

## **Research, Teaching, Practitioner, & Clinical-Track Faculty Affairs**

### **2016-2017 Year End Report**

**Charge:** The Committee on Research, Teaching, Practitioner, & Clinical-Track Faculty Affairs monitors and evaluates the working environment, terms and conditions of employment, job security, compensation, benefits eligibility, opportunities for participation in governance, opportunities for professional advancement, and participation in the academic life of the university provided for non-tenure-track faculty. It monitors compliance with the Faculty Handbook and with stated school policies of the schools or units as they relate to Non-Tenure-Track faculty. It makes recommendations to relevant Senate and University committees, and to the Academic Senate, concerning any policy issues that have an impact on non-tenure-track faculty.

Membership includes primarily research, teaching, practitioner, and clinical-track faculty, as well as one member from each of the following committees: Part-Time Faculty Affairs and Tenured and Tenure-Track Faculty Affairs

#### **Update**

**Annual Academic Senate/Provost Retreat Participation-**Both co-chairs and several committee members attended the Fall Retreat in 2016 and the Academic Senate Retreat on February 17 and 18 of 2017.

**Regular Meetings-**The RTPC Committee met once a month on Fridays.

**Faculty Affairs Committee Participation-**The co-chairs not only represented the RTPC Committee at the monthly Academic Senate Meetings, but several members represented the RTPC committee at the monthly meetings of the Tenure Track Faculty Affairs Committee and the Part-Time Faculty Affairs Committee. We found that the Academic Senate's goal to encourage information-sharing among the committees was invaluable and productive.

**RTPC Committee White Paper-** USC has made strong progress in terms of the way that policies and practices for RTPC faculty are implemented. Of course, there are always places where improvements can still be made. In light of this fact, the RTPC Committee believes that shared faculty governance is contingent upon our own work as colleagues and stakeholders in the future of the university, and on our own willingness to proactively seek out mutually beneficial solutions. The "White Paper on Exemplary Written Criteria and Practices Relating to Research, Teaching, Practice and Clinical Faculty" was approved by the Academic Senate in fall 2016 and can now be found on the Academic Senate website. The paper includes best practice and recommendations regarding (a) RTPC faculty guidelines and transparency; (b) salary and faculty input; (c) Contracts, Appointments, and Job Security; (d) Professional Development and Mentoring Support; (e) Merit Review & Promotion; (f) Workload/ Profile; and (g) Sabbaticals. This year, the RTPC committee was encouraged to distribute the White Paper to schools and deans, and conversations with the Vice Provost's Office have shown positive adoptions of the White Paper's recommendations across a number of USC schools.

**RTPC Policy Proposal: RTPC Sabbaticals-** The RTPC Committee chose to move forward with its White Paper recommendation to ensure that all faculty, including RTPC faculty, with at least 6 years of full-time service are eligible for sabbaticals (in accordance with Chapter 3-E (2) of the Faculty Handbook). In

support of this effort the committee submitted a document entitled “Proposal to Support Material Paid Leave Opportunities for All USC Faculty” RTPC Faculty and the Executive Board for review. The committee recommended several modifications to the Faculty Handbook to reflect and reaffirm the applicability of the paid leave policy to RTPC faculty. We look forward to working with the Academic Senate to advance this effort.

**RTPC Policy Proposal: Security of Employment for RTPC full professors-This year, the RTPC Committee focused much of its efforts on crafting a policy allowing RTPC faculty who have reached the level of full professor to earn “security of employment.” A draft policy was crafted by the committee and submitted to the Academic Senate Executive Board.** In the fall of 2016, we provided an update of our efforts to the Academic Senate and subsequently met again with the Executive Board on two occasions to discuss the various perspectives. We also consulted with Vice Provost Graddy and Vice Provost Marty Levine who provided invaluable insight into the perspectives of university leadership. The Academic Senate Executive Board recently provided the committee with some concrete advice on how to move forward. Over the course of the next year, we intend to take another look at peer institutions (specifically: how—if at all—they provide job security, and also what the work profile is like for their NTT faculty) as well as USC’s own schools and departments to examine existing contracts for full RTPC professors. We look forward to crafting a policy that is more specific, better-supported with data, and more finely adjusted for the differences in the different Research, Teaching, Practice and Clinical tracks.

**Goals-** We are confident that we are headed in the right direction and we look forward to continuing to work with the Academic Senate and the Executive Board to develop recommend policy that reflect the university’s awareness of the unique contributions of RTPC faculty to the University’s educational mission. We also look forward to refocusing our efforts to support faculty through professional development programming and networking/socializing opportunities. Finally, we are excited about continuing our relationship with the Tenure Track Faculty Affairs Committee and the Part-Time Faculty Affairs Committee to provide support for all faculty in areas including retirement, diversity and equity and teaching effectiveness and the merit review process.

We are grateful to the members of the RTPC Committee for their tireless commitment to improving the academic and professional development of all RTPC and part-time faculty.

#### **Co-Chairs**

Jeffrey Chisum, Dornsife College

Dorine Lawrence-Hughes, Annenberg School of Communication

#### **Members**

Jennifer Warren, Cinematic Arts

Bradley Hudson, Keck School

Ruben Allen Davila, Marshall School of Business

T.J. McCarthy, Sol Price School of Public Policy

Jeffrey Cain, Roski

Kristan Venegas, Rossier

Bianca Harper, Social Work

Steve Hydon, Social Work

Lynda McGinnis, Keck/OB/Gyn

Robyn Walker, Marshal School of Business

Julia Chamberlin, Dornsife College  
Eve Lee, Dornsife College  
Eugenia Weiss, School of Social Work  
Ning Wang, Viterbi/USC Inst for Creative Technologies  
Beth Meyerowitz, Dornsife College  
Linda Hoffman, Rossier

*Special thanks to Connie Roque for her guidance, support and dedication.*