



Fall Meeting of the Board of Trustees - September 25, 2020

Agenda

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| 1. Welcome and Approval of Minutes  | Richards    |
| A. Annual Meeting of June 26, 2020  |             |
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| 2. Report of the Pitt Alumni Association                                      | Njie        |
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| 3. Committee Reports  | Richards    |
| A. Report of the Ad Hoc Committee on Fossil Fuel                              | Hickton     |
| B. Report of the Governance and Nominating Committee                          | Cestello    |
| i. Resolution to Elect Emeritus Trustees                                      |             |
| ii. Background Statement and Resolution Amending the Bylaws of the University |             |
| C. Report of the Property and Facilities Committee                            | Varischetti |
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| 4. Report of the Chancellor   | Gallagher   |
| A. Presentation of the Annual Report for Fiscal Year 2019-2020                |             |
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| 5. Closing Remarks of the Board Chairperson                                   | Richards    |
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| 6. New Business/Adjournment   | Richards    |

## MINUTES OF THE ANNUAL MEETING OF THE BOARD OF TRUSTEES OF THE UNIVERSITY OF PITTSBURGH

June 26, 2020

The Annual Meeting of the Board of Trustees was held on Friday, June 26, 2020, at 10:30 a.m. Due to governmental restrictions in place due to the COVID-19 pandemic, the meeting was held remotely. Alumni, Commonwealth, and Term Trustees in attendance were Jane Bilewicz Allred, John A. Barbour, Eva Tansky Blum (Chairperson/Immediate Past Chairperson), Douglas M. Browning, Gary T. Brownlee, Mary Ellen Callahan, Louis R. Cestello, David C. Chavern, Vaughn S. Clagette, Jay Costa Jr., James P. Covert, Bradley J. Franc, Patrick Gallagher (Chancellor and Chief Executive Officer), Deborah J. Gillotti, Edward J. Grefenstette, Dawne S. Hickton, Diane P. Holder, Sy Holzer, Patricia D. Horoho, S. Jeffrey Kondis, Roberta A. Luxbacher, John A. Maher III, Larry J. Merlo, John H. Pelusi Jr., Thomas E. Richards (Chairperson-Elect/Chairperson of the Board), Keith S. Schaefer, Jack D. Smith, Thomas L. VanKirk, Peter C. Varischetti, John J. Verbanac, and Michael G. Wells. Ex Officio and Special Trustees in attendance were Robert O. Agbede, G. Nicholas Beckwith III, SaLisa L. Berrien, Sundaa A. Bridgett-Jones, Tamara M. Haddad, Robert M. Hernandez, David J. Morehouse, Marlee S. Myers, Herbert S. Shear, A. David Tilstone, Adam C. Walker, and Marna Cupp Whittington. Emeritus Trustees in attendance were Suzanne W. Broadhurst, D. Michael Fisher, J. Roger Glunt, Earl F. Hord, Alfred L. Moyé, Charles M. Steiner, and Burton M. Tansky. University Officers in attendance included Ann E. Cudd, Kathy W. Humphrey, Paul Lawrence, Rob A. Rutenbar, Narahari Sastry, Gregory G. Schuler, Anantha Shekhar, and Geovette Washington. Staff in attendance included Kenyon Bonner, Kristin Davitt, David N. DeJong, Kimberly L. Honath, Arthur S. Levine, Heather Lyke, Ellen Moran, Katie Pope, Amy E. Service, Charles Staresinic, Paul Supowitz, and Kevin Washo.

Eva Tansky Blum, Chairperson of the Board of Trustees, convened the meeting at which a quorum was present. In keeping with the Sunshine Act, the meeting was duly advertised as a public meeting.

**Welcome and Remarks of the Chairperson.** Chairperson Blum welcomed the Trustees to the meeting.

*Moment of Silence.* At the request of Chairperson Blum, the Trustees observed a moment of silence in memory of three former members of the Board.

- Steven C. Beering, M.D. Dr. After earning both his undergraduate and medical degrees from the University, Steven C. Beering led a long and distinguished career in the fields of medicine and academia, including serving as President and, later, President Emeritus of Purdue University. Following service as a Term Trustee from 2000-2008, Dr. Beering was elected to serve as an Emeritus Trustee, a title he held until he passed away in April 2020. In recognition of his professional accomplishments and contributions to the University, he was awarded an honorary doctorate at the University's 1998 Commencement exercises.
- Paul H. O'Neill. Former Trustee Paul H. O'Neill passed away in April of this year. He served as a member of the Board from 1988 until 1991. He came to Pittsburgh to serve as Chairman and Chief Executive Officer of Alcoa from 1987 until 2000. Under his

leadership, Alcoa tripled its revenues and gained recognition for making workplace safety a priority. Mr. O'Neill was awarded an honorary doctorate at the University's 2003 Commencement exercises.

- William Russell Robinson. The Honorable William Russell Robinson passed away in June 2020. He was elected to serve on the Pittsburgh City Council, the Pennsylvania House of Representatives, and the Allegheny County Council. Representative Robinson served as a Commonwealth Trustee on the Board from 1990 until 1998. During his time on the Board, Representative Robinson served on the Compensation Committee, the Health Sciences Committee, the Investment Committee, and the Student Affairs Committee.

*Approval of Minutes*. The minutes of the February 28, 2020, Winter Meeting of the Board of Trustees were approved.

*Resolution of Appreciation for Arthur S. Levine, MD*. Chairperson Blum announced that today would be the last Board meeting that would be attended by Dr. Arthur S. Levine, the immediate past Senior Vice Chancellor for the Health Sciences and John and Gertrude Petersen Dean of the School of Medicine. Chairperson Blum called upon Chancellor Patrick Gallagher to introduce a video tribute to Dr. Levine. Upon conclusion of the video, Chancellor Gallagher commended Dr. Levine for his service and introduced the Resolution of Appreciation, which was read by members of the Board in the following order: Jack D. Smith, Patricia D. Horoho, James P. Covert, John J. Verbanac, Deborah J. Gillotti, Vaughn S. Clagette, Larry J. Merlo, and John A. Barbour.

*Upon motion duly made and seconded, the Board of Trustees approved the Resolution of Appreciation for Arthur S. Levine, MD. A copy of the Resolution is included as pages 9 through 10 of these minutes.*

Dr. Levine expressed his appreciation to the Board for honoring him and allowing him to serve the University for the past 22 years.

*Remarks of the Chairperson*. Chairperson Blum acknowledged that today would be her last day of service chairing the Board. She thanked the Trustees for their support, counsel, and friendship over the past five years. In heartfelt remarks, Chairperson Blum reflected on her service during that time. Among the highlights she cited were:

- Participating in the search for and working with a new roster of senior University leadership, including the Senior Vice Chancellor and Chief Financial Officer, the Chief Investment Officer, the Senior Vice Chancellor and Chief Legal Officer, and the Senior Vice Chancellor for the Health Sciences and John and Gertrude Petersen Dean of the School of Medicine.
- Strengthening the Board by incorporating good governance practices, increasing the diversity of the Board, and broadening the professional experience and backgrounds of Board members.
- Making a number of changes to Board Committees, including: establishing a new committee to oversee and support research and innovation; opening up more opportunities for leadership; and ensuring that Committee members are engaged and able to perform their oversight responsibilities.

- Operating as a true partner with the University leadership by aligning the work of the Board with the University’s strategic plan, including establishing the School of Computing and Information and transforming the Titusville Campus into an education and research hub.
- Engaging with members of the University communities at its regional campuses by holding Board meetings at Pitt-Greensburg and Pitt-Johnstown.

Chairperson Blum noted that the University plays a central role in the economic development of Western Pennsylvania. Its regional campuses contribute to the economic vitality of home communities, while the research conducted at its Pittsburgh Campus imports millions of dollars in funding and talented professionals into the region. She added that the students at all of the University’s campuses add to the vitality of the regions and reminded the Trustees of their responsibility to those students and their families to ensure that they are prepared to lead successful lives after graduation.

Chairperson Blum noted that the education she received at the University changed her life. She thanked her brother and fellow Trustee Burt Tansky, her daughter Hannah and her son-in-law Will, and her husband, Norman for giving her the time and support to serve as Chairperson.

**Report of the Academic Affairs/Libraries Committee.** Douglas M. Browning, Chairperson of the Academic Affairs/Libraries Committee, reminded the Trustees that the Committee has been charged with the general oversight of matters pertaining to the faculty, including quality, standards of performance, and welfare. Mr. Browning stated that at a duly advertised public meeting held on June 25, 2020, the Committee reviewed a proposal recommended by the University Administration to amend Chapter II, Article VI of the Bylaws of the University of Pittsburgh, which governs full- and part-time non-tenure-stream faculty, including defining titles and ranks for those faculty members as set forth in Section 6.2. The proposed amendments would better reflect faculty roles and include:

- Changing the reference to “non-tenure stream” to “appointment stream faculty;”
- Including the prefix “teaching” to the list of titles; and
- Adding two additional ranks: (i) “Professor, associate professor, assistant professor, or instructor;” and (ii) “Professor, associate professor, assistant professor, or instructor of the practice.”

Mr. Browning stated that the Committee approved a resolution recommending that the Governance and Nominating Committee review the proposed amendments and consider endorsing the amendments for further action by the Board of Trustees.

**Report of the Investment Committee.** Edward J. Grefenstette, Chairperson of the Investment Committee, provided: (i) an update on the activities of the Investment Committee; (ii) information on the consolidated investment pool of the University’s Consolidated Endowment Fund (“CEF”); and (iii) an overview of the University’s approach to manage the CEF through the current economic turmoil resulting from the COVID-19 pandemic. He noted that the primary investment objective for the CEF is to generate a nominal return sufficient to cover the approved income distribution percentage plus inflation (as measured by the Higher Education Pricing Index) and administrative fees and expenses (which total approximately 6.9% for the trailing 10 years).

Mr. Grefenstette stated that on June 16, 2020, the Investment Committee held a duly advertised public meeting to approve two spending distribution rates for the CEF, both of which remain unchanged from Fiscal Year 2020: (i) the income percentage for Fiscal Year 2021 University's Operating Funds Quasi-Endowment, which is used to support student financial aid, will be 4.75% of the three-year average market value; and (ii) the distribution rate for the other funds in the CEF will be 4.25% of the three-year average market value.

Mr. Grefenstette advised the Board members that an information meeting held earlier in the day on June 16, 2020, Gregory Schuler, Chief Investment Officer, reviewed the investment performance of the CEF for the period ending March 31, 2020. Incorporating one-quarter lagged returns for the portfolio's illiquid investments, as of March 31, 2020, the CEF had a one-year return of -1.63% and a ten-year return of 6.99%. Mr. Grefenstette stressed that it is important to note that approximately 40% of the portfolio is in illiquid assets and the second quarter valuations of those investments will not be available until the fall.

Mr. Grefenstette noted that the University is working hard to navigate the CEF through the current recession by remaining focused on the long-term, while also addressing two key, near-term risks:

- **Market Drawdown Risk:** The CEF has been rebalanced three times during the recent market volatility, which is important to maintain proper long-term equity exposure. At the same time, certain fixed income exposure have been shifted from corporate credit and mortgages to U.S. Treasuries.
- **Liquidity Risk:** The University has focused on managing the liquidity of the CEF to ensure there is sufficient liquidity to fund annual University spending, while also satisfying capital calls for illiquid strategy commitments and maintaining sufficient capital to pursue new and attractive investment opportunities.

**Report of the Property and Facilities Committee.** Committee Chairperson John A. Barbour provided an overview of two actions taken by the Property and Facilities Committee at a public meeting held on June 25, 2020:

- ❖ *Sale of the UPMC Presbyterian D Wing to UPMC.* The University currently owns the "D Wing" property of UPMC Presbyterian Hospital and has leased the space to UPMC since 1990. UPMC desires to purchase the D Wing, as well as a nearby 14,000 square foot L-shaped parcel of land located along Victoria Street. The D Wing consists of a 22,000 square foot parcel of land including an 85,000 square foot, 13-story wing of UPMC Presbyterian Hospital. The Committee approved the sale of these properties at a combined price of \$18.74 million. This price was validated by an independent appraisal firm and was deemed fair and reasonable by the University.
- ❖ *Agreements for Supplemental Student Housing – Academic Year 2021.* In response to the COVID-19 pandemic – and in accordance with associated guidelines from the Commonwealth of Pennsylvania and the U.S. Centers for Disease Control and Prevention – the University intends to implement de-densification protocols for the coming academic year. These protocols will reduce available capacity in existing University-owned student housing facilities. In order to provide supplemental student housing capacity, the University desires to occupy rooms in multiple hotel properties in or near the Pittsburgh

Campus. The Committee authorized the administration to finalize and execute agreements for supplemental student housing for Academic Year 2021 at an estimated total cost of approximately \$22 million.

**Report of the Governance and Nominating Committee.** Committee Chairperson Louis R. Cestello reminded the Board that the Governance and Nominating Committee is charged with the responsibility of identifying, cultivating, and recommending candidates for election as Trustees of the University, as well as for filling other offices. The Committee met in executive sessions earlier this year where full discussions were held, but no actions were taken. At a duly advertised public meeting on June 5, 2020, the Governance and Nominating Committee endorsed the recommendations contained in the resolutions presented to the Board.

**Resolution Electing Emeritus Trustees of the University of Pittsburgh.** Mr. Cestello called the attention of the Board members to the Resolution recommending the election of former Trustees Robert P. Randall and Sam S. Zacharias as Emeritus Trustees of the University of Pittsburgh. A copy of the Resolution, including biographical statements is included as pages 11 through 13 of these minutes.

*Upon motion duly made and seconded, the Board of Trustees approved the Resolution Electing Emeritus Trustees of the University of Pittsburgh.*

Chairperson Blum stated that Messrs. Randall and Zacharias will be invited to the Fall Meeting of the Board to be held on September 25, 2020. She announced that she would be abstaining from voting for the next two portions of the meeting and asked Mr. Cestello, as Chairperson of the Governance and Nominating Committee, to chair the meeting.

**Background Statement for Resolution Re-electing and Electing Members of the Board of Trustees and Filling Other Offices.** Mr. Cestello introduced the Background Statement for Resolution Re-electing and Electing Members of the Board of Trustees and Filling Other Offices, which is included as page 14 of these minutes.

**Resolution Re-electing and Electing Trustees of the University of Pittsburgh.** The Resolution Re-electing and Electing Trustees of the University of Pittsburgh is included as pages 15 through 18 of these minutes. Mr. Cestello stated that the Governance and Nominating Committee endorsed the re-election of incumbent Trustees John A. Barbour, Eva Tansky Blum, Edward J. Grefenstette, Patricia D. Horoho, S. Jeffrey Kondis, Marlee S. Myers, John H. Pelusi Jr., and Marna Cupp Whittington.

In addition, the Committee endorsed the election of three candidates to serve on the Board: Lisa A. Golden, Emergency Medicine Physician at UPMC Altoona; John P. Gismondi, Founder and Owner of Gismondi and Associates; and Arthur Rooney II, President of the Pittsburgh Steelers. Biographical statements for Dr. Golden and Messrs. Gismondi and Rooney are included as pages xx through xx of these minutes.

Upon presentation of the Resolution Re-electing and Electing Members of the Board of Trustees, those candidates present for re-election announced their abstention from voting.

*Upon motion duly made and seconded, the Board of Trustees approved the Resolution Re-electing and Electing Trustees of the University of Pittsburgh.*

Following the vote, Mr. Cestello offered his congratulations to the Trustees who were elected or re-elected to the Board.

Resolution Electing University Directors for the UPMC Board of Directors. Mr. Cestello introduced the Resolution recommending the election of Trustees Eva Tansky Blum and Michael G. Wells as University Directors of the UPMC Board of Directors. The Resolution is included as page 19 of these minutes. Upon presentation of the Resolution, Mr. Wells announced that he would be joining Chairperson Blum in abstaining from voting.

*Upon motion duly made and seconded, the Board of Trustees approved the Resolution Electing University Directors for the UPMC Board of Directors.*

Following the vote, Chairperson Blum resumed chairing the meeting and thanked those Trustees whose service as Committee Chairs would conclude following the meeting: John H. Pelusi Jr., Chairperson of the Athletics Committee; John A. Maher III, Chairperson of the Audit Committee; Herbert S. Shear, Chairperson of the Budget Committee; and John A. Barbour, Chairperson of the Property and Facilities Committee. She also acknowledged those Trustees whose service on the Board would conclude as of today's meeting: Robert M. Hernandez; Shawndya L. Simpson; and Jack D. Smith.

Resolution Electing the Chairperson of the Board of Trustees. Mr. Cestello introduced the Resolution to elect Thomas E. Richards to serve as Chairperson of the Board of Trustees. The Resolution and a biographical statement of Mr. Richards is included as pages 20 through 21 of these minutes. Upon presentation of the Resolution, Mr. Richards announced that he would be abstaining from voting.

*Upon motion duly made and seconded, the Board of Trustees approved the Resolution electing the Chairperson of the Board of Trustees.*

Following the vote, Ms. Blum congratulated Mr. Richards on his election. Mr. Richards then began chairing the meeting. Before calling on Chancellor Gallagher to deliver his report, Chairperson Richards thanked Ms. Blum for her service and expressed his gratitude to her and the members of the Board for their support during what will be a challenging year for the University.

**Report of the Chancellor.** Chancellor Gallagher began his remarks by offering his congratulations to Mr. Richards on his election as Chairperson of the Board. He also expressed his gratitude to Ms. Blum for her service as Chairperson and the many contributions she has made to the University and the City of Pittsburgh. Chancellor Gallagher noted that Ms. Blum pushed the University administration and the Board to be more strategic in planning and to incorporate the University's strategic goals into the operations of the Board. He commended Ms. Blum for ensuring that the Board and the University remained focused on the University's mission and its students, for her contributions to making the University a more diverse and vibrant institution, and for supporting the University as it reshaped its financial aid programs to address access and affordability. Chancellor Gallagher noted that over the last five years, the University has grown in size, served as a leader in community engaged work, and expanded its global footprint.

Chancellor Gallagher also offered his thanks to the members of the Board for their support and for their work over the past year. He observed that the most recent Board Committee meetings have shared a common focus on the COVID-19 pandemic and questions around race and social justice.

COVID-19 Pandemic/Resiliency Steering Committee. Chancellor Gallagher announced that the University has established a Resiliency Steering Committee, chaired by Geovette Washington, Senior Vice Chancellor and Chief Legal Officer. The Committee will coordinate the University's planning activities to ensure that it can operate safely, maximize its mission in the face of the pandemic, and ensure the safety of both the University and larger community. Chancellor Gallagher noted that the University's affiliation with UPMC will ensure that its decision making is driven by the best medical advice. He also advised the Trustees that, in many respects, the University has been ahead of guidance offered by state and federal officials. Chancellor Gallagher observed that the University is also working on developing a social compact that emphasizes that individuals have a responsibility to protect the safety of others.

Race and Social Justice. Chancellor Gallagher stated that the nation is also confronting systemic racism, bias, and injustice. From an institutional perspective, the University is analyzing its own policies and systems that contribute to systemic racism and working to establish an inclusive, nurturing community. To do so, the University must commit to becoming an antiracist institution and directly confront policies that contribute to racism and inequality. This will touch all aspects of the University's culture, campus climate, and mission. Chancellor Gallagher called upon the Board members for their full support of the University's efforts to ensure that its vision and words are transformed into plans and actions and that resources are aligned with its efforts.

Chancellor Gallagher stated that the University – and the nation – are in a watershed moment as concurrent crises are confronted. However, the University cannot shift its focus to deal with one issue and neglect others. Rather, it must challenge fundamental assumptions and be clear about its principles and objectives. This may require shifting how risks are viewed, while remaining cognizant of the fact that the University community will need to tackle problems within the institution, the region, and society as a whole. Chancellor Gallagher noted that one thing that will not change, and which will become even more important, is the University's commitment to its central mission and the belief that a great university cannot shy away from tackling great problems.

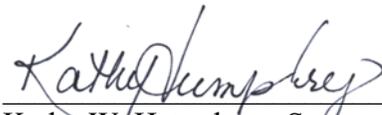
**Closing Remarks of the Chairperson.** Chairperson Richards stated that he would be appointing an Ad Hoc Committee of the Board to consider the matter of University's investments in fossil fuels. He reminded the Board that this action was contemplated in the Resolution Adopting a Socially Responsible Investing Screening Process ("the Process"), which was approved at the Winter Meeting of the Board held on February 28, 2020. In accordance with that Resolution, Chairperson Richards had consulted with Chancellor Gallagher and Ms. Blum, who agreed that the matter of the University's investments in fossil fuels has reached the threshold described in the Process. The Ad Hoc Committee will be chaired by Trustee Dawne S. Hickton, with additional Trustee appointments to follow. Chairperson Richards also advised the Board that a student member of the Fossil Fuel group had sent a letter urging the Board to divest from investments in fossil fuels. That letter will be provided to the Ad Hoc Committee.

**New Business.** Before adjourning the meeting, Chairperson Richards asked Chancellor Gallagher to introduce a video highlighting the extraordinary contributions of outgoing Chairperson Eva

Tansky Blum and the ways in which she worked to advance the University. Upon conclusion of the video, Chancellor Gallagher commended Ms. Blum for her service and introduced the Resolution of Appreciation, which was read by members of the Board in the following order: Marlee S. Myers, Louis R. Cestello, Keith S. Schaefer, Suzy Broadhurst, Herbert S. Shear, Douglas M. Browning, Sundaa A. Bridgett-Jones, and Burton M. Tansky.

*Upon motion duly made and seconded, the Board of Trustees approved the Resolution of Appreciation for Eva Tansky Blum. A copy of the Resolution is included as pages 22 through 23 of these minutes.*

**Adjournment.** There being no new business to come before the Trustees, Chairperson Richards adjourned the meeting.



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Kathy W. Humphrey, Secretary of the Board  
Trustees and Senior Vice Chancellor for  
Engagement

**RESOLUTION TO ELECT  
EMERITUS TRUSTEES  
OF THE UNIVERSITY OF PITTSBURGH**

WHEREAS, the Governance and Nominating Committee is charged with the responsibility of presenting recommendations to the full Board of Trustees of former Trustees for consideration and election as Emeritus Trustees of the University of Pittsburgh; and

WHEREAS, the Governance and Nominating Committee has determined that the following former Trustees have made exceptional contributions to the progress and welfare of the University and have served with distinction and devotion as Trustees of the University: (i) Michael A. Bryson; (ii) Robert G. Lovett; (iii) Martha Hartle Munsch; (iv) William E. Strickland Jr.; and (v) Stephen R. Tritch; and

WHEREAS, at a duly advertised public meeting held on September 10, 2020, the Governance and Nominating Committee nominated the above-named former Trustees, whose biographies are attached hereto, for election as an Emeritus Trustee of the University of Pittsburgh; now therefore be it

RESOLVED, that the Board of Trustees hereby elects Michael A. Bryson, Robert G. Lovett, Martha Hartle Munsch, William E. Strickland Jr., and Stephen R. Tritch as an Emeritus Trustees of the University of Pittsburgh for life.

## **Michael A. Bryson**

Michael A. Bryson served on the University of Pittsburgh Board of Trustees from 2002 through 2019. During his tenure on the Board, Mr. Bryson served on numerous Board Committees, including: the Budget Committee, which he chaired from 2006-2016; the Compensation Committee; the Conflict of Interest Committee (which has since been dissolved); the Executive Committee; the Governance and Nominating Committee; the Institutional Advancement Committee; and the Investment Committee. He also served as a member of the University Trust Board.

Mr. Bryson is a retired Executive Vice President of BNY Mellon. At Mellon Financial Corporation, he was Executive Vice President and Chief Financial Officer and chaired the Corporation's Finance and Pension Investment Committees. He joined Mellon in 1974.

Mr. Bryson served as an independent director and chair of the Audit Committee of EQT Midstream Services, LLC, the general partner of a public master limited partnership and its successor until June 2020. He has previously served as a trustee or director of the Pittsburgh Symphony Orchestra, WQED Multimedia, and the Manchester-Bidwell Corporation, including serving as a member of the Executive Committees and/or Chair of the Finance or Budget Committees for each organization.

Mr. Bryson is an Emeritus Director and past treasurer of the Pitt Alumni Association. As an undergraduate, he was named a Phi Beta Kappa inductee and the 1968 Omicron Delta Kappa Man of the Year. He is a recipient of both the University of Pittsburgh 225<sup>th</sup> Anniversary Medallion and the Trustees Medallion, and in 2008, he was named a University Legacy Laureate.

Mr. Bryson earned his bachelor's degree from the University's Dietrich School of Arts and Sciences and his MBA from Harvard University.

## **Robert G. Lovett**

Robert G. Lovett served on the University of Pittsburgh Board of Trustees from 1994 through 2019. During his tenure on the Board, Mr. Lovett served on several Board Committees, including the Academic Affairs/Libraries; the Ad Hoc Committee on Governance; Ad Hoc Committee on Research, Partnership and Innovation; the Athletics Committee; the Budget Committee; the Executive Committee; the Health Science Committee, which he chaired from 2008 through 2017; the Institutional Advancement Committee; and the Nominating Committee (now known as the Governance and Nominating Committee). He is currently Chairman of the Board of Visitors of the Graduate School of Public Health and continues to serve as a Community Representative on the Athletics and Institutional Advancement Committees.

Mr. Lovett started his legal career in the PNC Bank Trust Department. In 1973 he joined Reed Smith Shaw & McClay (now Reed Smith LLP) where he became an active partner, served as head of the New Associates Committee, Head of the Trust and Estates firm wide practice group and was a member of the Executive Committee of the Firm. In 2003 Mr. Lovett was a founding partner of the Pittsburgh law firm of Lovett Bookman Harmon Marks LLP. His primary focus is in estate planning and estate and trust administration, including international estate planning, business planning in connection with family businesses and planning for tax- exempt family organizations. Mr. Lovett is a member of the Pennsylvania and Allegheny County Bar Associations, a Fellow of the American College of Trust and Estate Council, and is listed in the publication, “The Best Lawyers in America” and is also a Pennsylvania Super Lawyer.

Mr. Lovett is Director Emeritus and Past President of the Pitt Alumni Association. He is also a member Varsity Letter Club and is a Letterman of Distinction. He is a recipient of both the University of Pittsburgh 225<sup>th</sup> Anniversary Medallion and the Trustee Medallion. Mr. Lovett also received the William Baierl Distinguished Service Alumni Award.

Mr. Lovett is currently a member of the Board of Directors of UPMC and serves on its Audit and Finance Committees and Chairs its Ethics and Compliance Committee. In addition, he is a member of the Boards of Directors of UMPC Health Options, Inc., UPMC Health Benefits, Inc., UPMC Health Network, Inc. and UPMC captive insurance companies Tri-Century, Forbes, Cathedral and Panther as well as the Medical & Health Sciences Foundation of the University of Pittsburgh and UPMC.

Mr. Lovett earned his Bachelor of Arts Degree from the Dietrich School of Arts and Science and his Juris Doctorate from the Duquesne University School of Law.

## **Martha Hartle Munsch**

Martha Hartle Munsch served as a Trustee of the University from 1991 through 2002 and from 2009-2019. During her tenure on the Board, Ms. Munsch served on several Board Committees, including: the Academic Affairs/Libraries Committee, which she chaired from 1991-2001; the Ad Hoc Committee to Review the Current Structure and Composition of the Board; Ad Hoc Long-Range Planning Committee; the Affirmative Action, Diversity and Inclusion Committee; the Athletics Committee; the Institutional Advancement Committee; the Risk and Compliance Committee; and the Student Affairs Committee. She also served as a member of the Ad Hoc Committee on Governance of the University Trust, the University Trust Board, and was Vice Chair of the 1995-1996 Chancellor Search Committee. Ms. Munsch continues to serve as a Community Representative on the Athletics Committee.

Following her graduation from the Yale Law School in 1973, Ms. Munsch joined Reed Smith, one of only three women attorneys in the firm in the early 1970's. After a two-year stay at Reed Smith, she joined the full-time faculty of the University of Pittsburgh School of Law in 1976, where she was the first (and only) female tenure track faculty member at the Law School at that time. After serving an Assistant Professor of Law at the University, Ms. Munsch returned to Reed Smith in 1978 as a member of the Labor and Employment Law Group. She became a partner of Reed Smith in 1983, the first woman elected to partnership in Reed Smith's Pittsburgh office a position she held until her retirement.

In her law practice, Ms. Munsch assumed responsibility for major client matters and accounts. She concentrated her practice on employment law, with a particular concentration on representation of higher education and other nonprofit clients as well as a diverse group of traditional business clients. Ms. Munsch was a litigator and trial lawyer, having litigated hundreds of cases at both the trial and appellate levels in federal and state courts and administrative agencies.

Throughout the years, Ms. Munsch was a featured speaker on a variety of topics (specifically, sexual harassment, the Americans With Disabilities Act, the Civil Rights Act of 1991, the Family and Medical Leave Act, workplace harassment, affirmative action, tenure, pregnancy-related issues, wrongful discharge, defamation, and comparable worth) at numerous programs sponsored by professional and business organizations, including the National Association of College and University Attorneys and the Pennsylvania Bar Institute.

She is a recipient of both the University of Pittsburgh 225<sup>th</sup> Anniversary Medallion and the Trustees Medallion. Ms. Munsch also received the Baierl Distinguished Service Alumni Award. Ms. Munsch is also a Past President of the Pitt Alumni Association.

Ms. Munsch earned her bachelor's degree from the University's Dietrich School of Arts and Sciences and her Juris Doctorate from Yale University.

## **William E. Strickland Jr.**

William E. Strickland Jr. served as a Trustee of the University from 1997 through 2019. During his tenure on the Board, Mr. Strickland served on several Board Committees, including: the Academic Affairs/Libraries Committee; the Affirmative Action, Diversity and Inclusion Committee, which he chaired from 2011-2015; the Executive Committee; the Nominating Committee (now known as the Governance and Nominating Committee); and the Student Affairs Committee. Mr. Strickland continues to serve as a Community Representative on the Affirmative Action, Diversity and Inclusion Committee.

Mr. Strickland is the Founder and Executive Chairman of the Manchester Bidwell Corporation and its subsidiaries, Manchester Craftsmen's Guild (MCG) and Bidwell Training Center (BTC), both founded in 1968, and National Center for Arts and Technology. Mr. Strickland has completed the development of a 40,000 sq. ft. production greenhouse, created for the development of and distribution of Phalaenopsis orchids and hydroponics vegetables, and a 62,000 sq. ft. facility as a mortgage-free asset for both MCG and BTC. The facilities include a 350-seat music/lecture hall, library, arts studios and labs, dining and meeting rooms, and state-of-the-art award-winning audio and video recording studios.

Throughout his distinguished career, Mr. Strickland has been honored with numerous prestigious awards for his contributions to the arts and the community. He accepted, on behalf of the Manchester Craftsmen's Guild, the "Coming Up Taller" Award presented in a White House ceremony by then-First Lady Hillary Rodham Clinton (1998) and in 1996, he received the MacArthur "Genius" Award for leadership and ingenuity in the arts. In January 2012, Mr. Strickland was selected to serve on the Task Force for Child Protection by then-Pennsylvania Governor Tom Corbett, and in November 2011, Mr. Strickland traveled to Tokyo, Japan to receive the GOI Peace Award which is awarded annually by the GOI Peace Foundation to honor an individual or organization in various fields that have contributed to the advancement of world peace and humanity. His honors from the University of Pittsburgh include the Distinguished Alumni Fellows Award, the African American Alumni Council Distinguished Alumnus Award and receipt of both the University of Pittsburgh 225<sup>th</sup> Anniversary Medallion and the Trustees Medallion. Mr. Strickland was also named a University Legacy Laureate and received an honorary doctorate in Fine Arts at the University's 2002 Commencement ceremony.

Mr. Strickland was chosen by President Obama to serve on the White House Council for Community Solutions in December 2010. He has also served as Chairman of the Expansion Arts Panel of the National Endowment for the Arts (NEA) in Washington, D.C. and served a six-year Presidential appointment as a Council Member to the NEA. In 2002, Mr. Strickland was sworn in as a member of the President's Committee on the Arts and the Humanities. He also serves as a consultant, grant evaluator and mentor in the field of arts and arts education, community development and vocational training. He was also a Council Member on the Pennsylvania Council of the Arts and the Pennsylvania State Board of Education, a trustee at the Carnegie, and a Consultant with the British/American Arts Association in London, England.

Mr. Strickland was born in Pittsburgh in 1947, and graduated from David B. Oliver High School in 1965. In 1969, he earned a bachelor's degree in American history and foreign relations from the University of Pittsburgh and graduated cum laude.

## **Stephen R. Tritch**

Stephen R. Tritch served as a Trustee of the University from 2007 through 2019, including serving as Board Chair from 2009-2015. As Board Chair, Mr. Tritch was a member of all 14 Standing Committees of the Board, including serving as Chair of the Executive and Compensation Committees. In addition, during his tenure on the Board, Mr. Tritch served on the Ad Hoc Committee on Research, Partnership and Innovation and the University Trust Board. Mr. Tritch continues to serve as a Community Representative on the Research and Innovation Committee.

Mr. Tritch served as the Chief Executive Officer of Westinghouse Electric Company, a global provider of fuel, services, technology, plant design, and equipment for the commercial nuclear electric power industry, from June 2002 to June 2008. While serving in that role, he had oversight of that company's operations, financial reporting and risk analysis. During his 39 years with Westinghouse Electric Company, Mr. Tritch held a number of management positions, including Senior Vice President Fuel Business Unit, Senior Vice President Integration and Senior Vice President Services Business Unit. His business acumen and proven leadership skills developed through years of managing this international organization provide the board with an executive and leadership perspective on the management and operations of a large company with global operations.

An experienced board member, Mr. Tritch served as the Chairman of the Board of Westinghouse Electric Company from June 2006 until his retirement in June 2010. He also served as Chairman of the audit committee of Westinghouse Electric Company. In 2009, Mr. Tritch joined the Board of Directors of Koppers Holdings, Inc. Headquartered in Pittsburgh, Koppers is an integrated global producer of carbon compounds, chemicals, and treated wood products for the aluminum, railroad, specialty chemical, utility, rubber, steel, residential lumber, and agriculture industries. Mr. Tritch has served as Chairperson of the Board of Directors of Koppers Holdings, Inc., since 2018.

Mr. Tritch served as a director of The Shaw Group, Inc., a public company and a global provider of pumping systems, engineering procurement and construction services, from April 2009 to February 2013. Mr. Tritch has served as a director of Charah Solutions, Inc., a leading provider of mission critical environmental and maintenance services to the power generation industry, since June 2018, and currently serves as Chairman of its board. From 2009 through 2017, he served as a member of the Board of Directors PaR Systems, an intelligent solutions provider for driving quality, productivity, and safety in manufacturing and other demanding environments. His additional leadership roles include service as a member of the Board of Trustees of the John Heinz History Center.

Mr. Tritch has received a number of honors from the University including receipt of the 225<sup>th</sup> Anniversary Medallion, the Trustees Medallion, the H. J. Zoffer Medal for Meritorious Service, and the Chancellor's Medal. He was also named a University Legacy Laureate, a Distinguished Alumni of both the Swanson School of Engineering and its Department of Mechanical Engineering, and a University Distinguished Alumni Fellow.

A dual graduate of the University, Mr. Tritch earned his bachelor's degree from the Swanson School of Engineering and his MBA from the Joseph M. Katz Graduate School of Business.

## **BACKGROUND STATEMENT FOR THE RESOLUTION AMENDING THE BYLAWS OF THE UNIVERSITY OF PITTSBURGH**

As part of its Mission Statement, the Governance and Nominating Committee of the Board of Trustees is charged with the responsibility of reviewing and updating the Bylaws of the University of Pittsburgh. The University Administration has requested that the following sections of the Bylaws be amended for the reasons set forth below:

➤ **CHAPTER II. THE FACULTY:**

- **ARTICLE VI. Sections 6.1, 6.2, and 6.4: Full- and Part-Time Non-Tenure-Stream Faculty:** Currently, Chapter II, Article VI of the University Bylaws governs full- and part-time non-tenure-stream faculty, including defining titles and ranks for those faculty members as set forth in Section 6.2. The resolution before the Committee recommends that the Bylaws be revised to: (i) replace the term “non-tenure-stream faculty” with the new descriptive term, “appointment-stream faculty”; (ii) create the new prefix “teaching”; and (iii) add the new ranks of “professor, associate professor, assistant professor, or instructor” and “professor, associate professor, assistant professor, or instructor of the practice.”

The revisions were recommended by the Faculty Affairs Committee of the University Senate, which recommendation was considered and approved by the Faculty Assembly on November 5, 2019. Members of the University Administration have discussed these proposed amendments with the Governance and Nominating Committee and the Academic Affairs/Libraries Committee of the Board of Trustees. In addition, a draft of the proposed revisions to the Bylaws has been circulated to all of the members of the Board of Trustees.

At a duly advertised public meeting held on September 10, 2020, the Governance and Nominating Committee reviewed the proposed revisions to Chapter II, Article VI, Sections 6.1, 6.2, and 6.4 of the Bylaws and recommended that the Board of Trustees adopt the amendments to the Bylaws as summarized herein and as set forth in Exhibit A to the attached resolution.

A resolution effecting the recommended amendments as presented to the Board of Trustees by the Governance and Nominating Committee is attached.

**RESOLUTION RECOMMENDING  
AMENDMENTS TO THE BYLAWS  
OF THE UNIVERSITY OF PITTSBURGH**

WHEREAS, best practices for institutional governance recommends the periodic review of organizational and governing documents, including bylaws; and

WHEREAS, the Governance and Nominating Committee has evaluated the Bylaws of the University of Pittsburgh and has recommended certain revisions to Chapter II, Article VI, Sections 6.1, 6.2, and 6.4 of the Bylaws. Specifically, the proposed amendments to the Bylaws include, among other things, the following: (i) replace the term “non-tenure-stream faculty” with the new descriptive term, “appointment-stream faculty”; (ii) create the new prefix “teaching”; and (iii) add the new ranks of “professor, associate professor, assistant professor, or instructor” and “professor, associate professor, assistant professor, or instructor of the practice”; and

WHEREAS, at its public meeting of September 10, 2020, the Governance and Nominating Committee reviewed said amendments to the Bylaws of the University and has recommended that the Board of Trustees adopt such amendments; now therefore be it

RESOLVED, that the Board of Trustees hereby amends and restates the relevant provisions of Chapters II, Article VI of the Bylaws of the University of Pittsburgh to read as set forth in Exhibit A, which is attached hereto and incorporated herein by this reference; and be it further

RESOLVED, that the Board of Trustees hereby authorizes the Secretary to the Board to make any conforming changes as may be required to effect such revisions and to make any other grammatical and non-substantive changes as may be appropriate for consistency and clarity.

**Proposed Revisions to the  
University of Pittsburgh Bylaws**

**CHAPTER II. THE FACULTY**

**ARTICLE VI. FULL- AND PART-TIME ~~NON-TENURE~~ APPOINTMENT-STREAM  
FACULTY**

**6.1 NATURE OF ~~APPOINTMENT~~NON-TENURE-STREAM APPOINTMENTS.**

Among the various faculties there are persons who possess special skills contributing substantially to the mission of the University who are not hired to devote full-time effort to the University, or whose positions are funded for a finite period, or whose professional and academic preparations are not complete, or who are not expected to perform the same range of duties expected of a tenure-stream member of the faculty or to make the same contributions to the University community, and who are agreeable to an ~~non-tenure-stream~~ appointment without implication of tenure.

**6.2 TITLES AND RANKS.** Under these or other exceptional circumstances, appointments outside the tenure stream and without tenure may be made at the ranks and with the title of professor, associate professor, assistant professor, and instructor. In exceptional cases, and with good reasons, a person may apply to leave the tenure stream to seek an appointment outside the tenure stream. Appointments with the following prefixes to the above ranks, and the following other ranks, are ~~outside the tenure~~ considered “appointment-stream”:

**PREFIXES—**

~~**Visiting:** One whose appointment is on a temporary basis; usually not more than one academic year.~~

~~**Teaching:** One whose primary assignment or contribution is instruction, and who is not ordinarily expected to undertake research responsibilities.~~

~~**Research:** One whose primary assignment or contribution is investigative, and who is not ordinarily expected to undertake regular teaching responsibilities.~~

~~**Adjunct:** One whose primary employment is outside an academic unit of the University, but who is fully qualified professionally and who performs on a part-time basis, duties which would otherwise be assigned to members of the full-time faculty.~~

~~**Clinical:** One whose major contribution is as a preceptor of students and trainees in clinical skills, whether within the University or in another setting.~~

~~**Field:** One whose primary assignment or contribution is in supervising student fieldwork, who is geographically removed from the University, and who does not undertake class responsibilities.~~

~~**Visiting:** One whose appointment is on a temporary basis; usually not more than one academic year.~~

## **RANKS—**

**Senior Lecturer:** A title reserved for persons of considerable professional attainment, or eminence, or with recognized expertise in their fields of scholarship or in the creative arts.

**Lecturer:** The term should be used to designate the “occasional” teacher, whose responsibilities are limited and defined in the letter of appointment.

**Professor, Associate Professor, Assistant Professor, or Instructor:** One who has a terminal degree in a relevant discipline or, in the case of instructor, evidence of expected receipt of a terminal degree within a reasonable time. For appointment-stream faculty, these titles are typically combined with a prefix (e.g., Teaching Professor, Clinical Associate Professor, Research Assistant Professor).

**Professor, Associate Professor, Assistant Professor, or Instructor of the Practice:** One who may not have a terminal degree but who has considerable skill, expertise, and experience in a specific profession and whose major contribution is usually teaching and facilitating experiential opportunities for students in the profession.

**Professor, Associate Professor, Assistant Professor, or Instructor of Clinical (SUBJECT, e.g., Medicine):** One whose major contribution is usually limited to clinical practice and teaching.

**6.4 TERMINATION OF APPOINTMENT.** Full-time, ~~non-tenure~~appointment-stream members of the faculty who are terminated prior to the expiration of appointment may avail themselves of the appeals process described in Section 4.8 of this Chapter.