

## UNIVERSITY OF PITTSBURGH PROPOSAL

May 23, 2023

### VISITING FACULTY

1. In accordance with the University's Bylaws, appointments with the prefix "Visiting" are temporary appointments and such appointments are usually not for more than one academic year.
2. Appointments with the prefix "Visiting" shall terminate on the end date provided, unless the Employer wishes to renew the appointment of such bargaining unit faculty member; in the event of a renewal, the bargaining unit faculty member shall be notified of this renewal three and half (3 ½) months prior to the end of the appointment. Bargaining unit faculty members may receive "Visiting" appointments for no more than three (3) consecutive academic years.
3. In the limited circumstance where a bargaining unit faculty member's "Visiting" appointment is renewed for three consecutive academic years, such individuals shall be notified three and a half (3 ½) months prior to the end of the appointment for the third consecutive academic year, if the Employer intends to appoint them to another classification or if the bargaining unit faculty member shall not receive another appointment, in which case their employment with the Employer shall end at the end of the third academic year.
4. The Labor-Management Committee shall meet and develop a process for the review of bargaining unit faculty members who hold appointments with the prefix "Visiting" and have been employed by the Employer for at least three years as of the date of ratification of this Agreement. In accordance with the process agreed upon through the Labor-Management Committee, bargaining unit faculty members who hold appointments with the prefix "Visiting" and have been employed by the Employer for at least three years as of the date of ratification of this Agreement shall be reviewed by the Employer with regards to whether such bargaining unit faculty member shall be transitioned into another classification, and if so, which classification is most appropriate.

The University of Pittsburgh reserves the right to add to, delete from, or modify any proposal herein prior to final agreement. Any withdrawal of a proposal is without prejudice to the University. Any tentative agreements reached between the parties on any proposals shall not become final until (1) the parties have reached final agreement on a full collective bargaining agreement, and (2) the Union membership has ratified the full collective bargaining agreement.