

Faculty Affairs Committee Updates

Mission Statement: Recognizing that faculty involved in teaching, research, and/or service activities at the University of Pittsburgh entail a range of positions (full-time, part-time, tenure stream, non-tenure stream), appointments, and duties in a range of settings, the Faculty Affairs Committee serves the university community to provide input, insight, recommendations, and review to the policies and procedures that pertain directly to faculty. Particular attention will be placed upon the impact of university practices with regards to part-time faculty and non-tenure stream faculty, who often are not included in actions undertaken by other committees. The responsibilities of the committee will include contribution to and review of policies and procedures that affect faculty performance, development, evaluation, promotion, engagement, involvement in governance, and access to university resources, and other similar issues that may arise. The committee is an advocate for the promotion and advancement of equitable practices that support the growth, vibrancy, and quality of all faculty members.

Recommendations from NTS (2015) and PT& NTS (2017) Ad hoc Committee	Progress and updates related to these recommendations
1. Clear and accessible polices within units	Units have drafted policies that are accessible and most have them posted on their websites. See attached table on page 3 for additional information.
2. Promotion and career tracks	<p>Promotion and career pathways for faculty outside the tenure stream: The Office of the Provost has worked with schools and regional campuses to establish guidelines for promotion and career tracks.</p> <p>Career tracks: NTS faculty are eligible for emeritus status. This required approval from the Board of Trustees and changes in the University by-laws. There has been a rise in the number of NTS emeritus retirees from 19% in 2016 to 70% in 2018.</p>
3. Incentive structures	TBD
4. Strengthen review processes	Review Process- The Office of the Provost ensures that units complete annual reviews for tenured and non-tenured faculty. A random sample, 10%, of annual review letters are reviewed and feedback regarding the quality of the review is given deans and campus residents. Guidance is given on clarity expectation and information on promotion pathways.
5. Review decision-making processes of academic units	TBD
6. Orientation process with timely access to resources	Faculty page on the provost faculty website have been updated to provide resources and orientation, including the Teaching Resource Guide for faculty. The office of the Provost, faculty Records and Human Resources have been working with academic units to ensure that part-time faculty have timely access to ID and resources. Part-time faculty have access to teaching resources and are eligible to apply for grants, such as the Innovation for Education Awards.

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7. Reasonable appointment times & compensation when possible for canceled courses	Office of the Provost reviewing how academic units make decisions on course cancellations and compensation for cancellations. Some schools have begun implementing policy (e.g., the Dietrich School).
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Senate Committees' Continued Involvement in Identified NTS Issues: Please consider the following items that may fall under the scope of your committee's work. (Chart taken from 2015 ad hoc committee report)

Senate Committee	Recommendations for Continued Involvement
Admissions and Student Aid	None
Athletics	None
Benefits and Welfare	Continue to periodically review benefit policies for NTS faculty
Budget Policies	Periodically review NTS salaries across the university
Bylaws and Procedures	None
Community Relations	None
Computer Usage	Make sure NTS faculty have full access to technology resources, even when their teaching duties extend beyond their technical contract dates.
Educational Policies	Make sure that NTS faculty with teaching duties have input into decisions about curriculum content and curriculum changes in the unit. Review the process for teaching evaluation of NTS faculty to ensure they are treated fairly
Equity, Inclusion and Anti-Discrimination Advocacy	Consider the possibility of discrimination and an unfavorable work environment associated with NTS status.
Government Relations	None
Library	Make sure NTS faculty have full access to library resources, when their teaching duties extend beyond their technical contract dates
Plant Utilization and Planning	None
Student Affairs	None
Tenure and Academic Freedom	Make sure there is a clear mechanism for NTS faculty to bring grievances and appeals of appointment decisions to the committee. Consider a name change such as "Tenure, Renewal, Promotion, and Academic Freedom" to make it more clear that NTS faculty can bring issues to the Committee.
University Press	None