to help finalize recommendations.
2. **Determination of the specific employment needs of spouses and partners hired for faculty positions and recommendations for programs to meet those needs.** Randi Koeske reported that this issue arose a few years ago in PACWC as a factor leading to women leaving Pitt because of not finding jobs for their partners. It is also a factor in hiring. It was suggested that we might be able to outsource this to an outside firm as is now done at UPMC. Two people voted for this as the most important project.

3. **Determination of the needs for staff for enhanced career planning and mentoring programs and recommendations for programs to meet those needs.** There has been strong interest from many individuals about this issue, dating from the original 2004 Senate Plenary. Irene has met with senior staff in Human Resources who are interested in working with us on this project. Three people voted for this as the most important project.
4. **Determination of whether greater gender equity is needed in staff salaries.** This issue was raised by several individuals. Irene discussed this with the Office of Human Resources and they agreed that Pitt should investigate this issue. They are now working on this study. Irene asked if they would be willing to come to a meeting of the ad hoc Committee to discuss their results. It was decided that since Human Resources is already working on this, we would not form a subcommittee on this issue. However, Susan Hansen mentioned that she has been involved in a study showing that there is a high level of gender disparity in salaries in the Pittsburgh region generally. For more information on that study, see <http://www.ucsur.pitt.edu/documents/Dec2006PEQ.pdf>.
5. **Determination of the needs for university sponsored programs to assist faculty and staff with elder care and care of family members with special medical needs.** Although no one voted for this as our first priority, we discussed thinking about this for next year. We might also want to expand this to include family care for people with disabilities and for programs for faculty and staff with disabilities.
6. **Determination of whether non-tenure stream faculty have additional needs that are not being met.** This is a long-standing issue that overlaps with concerns of part-time faculty. The Senate Educational Policies Committee has formed a subcommittee chaired by Lisa Brush to look into part-time faculty concerns. Most people felt we should wait and work on non-tenure stream issues after Lisa's committee makes its recommendations, if we feel there are still issues to be addressed. One person did vote for us to work on this this year.
7. **Determination of how to get more women into senior administrative positions.** This issue was raised at the meeting and many agreed it was an important issue, although people were not sure how to address it. Two people voted for this as a priority for this year.
8. **Determination of needs of women in part-time faculty positions.** Although no one voted for us to take this up, it was listed as an issue we may want to consider in the future.

V. *Selection of Projects for 2007.*

- The most selected topics for us to work on in 2007 were child care and staff mentoring. The other two issues that received the most votes were employment of faculty partners and women in leadership.
- Rather than make a final decision at the meeting, we decided to send the list out to everyone on the mailing list and ask for votes from everyone. Part of the final decision will be based on how many people are willing to work on the different projects this year.

VI. *Future meeting times.* We agreed to hold the next meeting of the whole committee in late March. Subcommittees will be asked to meet in February and March and to report at the late March meeting.

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Minutes submitted by Irene Frieze. January 25, 2007 draft.