

Faculty Affairs Meeting  
April 18, 2019

Attendance: Yodit Betru, Tom Songer, Amy Tuttle, Marty Levine, Betty Braxter, Helene Cahalane, A. Murat Kaynar, John Kozar (HR/Benefits)

1. Report on NTS listening session: around 45 people in attendance, most from DAS, some from Public Health, one from Greensburg
  - a. Marty Levine's U Times article: <https://www.utimes.pitt.edu/news/non-tenure-stream-faculty>
  - b. Lorraine will report on most relevant topics at the next FA meeting
  
2. Update and report from Kozar on PT benefits:
  - a. PT benefits discussions going on for over a decade. Currently, at 80% effort you have to offer benefits (about 30 hrs per week) (due to federal laws such as the ACA)
  
  - b. Definitions: "Regular" PT faculty offered benefits regardless of effort; "temporary" do not
  
  - c. 57% elect to have benefits (about 800 part time regular, 800 part time temporary - depends on the particular semester); 43% do not
  
  - d. Regular can have a low effort and temporary can have a high effort
  
  - e. Definitions are currently not consistent across schools; if faculty show up in the system as "regular" they get benefits regardless of effort
  
  - f. Retired profs have to be listed as "temporary" because "regular" status interferes with retirement package
  
  - g. Questions from FAC: Can we get specific info on schools/departments? Can we try to establish inequities, outliers, etc.? How can we improve consistency across schools? Can we try to improve transparency? Does Pitt collect data from peer institutions?
  
3. Email inquiry from DAS faculty member: What are the bylaws for Dietrich School voting procedures within departments? How are NTS votes counted for hires/promotion?
  - a. Voting policies at the school level must be approved by the Provost's office
  
  - b. Lorraine will look into this over the summer