

Senate ad hoc Committee on Part-Time NTS Faculty Issues
Minutes June 23, 2016. 4125 Sennott Square.

Committee members: Irene Frieze, chair [Psychology, TS faculty], Stephen Ferber [Office of Human Resources liaison], Laurie Kirsch [Office of the Provost]; Don Bialostosky [English, TS], Helen Cahalane [Social Work, NTS], Lorraine Denman [French & Italian, NTS], Beverly Gaddy [Greensburg, Political Science, TS], Bill Gentz [Univ Library System, NTS], Wes Rohrer [Public Health, NTS], Sue Skledar [Pharmacy, NTS], John Stoner [History, NTS], Jay Sukits [Business, NTS], Cindy Tananis [Education, NTS], Seth Weinberg [Dental Medicine, TS], Frank Wilson [Greensburg, Sociology, NTS].

Not attending: Bialostosky, Cahalane, Denman, Gaddy, Rohrer, Stoner, Sukits, Tannanis and Weinberg.

1. Approval of May 2, 2016 minutes.
2. Review of Faculty Assembly presentation on May 10 and general discussion.
 - a. Generally positive response to helping NTS faculty.
 - b. The consensus of Faculty Assembly appeared to be that we should not try to differentiate different types of part time NTS faculty.
 - c. There was support for the idea of a provisional status when part time NTS are first hired. Irene and Steve will work on a formal proposal for how to define “Provisional” status.
 - i. People should work for at least 2 semesters and be formally evaluated before moving off Provisional status. We might want to require a longer period.
 - ii. We did not have a good proposal for how long an inactive status should last. Irene and Steve will consider this.
 - d. In our discussion, it was proposed that all our recommendations relating to full-time NTS faculty should apply to part-time, as well, once past Provisional status. This would include having office space, and regular reviews and raises.
 - e. An “Inactive” status is being developed for full time NTS faculty. This might also apply for part-time. Resources such as library and parking should remain available for some period after being assigned inactive status.
 - i. Presently, it appears that many Arts and Sciences Departments “bridge the gap” over the summer for full time NTS faculty as an informal way of solving the problem for those on 8 month contracts.
 - ii. One proposal was that inactive status could not be held for more than 4 or 5 semesters.
3. New Faculty Handbook being developed by the Provost’s Office. Laurie will be working on this. Some of the ideas in the Part-Time Faculty Handbook developed at Penn State might be incorporated. In addition to the regular Faculty Handbook, there might be an additional supplement for faculty resources.
 - a. It was suggested that the new Handbook include a strong statement about Academic Freedom applying to all faculty. It will be important to clearly define what this term means.

4. Discussion of Wilson and Stoner report on union contracts.
 - a. In reviewing these documents, it was clear that Pitt does quite well in terms of part time faculty in comparison to other institutions. We need to keep this in mind.
 - b. It was proposed that all our recommendations relating to full-time NTS faculty should apply to part-time, as well, once past Provisional status.
 - c. One benefit in the contracts is payment for cancelled classes. It is not clear of often this problem of cancelled classes occurs at Pitt. [Frank will talk to Don to see if this happens in the English Department]. Instead of payment, perhaps the part time person could be assigned other duties.
 - d. Frank and Steve will do more analysis of the contracts and provide more information at our next meeting.
5. Next meeting will be in September. We may try to finish up soon and do a final report next fall.