Senate ad hoc Committee to Investigate NTS Faculty Issues
Minutes
November 6, 2013

Committee members: Irene Frieze [Psychology, TS faculty], Carey Balban [Provost’s Office liaison], Stephen Ferber [Office of Human Resources liaison], Don Bialostosky [English, TS], Helen Cahalane [Social Work, NTS], Bill Gentz [Univ Library System, NTS], Katie Greeno [Social Work, TS], Marilyn Hravnak [Nursing, NTS], Sue Skledar [Pharmacy, NTS], Jay Sukits [Business, NTS], Cindy Tananis [Education, NTS], Samuel Tisherman [Medicine, TS], Seth Weinberg [Dental Medicine, TS], Frank Wilson [Greensburg, Sociology, NTS].

Attending. All members except Greeno who has a teaching conflict with the meeting time.

1. Introductions and brief statement of areas of interest or concern for new members.
   William Gentz, Jay Sukits, Sam Tisherman, and Seth Weinberg were welcomed to the Committee.
2. The September 25 minutes were approved and will be posted on the Senate Webpages for our committee at http://www.univsenate.pitt.edu/committees/ad-hoc-committees.
3. We then turned to our continuing review of University Bylaws relating to non-tenure stream faculty [see links below].
   a. In our discussions of the official University By-Laws, we found several areas that appeared to need updating. These included the lack of information on a number of issues related to non-tenure stream faculty. Although we recognize that changes in the official University By-Laws are not easily made, we did decide that we might have some recommendations about this later.
   b. We began by discussing Policy 2a below relating to Faculty Appointments and Promotions for TS faculty and a new document dealing with the same issues from the latest version of the printed by-laws. Some committee members felt that the references here to “high ability and achievement” and being ranked as “the most worthy” in reference to tenured faculty might imply that NTS faculty are less worthy. It was also noted that it is possible for TS faculty to have one year contracts, before they attain tenured status.
   c. We turned next to Policy 4 below relating to Appointments of Non-Tenure Steam Faculty. These policies refer to the “special skills” of NTS faculty. In conjunction with Policy 2a, the language here appeared to reinforce the idea that NTS faculty are less worthy than TS faculty. The policies are general, and the specific implementation depends on the unit. There was a sense that the policies and current University culture and practices need to be better aligned. Carey noted that the Provost’s Office specifically asks how annual faculty evaluations of TS and NTS faculty indicate the differing duties associated with these two categories of faculty.
   d. Another issue that arose in the Discussion of Policy 4 was the use of job types as defined in the HR/Payroll system. Apparently, type/classifications vary widely across the different units. Steve Ferber volunteered to prepare a list of all the job types used in the HR/Payroll system for discussion at our next meeting. It was
noted that the term “Adjunct” has a formal definition that limits it to someone “whose primary employment is outside an academic unit of the University” and who is part-time.

e. Another issue related to job types is whether the person is classified as “regular” or “temporary.” Typically, those classified as “temporary” may or may not have regular evaluations and may have a different, less formal hiring process. Some of those classified as “temporary” do teach every year, but don’t teach for the entire academic year.

f. It was pointed out that job types are used in preparing the University Fact Book. Because of the inconsistency in types used by the various units, some of the information in the Fact Book appears to be inconsistent. The Provost’s Office and Human Resources are working on this issue.

g. A question about Emeritus titles was raised, related to language in the “Policy on Emeritus/Emerita Status” from the Office of the Provost. Due to time, this issue was deferred until a future meeting.

4. Plans for future meetings. There is strong endorsement of continuing to review the by-laws at our next meeting. After that, we will begin reviewing the bylaws of individual schools. Committee members are invited to post these bylaws on the Senate webpages for our committee.

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University Bylaws information:

1. Definitions of ‘University Faculty’ and ‘faculty of a degree-granting unit’: [http://www.cfo.pitt.edu/policies/policy/02/02-02-01.html](http://www.cfo.pitt.edu/policies/policy/02/02-02-01.html)

2. Tenured and tenure-stream faculty terms of appointment
   a. Full time: [http://www.cfo.pitt.edu/policies/policy/02/02-02-04.html](http://www.cfo.pitt.edu/policies/policy/02/02-02-04.html)
   b. Part time: [http://www.cfo.pitt.edu/policies/policy/02/02-02-05.html](http://www.cfo.pitt.edu/policies/policy/02/02-02-05.html)

3. Tenured faculty obligations and responsibilities: [http://www.cfo.pitt.edu/policies/policy/02/02-02-03.html](http://www.cfo.pitt.edu/policies/policy/02/02-02-03.html)

4. Non-tenure stream faculty: [http://www.cfo.pitt.edu/policies/policy/02/02-02-06.html](http://www.cfo.pitt.edu/policies/policy/02/02-02-06.html)

5. Faculty librarians: [http://www.cfo.pitt.edu/policies/policy/02/02-02-14.html](http://www.cfo.pitt.edu/policies/policy/02/02-02-14.html)

6. Membership in the graduate faculty: [http://www.cfo.pitt.edu/policies/policy/02/02-02-13.html](http://www.cfo.pitt.edu/policies/policy/02/02-02-13.html)

7. Senate eligibility: [http://www.cfo.pitt.edu/policies/policy/01/01-03-07.html](http://www.cfo.pitt.edu/policies/policy/01/01-03-07.html)

8. Faculty roles in unit governance: [http://www.cfo.pitt.edu/policies/policy/02/02-04-01.html](http://www.cfo.pitt.edu/policies/policy/02/02-04-01.html)