

Faculty Affairs Meeting
May 22, 2019

Attendance: Yodit Betru, Lorraine Denman, Amy Tuttle, Tom Songer, Irene Frieze, Suzanna Gribble, Marty Levine, Betty Braxter

1. Welcome newly elected members Irene Frieze and Suzanna Gribble
2. Priorities for next year
 - a. See attached below (compiled information from the listening session). Transparency, lack of communication regarding promotion, service, PD opportunities most pressing concerns discussed at the listening session.
 - b. Irene: We need public bylaws per unit (dept., school, etc.) Should the FAC provide guidelines about bylaws and make these public? Consensus: Yes.
 - c. Yodit: There have been efforts but people still don't know about them – better communication efforts needed
 - d. Lorraine: Can we meet with Laurie to discuss transparency/website issues?
 - e. Irene: We should ask that policies be made available
 - f. Suzanna: We could ask that departments share certain information regarding best practices (e.g., mentoring: BIO has steering committees with full-time faculty that conduct teaching observations; helps to shepherd the first six years of NTS faculty appointments)
3. Election of Chairs for AY 2019-2020
 - a. Irene Frieze and Lorraine Denman will co-chair
4. Over the summer: Lorraine and Irene will meet with Laurie to discuss communication strategies and increased transparency; review of faculty handbook and bylaws; Yodit, Lorraine and Irene will meet with Joseph Losee (UMPC/Pitt NTS committee chair) on June 5th re: issues for medical faculty and will report on this next fall.

Listening Session Overview

Promotion and compensation routes unclear (6 groups discussed this)

Lack of transparency (6)

Salary (FT), stipend per course (PT) too low (5)

Service expectations unclear/service not recognized (4)

Inability to negotiate contract (4)

Lack of resources (time and money) for conference travel, research, PD (4)

Career advancement ceiling (esp. for FT NTS) (3)

Inconsistent treatment of PT faculty (esp. turnaround time re: notification of rehire) (3)

Lack of staff support (2)

Lack of office space (2)

(Research) faculty get cut easily, constantly need to reapply to job (2)

Lack of high-quality job descriptions (2)

Little representation in dept, lack of shared governance (2)

Mentioned in one group:

Lack of diversity/inclusivity (TS v NTS)

No retirement for PT faculty

Administration/impact of large classes not recognized

Inequities in contracts for the same job/level

Lack of summer work (8 mo. contracts only)

NTS title is problematic

Lack of mentoring/cannot find/connect with other NTS faculty

Course rotation stability

Allocation of TAs/TA training