

Recommendations for Faculty Assembly
Subcommittee on Full Time NTS Faculty
November 14, 2012

The number of full time faculty not in the tenure stream has been growing at the University of Pittsburgh. [See <http://www.pitt.edu/univsenate/committees/tenure/documents.html>]. Given this, it benefits the whole university community to think about their situation and ways we can improve some of the already excellent policies we now have [such as providing full medical and retirement benefits to our NTS faculty].

Within this framework, we propose the following

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Recommendations in regards to **full time faculty** outside of the tenure stream:

- 1) Each school or unit [when appropriate] should have a clear policy about non-tenure stream faculty that is publically available [ideally on the website].
- 2) Position titles to be used within the unit should be clearly specified, and meet definitions outlined in the Faculty Handbook [<http://www.provost.pitt.edu/info/FacultyHandbook.pdf>]. Duties should be consistent within title as much as possible.
- 3) Letters of Appointment should clearly describe expectations for the position, and evaluation and promotion procedures. They should also list the time periods of the appointment.
- 4) Policies should include plans for regular annual evaluations, and who conducts them. Other non-tenure stream faculty may be involved in these evaluations for other non-tenure steam faculty.
 - a) For general information about annual review of all faculty [including non-tenure steam faculty] see <http://www.provost.pitt.edu/memo/04-27-1999.html> .
 - b) A terminal review may be done for those whose contracts will not be renewed.
- 5) Policies should outline criteria for promotion for each relevant non-tenure stream classification used in the unit. Non-tenure stream faculty may be asked to serve on committees evaluating promotion of other non-tenure stream faculty.
- 6) Procedures in each academic unit should ensure timely activation and maintenance of institutional privileges. Each unit should ensure that non-tenure steam faculty have appropriate resources to function effectively.

Report of the Nontenure Steam Faculty subcommittee of the Gender Discrimination Initiatives subcommittee of the Senate Anti-Discriminatory Policy Committee.

These recommendations were approved by the Senate Anti-Discriminatory Policy Committee on September 18, 2012. They were modified and are pending approval by the Tenure and Academic Freedom Committee on November 13, 2012.

NTS Subcommittee members: Irene Frieze [chair], Helen Cahalane, Catherine Greeno, and Steven Wendell.