**Committee on Research, Teaching, Professional, and Clinical-Track Faculty Affairs**

**2015-2016 Mid-Year Report to Academic Senate**

 Co-Chairs: Jeffrey Chisum and Els Collins - 11/11/15

1) The primary mission of this year’s committee is the review and update of the 2012 “White Paper On Exemplary Written Criteria and Practices Relating to Non-Tenure-Track Faculty” and an inventory of USC’s progress. To accomplish this, the Committee reviewed practices and policies at our peer institutions, looking specifically at the following items:

* Titles for NTT faculty
* Definition/Profiles in Handbook
* Workload
* Contract Term
* Sabbaticals and other Privileges
* Governance

We are also in the process of reviewing best practices pertaining to these same categories among all of USC’s schools. The preliminary data indicates a few important points:

--USC is performing very, very well in most categories compared to its peers in terms of supporting Research, Teaching, Practice, and Clinical Faculty.

--A key area where progress might be made is in the area of sabbaticals: a number of the peer institutions appear to offer a more equitable access to sabbaticals that USC currently does.

--Multi-year (3- or 5-years, typically) contracts for promoted, full-time faculty are a positive aspect of RTPC appointments in a number of schools, but there are pockets at the university where people at the Associate and Full Professor rank are still on one-year contracts.

2) In addition to the White Paper, the committee also requested a designation change, citing the prevailing desire to recognize the work and value contributed by RTPC-Track faculty (formerly known as NTT) with a more positive and inclusive designation. As a result, the Executive Board of the Senate drafted a Resolution which passed nearly unanimously during the October Academic Senate meeting, and which emphasized that “The Faculty Handbook need not ever delineate between TT and RTPC-Track faculty except in those circumstances where TT promotional determinations are referenced.”

3) Finally, the committee has been working collaboratively with the Committee on Part-Time Faculty Affairs, which has already identified some key areas of concern:

* Inclusion in academic and governance functions
* Support in fulfilling teaching responsibilities
* Compensation and benefits
* Job security

Collecting data on these topics and others will be a critical focus of the PT Faculty Committee.