



## Public Meeting of the Academic Affairs/Libraries Committee - February 25, 2021

### Agenda

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| 1. Welcome and Opening Remarks   | Browning |
| 2. Resolution Recommending Revisions to the Bylaws of the University of Pittsburgh | Cudd     |
| Resolution for Bylaw Change  |          |
| 3. New Business/Adjournment  | Browning |

**BACKGROUND STATEMENT  
OF THE ACADEMIC AFFAIRS/LIBRARIES COMMITTEE  
FOR A RESOLUTION RECOMMENDING  
REVISIONS TO THE BYLAWS  
OF THE UNIVERSITY OF PITTSBURGH**

As set forth in the Mission Statement of the Academic Affairs/Libraries Committee, as approved by the Board of Trustees, the Committee has general oversight of matters pertaining to the faculty, including quality, standards of performance, and welfare.

Currently, the Bylaws of the University provide for a 7-year period of evaluation prior to a tenure decision for faculty members in the tenure stream, except for faculty members in the School of Medicine, who are subject to a 10-year evaluation period. (In 2019, the Committee approved a revision of the Bylaws to expand the 10-year evaluation period to all tenure-stream faculty members in the School of Medicine rather than just those with clinical responsibilities, and the Board voted to revise the Bylaws.) The resolution before the Committee recommends that the Bylaws be revised to allow a School or Regional Campus to petition the Provost to extend the total number of years that a faculty member may serve without tenure in the tenure stream, not to exceed 10 years.

Ann E. Cudd, Provost and Senior Vice Chancellor, and Anantha Shekhar, Senior Vice Chancellor for Health Sciences and John and Gertrude Petersen Dean of Medicine support these proposed revisions, which were recommended by the Promotion & Tenure Ad Hoc Committee in 2019. Several Schools have indicated their desire to extend the tenure clock for their faculty.

The Administration is recommending that the Academic Affairs/Libraries Committee approve the Resolution Recommending Revisions to the Bylaws, which revisions are outlined in Exhibit A attached thereto. The Resolution, if adopted, will be presented to the Governance and Nominating Committee for its review and action. If approved by the Governance and Nominating Committee, the proposed revisions to the Bylaws will then be presented to the Board of Trustees for consideration.

**RESOLUTION RECOMMENDING  
REVISIONS TO THE BYLAWS  
OF THE UNIVERSITY OF PITTSBURGH**

WHEREAS, the Academic Affairs/Libraries Committee has been charged by the Board of Trustees with responsibility for the general oversight of matters pertaining to the faculty, including quality, standards of performance, and welfare; and

WHEREAS, the Academic Affairs/Libraries Committee has evaluated the recommendation of the University Administration regarding certain revisions to Chapter II of the University Bylaws. Specifically, the proposed amendments to the Bylaws would allow a School or Regional Campus to petition the Provost to extend the total number of years that a faculty member may serve without tenure in the tenure stream, not to exceed ten years.

RESOLVED, that the Academic Affairs/Libraries Committee hereby endorses the recommendation of the University Administration to adopt certain revisions to Chapter II, Article IV, Section 4.6 of the Bylaws of the University of Pittsburgh as set forth in Exhibit A attached hereto and incorporated herein by this reference; and be it further

RESOLVED, that the Academic Affairs/Libraries Committee shall report this action to the Governance and Nominating Committee of the Board of Trustees for further action consistent with this recommendation.

**Proposed Revisions to the Bylaws of the University of Pittsburgh**

**CHAPTER II. THE FACULTY**

**ARTICLE IV. FULL-TIME TENURED OR TENURE-STREAM FACULTY**

**SECTION 4.6 TERMS OF APPOINTMENT AND TENURE.**

4.6 TERMS OF APPOINTMENT AND TENURE.

a. With the exception of faculty members in the School of Medicine, the total number of years which a faculty member may serve without tenure in the tenure stream shall not exceed seven. If a person has served for seven years in the tenure stream, either he/she must be promoted to associate professor or professor with tenure or his/her service in the tenure stream must be terminated. Notification of termination must be made prior to the end of the sixth year in the tenure stream. The maximum allowable duration of service in the tenure stream without tenure shall be independent of previous service at another college or university. For faculty members in the School of Medicine, the total number of years of service without tenure in the tenure stream shall not exceed ten. If a person has served for ten years in the tenure stream, either he/she must be promoted to associate professor or professor with tenure or his/her service in the tenure stream must be terminated. Notification of termination must be made prior to the end of the ninth year in the tenure stream. The maximum allowable duration of service in the tenure stream without tenure shall be independent of previous service at another college or university.

A School or Regional Campus may petition the Provost to extend the total number of years that a faculty member may serve without tenure in the tenure stream, not to exceed ten years. If the Provost approves an extension for a School or Regional Campus, the total number of years of service without tenure in the tenure stream for faculty at that School or Campus shall not exceed the total number of years approved. If a person has served for the approved number of years in the tenure stream, either he/she must be promoted to associate professor or professor with tenure or his/her service in the tenure stream must be terminated. Notification of termination must be made at least a year prior to the end of the approved number of years in the tenure stream. The maximum allowable duration of service in the tenure stream without tenure shall be independent of previous service at another college or university.

b. The terms of appointment of faculty members in the tenure stream below the rank of associate professor and professor may be for one, two, or three years. When a decision is made not to renew an appointment, the faculty member on a first one-year appointment shall be notified in writing no later than March 15; on a second or subsequent consecutive one-year appointment by December 15; by December 15 of the second year of a two-year appointment; and twelve months prior to the end of a three-year appointment.

c. A year of appointment in the tenure stream is recognized if the appointment became effective on or before December 31. In cases where the appointment became effective January 1 or later, the remainder of the academic year is disregarded for this purpose, and the next year is counted as the first year of appointment in the tenure stream.

d. Leaves of absence do not interrupt tenure-stream status but may prolong the maximum allowable period in the tenure stream. When a tenure-stream faculty member is granted a leave of absence, the official letter of notification from the Provost may state that the term or probationary appointment has been extended and that the period of leave will not be counted as a part of the term or probationary period of service. The minimum extension and period of non-counted service will be one academic term or semester, even though the leave was for a shorter period. Such an extension shall be made solely for the purpose of enabling the individual concerned to have an opportunity for evaluation substantially equivalent to that of persons not taking leave. A leave of absence for the purpose of professional enhancement is normally limited to one year. The leave may be renewed with the appropriate approval.

e. Except for faculty members in the School of Medicine, a faculty member may receive a temporary appointment outside the tenure stream if the Provost determines that exceptional circumstances prevail that both prevent normal progress in the tenure stream and are beyond the control of the individual. A temporary appointment outside the tenure stream extends (by the duration of the temporary appointment) the allowable period before a tenure decision must be made. The extension of the probationary period under this provision shall be limited to two academic years. For faculty in the Health Sciences schools (other than the School of Medicine) who have clinical responsibilities, the probationary period may be extended by up to thirty-six months.

f. Tenure may be held only by professors and associate professors. Tenure shall be held by a faculty member only in the School or at the Regional Campus where the tenure is granted. Once it has been awarded, tenure is obligatory for the University, optional with the faculty member. Tenure does not apply to administrative positions which may be for indefinite terms, and are terminable at any time.

g. Promotion to the rank of associate professor may be made without the award of tenure. Usually the individual will have completed at least three years in the tenure stream. With the exception of faculty members in the School of Medicine, the appointment shall be for a minimum of two years and not longer than four years. For faculty members in the School of Medicine, the appointment shall be for a minimum of two years and not longer than seven years. If there is no intention of awarding tenure, the individual must be given at least twelve months' notice of termination prior to the end of the appointment.

h. Initial appointments at the rank of associate professor or professor shall be for a probationary period of three or four years. The award of tenure may take place at any time during the probationary period. If tenure is not to be awarded, the probationary appointee at the associate professor or professor level must be given at least twelve months' notice prior to the end of probationary appointment. Under exceptional circumstances, the initial appointment of an associate professor or professor may be made with tenure.