

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 policies 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.