

Senate ad hoc Committee on Part-Time NTS Faculty Issues
Minutes for November 23, 2015

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].

All present except Don Bialostosky and Wes Rorer.

1. Introductions. After brief introductions, we welcomed the 3 new members joining those in the previous ad hoc NTS committee—Lorraine, Beverly, and John. [Wes is also new, but was sick and unable to attend].
2. Laurie explained that, in her role in the Provost's Office, she has been working with the Council of Deans to work on implementation of previous recommendations of the ad hoc NTS committee. Development of career pathways and governance are the major focus. It was also noted that the Emeritus process has been successfully modified to include NTS faculty opportunity.
3. Name for Ad-Hoc Committee. After some discussion, we agreed on **Senate ad hoc Committee on Part-Time NTS Faculty Issues**
4. Review of our mission statement for this ad hoc committee, approved by Faculty Assembly [see below]. It was noted that Irene, Frank, Laurie and Sue have already begun working on defining groups of part-time NTS faculty. Given the work in the Provost's office, the monitoring of implementation of our previous recommendations will not be a major agenda action item. We will be receiving regular updates from Laurie on how the full time NTS recommendations are being implemented.
5. Review of final recommendations of previous ad hoc committee. As we reviewed the previous recommendations, we determined that all of them are relevant for PART-TIME NTS faculty.
6. Other concerns that part-time NTS faculty may have? Additional concerns raised included a discussion of what faculty benefits are available for part-time NTS faculty. We also decided that a discussion of how part-time faculty are oriented ["on-boarding"] was needed. For example, do these faculty received training for sexual harassment? Salary increases and how these are determined should also be considered.
7. Proposed categorization of part-time NTS faculty. Adjunct versus other.
 - a. We began a discussion of these definitions, but were not able to finish this. Our primary focus was the category of "Adjunct." The term is widely used to refer to any NTS faculty, but we wanted to limit the definition. It was noted that the University by-laws define an Adjunct faculty as "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." (Univ. of Pittsburgh

Policy 02-02-06) These faculty typically work part time, and may do as little as teaching one class a year. We did decide that for us to consider them within the scope of our ad hoc committee work, they had to formally be on the University of Pittsburgh payroll and be paid something.

- b. A small subcommittee [Lorraine, Irene, John, and Frank] will work on further defining the category of “Adjunct.” The committee will also consider other categories such as Recurring and Occasional part-time.
8. Plans for future meetings. We hope to have our next meeting in January.

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Building on the ad hoc Committee to investigate NTS Faculty issues established in September 2013, we are proposing that a new ad hoc committee be established to continue the work of the earlier committee. Current committee members will be able to continue their membership on this new committee, and we will open membership to new members as well. We hope to include full and part time representation from an array of units within the Provost area schools as well as within the Health Sciences units. We welcome suggestions or self-nominations.

Goals of the new committee would include:

1. Our first goal is to develop a greater understanding of the nature of part-time non-tenure stream appointments throughout the University. Based on this analysis, we expect to be able to distinguish at least two groups of these faculty, some of whom teach an occasional course or teach on one occasion, and some of whom have a continuing relationship with the University.
2. Once groups of part-time NTS faculty are established, we hope to propose ways in which their terms of employment and work environment might be improved, considering the needs of each group separately.
3. In our discussions, we hope to enhance our understanding of how the terms of employment and work environment for full-time non-tenure stream faculty can continue to be improved and review implementation of former recommendations. Our working assumption is that all full time faculty should enjoy institutional support and recognition appropriate to their faculty roles and responsibilities.