

Faculty Affairs Meeting  
October 31, 2018 (10-11am)

In attendance: Yodit Betru (Co-chair), Tom Songer (Co-chair), Lorraine Denman (secretary), Sami Mian, Jay Sukits, Laurie Kirsch, Juleen Rodakowski, Helen Cahalane, Marty Levine (University Times), Linda Tashbook (Benefits and Welfare Committee)

1. Announcement: Mission statement accepted and passed in May 2018

Discussion: (Yodit): People are still asking about our scope (for ex., at the Executive Session questions were asked about the scope of our work); there are also faculty members who have written or spoken to Yodit and Lorraine about questions for the committee.

2. Announcement: Tom Songer has been asked to co-chair with Yodit and has accepted. All present members of the committee agreed to this.

3. Request from Benefits and Welfare committee (Linda Tashbook): Benefits for faculty members are classified as "temporary" or "regular" PT faculty (these ranks are determined by the department, is arbitrary, and has nothing to do with salary or the number of courses taught). Departments are not consistent with these ranks across the university. The health insurance benefits package is only available to "regular" PT faculty, and so we need to establish a threshold for what defines "temporary" and "regular", and that should be within the purview of Faculty Affairs. The Benefits Office will do a financial analysis soon. The Benefits and Welfare committee will endorse our work. John Kozar can provide an analysis of the various kinds of PT faculty across units.

4. Discussion: Sabbaticals for NTS faculty. There have been questions about NTS full time faculty receiving sabbatical leave. Are there specific recommendations that we can make? Can Pitt provide for paid leave for professional enhancement (if not for research)? There is much variations across schools. Laurie will collect information from other schools.

5. Discussion: Faculty Senate ad hoc committee's statement on PT faculty. How much has this been implemented? To what effect? Laurie can gather some data. We need to include both full time and PT NTS faculty and we should review in particular promotions and evaluation policies. Transparency regarding NTS policies on promotion pathways and evaluation and general campus climate for NTS faculty should also be considered. Faculty Affairs committee is to determine priority points.

6. For next time:

- a. Review of NTS FT and PT documents and main priority points
- b. Report on requested information on questions from Benefits and Welfare committee
- c. Procedures on how to handle questions/concerns/complaints to Faculty Affairs committee

Next meeting: Nov. 28 at 10am