

## Minutes of Senate Faculty Affairs Committee Meeting

October 2019

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Date and time: October 8, 2019, 9:30-11:00 am

Location: Cathedral 826

Present: Chris Bonneau, Helen Cahalane, Ann Cudd, Lorraine Denman, Irene Frieze, Suzanna Gribble, Laurie Kirsch, Marty Levine, Juleen Rodakowski, Tom Songer, Jay Sukits, Amy Tuttle, Seth Weinberg

Absent: Yodit Betru, Patrick Loughlin, and Frank Wilson

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**Call to Order** – The meeting was called to order by I. Frieze at 9:29 am.

1. Introductions. All committee members and others present introduced themselves.
2. Non-Tenure Stream (NTS) nomenclature. Provost Cudd joined the meeting to discuss changing the nomenclature of the non-tenure stream category and associated job titles.
  - a. Provost Cudd provided context for the proposed change. Over the years, the NTS population of faculty has grown and we need to think about how best to refer to this population of faculty who are critical to Pitt's excellence in teaching, research, and outreach.
  - b. There was brief discussion about the procedure for NTS who feel that their academic freedom has been compromised.
    - i. L. Kirsch indicated there is a grievance procedure and the grievance can be taken to the Tenure and Academic Freedom Committee.
    - ii. It was noted that there are differences between the tenure-stream and non-tenure stream grievance procedures.
  - c. The recommendation from Provost Cudd is to change the category from *non-tenure stream* to *appointment stream*
    - i. Other terms that were debated included "contract", "term", and "professional".
    - ii. There is great interest in moving away from a "non-" associated term, or deficit language, which non-tenure stream evokes.
  - d. Provost Cudd then discussed the issue of non-tenure stream faculty titles (this is different than the category). She would like to make titles stronger and better for NTS to demonstrate a respect for the work that is done and reflects what NTS faculty do. The recommendation is to move away from lecturer toward a professorial title. The prefixes of research, field and clinical currently exist, the proposal would be to add teaching as an available prefix.
    - i. For example, assistant teaching professor, associate teaching professor, full teaching professor.

- e. Provost Cudd explained there is resistance from some schools in the health sciences who prefer to keep unmodified titles (assistant, associate, full professor) for the appointment stream faculty. In fact, they wish to not change categories or titles as they believe there would be a diminishment when going from the title of full professor to full teaching professor, for example. Functionally, a two-tier system already exists even with the unmodified titles.
  - i. J. Rodakowski commented that this change would help to clarify the promotion process for those in the different categories.
  - ii. L. Denman asked if this is an administrative moment that will only impact category name and titles or is the goal to see clarification in promotion guidelines? Provost Cudd wants to go beyond nomenclature changes to clarify promotion pathways, recognizing that once past categories and titles there a lot of variation. This should be viewed as an evolutionary process.
  
- f. The committee discussed with Provost Cudd the various additional roles faculty have in departments. Administration, accreditation, advising, etc. What title would they have? Provost Cudd indicated that keeping additional titles and maintaining working titles within the department to accurately reflect someone's particular role is not problematic. There should be consistency at the top-level.
  - i. J. Sukits commented on the variability in the business school for how the areas value the role of the non-tenure stream faculty. For example, the value of service done in and beyond the department. Hopefully, with strengthening of titles, some of the variability among area operation will decrease.
  - ii. L. Kirsch, commented that ongoing conversations at the Council of Deans are to encourage the strengthening of cultures for a particular unit. Titles can reflect importance and strengthen the promotion guidelines to be consistent with that culture.
  - iii. L. Denman commented that some NTS faculty feel the term is representative of the experiences they have had in various departments. The messaging associated with the changes will be important to decrease the marginalized feeling.
  - iv. L. Denman asked about nomenclature for part-time faculty. Provost Cudd and L. Kirsch commented that it is hoped that it could mirror full-time, but this is a step-by-step process and such different backgrounds and roles for those who are part-time it will require additional consideration for any changes.
  - v. S. Weinberg commented that some faculty in the dental school may feel momentum while others feel constrained with the modifier in the title. There is a lot of fluidity in the medical/dental schools between tenure and non-tenure faculty. He feels it important to have the working titles available that would be different or additional to the University title.
  
- g. C. Bonneau then suggested the committee could write up a formal recommendation to present at Faculty Assembly in November.
  - i. L. Denman proposed to move ahead with drafting the recommendation, she and I. Frieze will craft and circulate to the committee for comments and vote.
    - o Committee unanimously approved.
  - ii. Discussion continued about the main points to include in the recommendation.

- I. Frieze motioned that the committee include language that the University should move away from deficit language as it relates to the current non-tenure stream faculty category.
        - 1. Unanimously approved
      - I. Frieze motioned to approve the use of appointment stream faculty as a replacement for non-tenure stream faculty.
        - 1. Unanimously approved
      - I. Frieze motioned to include language in our recommendation to promote the spirit that appointment stream faculty should have a professorial title such as assistant, associate, full and may include instructor, as appropriate by school and department.
        - 1. Unanimously approved
      - I. Frieze motioned to include a request that the University by-laws be changed to include “teaching” as an approved title modifier (e.g., assistant teaching professor) to join research, clinical, and field.
        - 1. Unanimously approved
    - iii. T. Songer suggested that in the recommendation we include that each school should engage in a conversation about the use of titles and modifiers as appropriate for their culture and that flexibility remain in the application of titles at the school level.
3. Non-discrimination policy. C. Bonneau, president of Faculty Assembly highlighted two aspects of the re-written non-discrimination policy.
- a. (1) All faculty and students are mandatory reporters and (2) when a faculty member signs a contract or students enroll at Pitt you are bound by the policy. *Prior to your start date.*
    - i. For example, new assistant professor signs a contract, but employment start date is not until one year later, they are bound to the policy during that year when not present at Pitt.
  - b. L. Denman asked about the reporting procedures and was concerned about the identity of the reporter being revealed.
  - c. Multiple committee members highlighted that there is not a federal anti-discrimination law, as there is with Title IX. Without law structure for guidance, there is concern for implementation of this policy and training of those investigating reported cases.
  - d. The committee also asked how the Office of Diversity and Inclusion (ODI) would be staffed to handle the cases? It seems with a wide-ranging definition of non-discrimination, there could be an overwhelming number of cases. Will ODI be properly resourced?
  - e. L. Denman asked if this policy has been modeled after another institution. If so, how is that policy working/not working?
  - f. Multiple committee members expressed concerns about how we will describe what a discriminatory comment is. How does this effect the classroom, academic freedom and issues of free speech?

4. Minutes. The committee unanimously approved the August 2019 meeting minutes as written by S. Gribble. S. Gribble will forward to L. Molinaro for posting to the committee website.
5. Provost Office updates.
  - a. The committee received the Fall 2019 advertisement for Faculty Development Workshop Series from L. Kirsch
  - b. L. Kirsch announced the appointment of two Provost Fellows
    - i. Dr. Frits Pil, Professor of Organizations and Entrepreneurship at the Katz Graduate School of Business
    - ii. Dr. Laurel Roberts, Senior Lecturer in the Department of Biological Sciences in the Dietrich School of Arts and Sciences.
6. Future meetings. L. Denman suggested we confirm the December 12<sup>th</sup> meeting date. The committee unanimously agreed.

**Meeting adjourned at 10:57 am**

**Unfinished business due to time**

1. Subcommittee to work on the annual evaluation letter instructions for deans [with TAFC input].  
*Irene Frieze with Pat, Juleen and Laurie from our committee.*
2. Fact finding on Professional leaves for NTS faculty
  - a. Arts and Sciences. *Lorraine and Suzanna*
  - b. Public Health. *Tom*
  - c. Social Work. *Yodit and Helen*
  - d. SHRS. *Juleen*
  - e. Dental Medicine. *Seth*
  - f. Engineering. *Pat*
  - g. Education. *Irene*
  - h. Business. *Jay*
  - i. Greensburg campus. *Frank*
  - j. ULS Librarians. *Irene*
3. Future meeting topics
  - a. Report on meeting with Dr. Joseph Losee in School of Medicine. *Lorraine Denman*
  - b. Review of Faculty Handbook. Relevant sections include Sections II (articles 2.4 and 2.5); Section III; and Section VI
  - c. Listening Sessions. Open hearings across campus to discuss NTS concerns.
  - d. Phased retirement for NTS faculty.
  - e. COACHE survey on campus climate findings
  - f. Update on committee website. <http://www.univsenate.pitt.edu/committees/faculty-affairs> and form for people to raise issues.
  - g. Finding the Senate webpages? Can we make this easier?