
To the Provost's Office:

Based on questions received regarding our report, we'd like to take this opportunity to clarify a few of the most pressing requests our committee has identified this year:

First, we ask that all schools and academic units are brought into compliance with Provost Quick's 2017 memo regarding the awarding of multi-year contracts for Associate, and Full Professors, and the creation and implementation of the RTPC Professor of Distinction line. A reaffirmation of this policy by the current administration, and full incorporation into USC's revamped central HR department's communication and expectations of school policies, would go a long way toward addressing the inequities our report has highlighted.

Second, we ask that the de facto policy of awarding a pay raise tied to successful promotion be made explicit and documented. Our committee feels this would clearly serve the university's stated values of accountability, equity, and merit, and circumvents the very real possibility of favoritism, cronyism, and other forms of systemic inequity. We have discovered that, in leaving this decision in the hands of deans, and having no record of it in the promotion letter, there are too many instances where no recourse is given for faculty who are awarded a new title, but given no additional remuneration for their acknowledged, meritorious work. If, for some reason, an exception needs to be made (e.g. due to budget freeze related to the financial effects of COVID-19), this should be flagged for the faculty going up for promotion ahead of time, rather than revealed after the fact, and a sentence acknowledging the exception should be included in the appointment letter documenting the occurrence and thus allowing faculty an opportunity to appeal the decision based on clearly defined policy.

Finally, we found in this inquiry that the diversity of titles and tracks across Schools could, intentionally or not, create barriers and dead ends on the route to promotion for some RTPC faculty when compared to others. We ask that the Provost join with the Senate in requesting data on titles used for RTPC faculty within Schools, years at USC for RTPC faculty, years at rank, and reasonings for use of specific titles. This is a topic rich for study and review, and we believe a request with the power of the Provost behind it will help efficiently secure the data needed to review how titling differs across Schools, what each School's needs are in regards to titling for RTPC faculty, and whether there are any undue barriers to promotion that some title and track diversity may foster.

We are grateful for your time and attention.

RTPC Faculty Affairs Committee

Research, Teaching, Practitioner, & Clinical-Track Faculty Affairs Committee 2020-2021 Report

Committee Roster

Co-chairs

Michael Bodie, School of Cinematic Arts

Amy Cannon, Dornsife College of Letters, Arts and Sciences

Committee Members

Jennifer Israel (*Senate Executive Board Liaison*), Keck School of Medicine

Adrian Donato, Rossier School of Education

Reyes Enciso, Herman Ostrow School of Dentistry

Elizabeth Fife, Viterbi School of Engineering

Amber Foster, Dornsife College of Letters, Arts and Sciences

Sherin Guirgis, Roski School of Art and Design

Angela Hasan, Rossier School of Education

Jakub Hlávka, Sol Price School of Public Policy

Ben Lee, Annenberg School for Communication and Journalism

Marissa Marchioni, Herman Ostrow School of Dentistry

Lynda McGinnis, Keck School of Medicine

Tyan Parker Dominguez, School of Social Work

Trudi Sandmeier, School of Architecture

Jill Sohm, Dornsife College of Letters, Arts and Sciences

Jonathan Tam, Keck School of Medicine

Naomi Warren, Marshall School of Business

Committee Description

The Committee on Research, Teaching, Practitioner, and Clinical-Track (RTPC) 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 RTPC 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.

Charge for 2020/2021 Academic Year

In September 2017, former Provost Quick issued a policy (see Appendix 1) intended to recognize the excellence of our teaching faculty and provide them with more job security. Our committee was tasked with reviewing that policy and gathering relevant data to determine whether schools, and departments within larger schools, have been successful in implementing the policy.

In particular, the committee was asked to evaluate whether schools:

1. made every reasonable effort to implement the former Provost's directive of increased security of employment by providing a minimum of three-year contracts to RTPC Associate Professors, five-year contracts to RTPC Full Professors, and a path for continuing appointment to RTPC Professors with Distinction;
2. integrated policy language for promotion to "Professor with Distinction," and whether this policy has been implemented or is in the process of being implemented;
3. appear to be out of step with these policies (e.g., using different titles) and, if so, what circumstances surround a failure of policy implementation;

In addition to gathering data about the implementation of the policy, the committee was charged with making recommendations as to whether the policy achieved its stated goals of recognizing the hard work and excellence of RTPC faculty and providing all RTPC faculty with reasonable job security.

If the current policy has not achieved its goals, the committee was tasked with making recommendations as to what policy changes should be made to better achieve those goals.

Overview

Upon reviewing the Senate's charge, it was clear our committee would be able to gather the requested data in an expedited manner thereby allowing an opportunity for the recommendations to be discussed and enacted for the upcoming 2021/2022 academic year. As a result, and with the focused commitment of our members, we spent six months collecting and synthesizing the information into this report.

Based on the committee's findings, it is evident that the policies former Provost Quick outlined over three years ago, in his 2017 memorandum, have been unevenly implemented across the university. We found examples of a robust commitment to the policies, examples of mixed implementation, as well as examples of non-compliance.

The spirit of former Provost Quick's 2017 policy is one we as a committee applaud and affirm: offering a path to recognition and job security will assure that USC continues to draw and retain faculty of excellence in the Teaching, Research, Practitioner, and Clinical tracks. Given the length of time since the policy memo's release, our committee expected to find far more consistent implementation across the university. However, our research uncovered that the

expectation of 3- and 5-year contracts for Associate and Full RTPC faculty were not a given; that there was only an “understood” connection between promotion and a raise in pay, with only a single instance of one written into policy; and that there is only a single RTPC faculty member to have attained the Professor with Distinction title (though we are heartened to note that there are others in the process of applying for this rank).

At a time when deepening inequality is increasingly evident, including at our own university; when salary compression among RTPC faculty in particular means that years served and rank attained may have no bearing on pay equity or job security; and when those with the least security are especially vulnerable to the stresses of the pandemic and to budget shortfalls, we assert the importance of clear and consistent policy around rank and promotion across schools.

We have seen up close the unique situation that certain divisions and schools are in, and the wide variety of titles and contract types made available to our RTPC faculty. The implementation of consistent minimum requirements, as well as a coherent path to promotion, would, in the view of this committee, be a credit to our institution, by affirming a vital investment in this significant faculty population across our campuses.

We strongly encourage the Executive Board and Academic Senate to use our committee’s findings to work with Provost Zukoski in order to ensure full compliance across all academic schools and units for the coming 2021/2022 academic year. At a time of real uncertainty, we express the hope that our administration will demonstrate its commitment to USC’s RTPC faculty by reaffirming and fully enacting this policy.

Methods

RTPC Committee members compiled a list of questions (see Appendix 2) and information to gather from the leadership/faculty affairs representatives at each school including:

- Total number of RTPC faculty at each school or division.
- Total number of RTPC Associate Professors with a 3-year contract, as well as the number of Full Professors with a 5-year contract and the number of Professors with Distinction.
- Are 3-year, 5-year, or “continuing” contracts available to RTPC faculty? Are they automatic? Is this information available to the faculty?
- Are there any raises at your school automatically associated with promotion? Is this information available to faculty?

Between October 2020 and February 2021, all the RTPC Committee members reached out to the appropriate faculty or staff at their school (e.g. Director of Faculty Affairs, Senator, Division Chair, Dean) to gather the information above. For those schools not represented within the committee, members reached out to other schools via the Senate representatives, past members of the committee, or via other channels.

Results

The list of schools/divisions (N=19) included in this report is as follows:

- ❖ Annenberg School for Communication and Journalism
- ❖ Chan Division of Occupational Science and Occupational Therapy
- ❖ Davis School of Gerontology
- ❖ Division of Biokinesiology and Physical Therapy
- ❖ Dornsife College of Letters, Arts, and Sciences
- ❖ Dworak-Peck School of Social Work
- ❖ Gould School of Law
- ❖ Kaufman School of Dance
- ❖ Keck School of Medicine
- ❖ Marshall School of Business/Leventhal School of Accounting
- ❖ Ostrow School of Dentistry
- ❖ Price School of Public Policy
- ❖ Roski School of Art and Design
- ❖ Rossier School of Education
- ❖ School of Architecture
- ❖ School of Dramatic Arts
- ❖ School of Cinematic Arts
- ❖ Thornton School of Music
- ❖ Viterbi School of Engineering

The following graphs (Figures 1-3) present the percentage of schools/divisions over a total of N=19 that answered yes, no or unknown to the questions above.

Figure 1. RTPC Associate Professor information gathered at 19 schools/divisions at USC (2020-21)

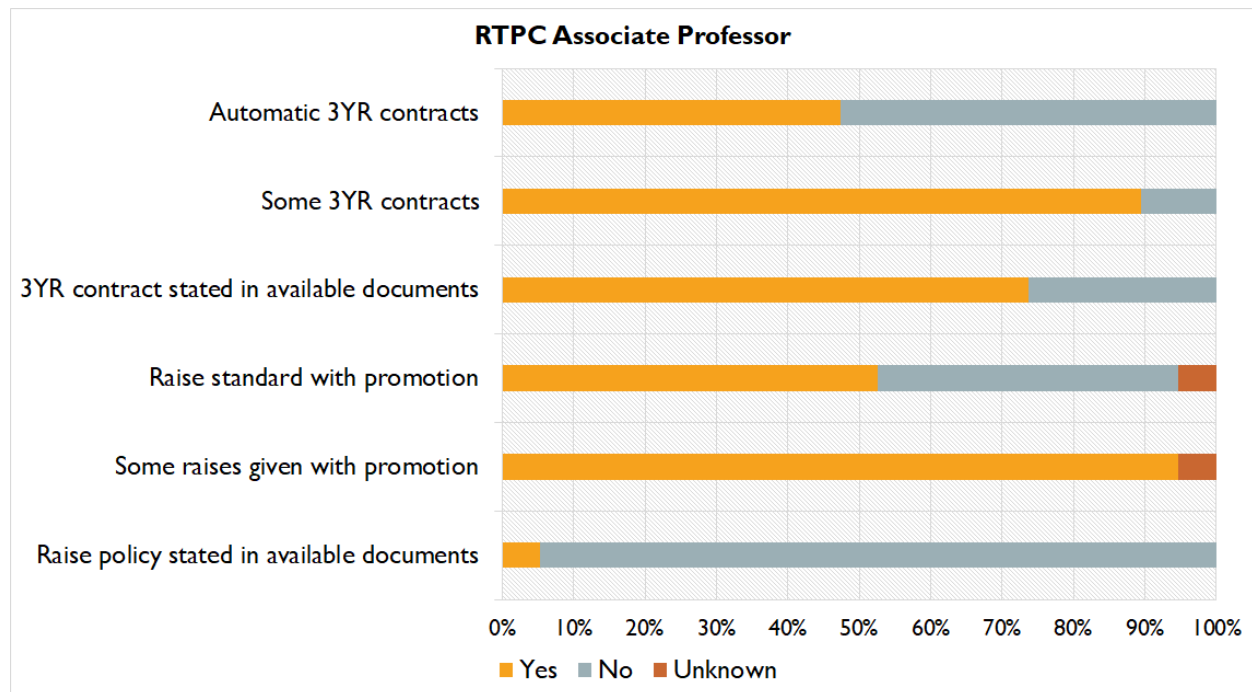


Figure 2. RTPC Full Professor information gathered at 19 schools/divisions at USC (2020-21)

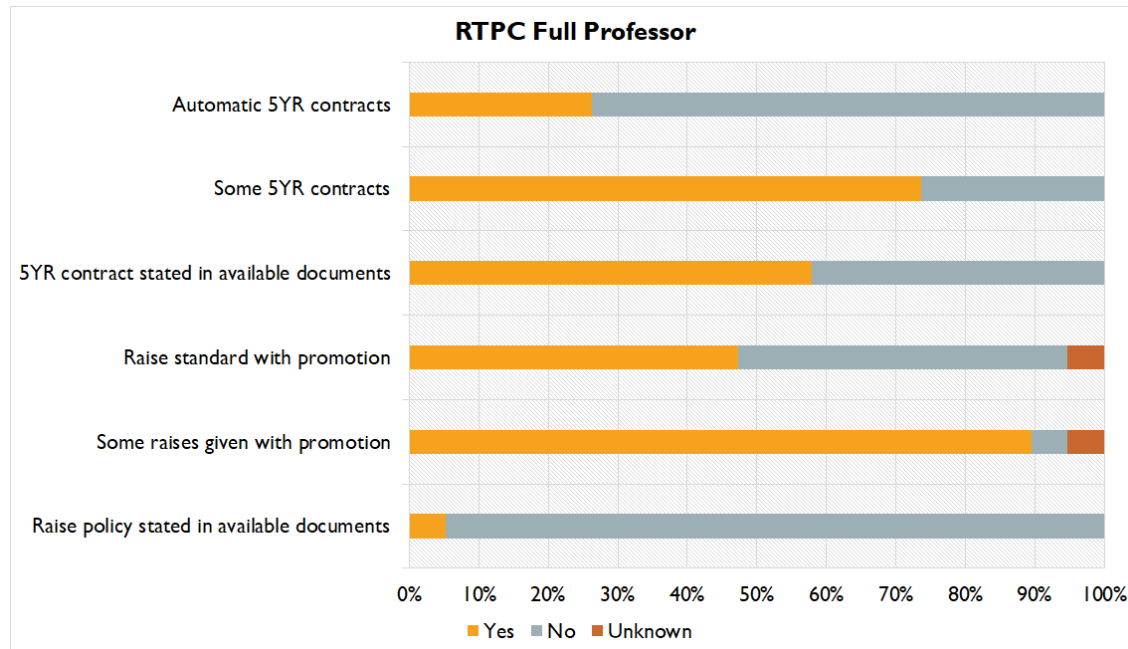
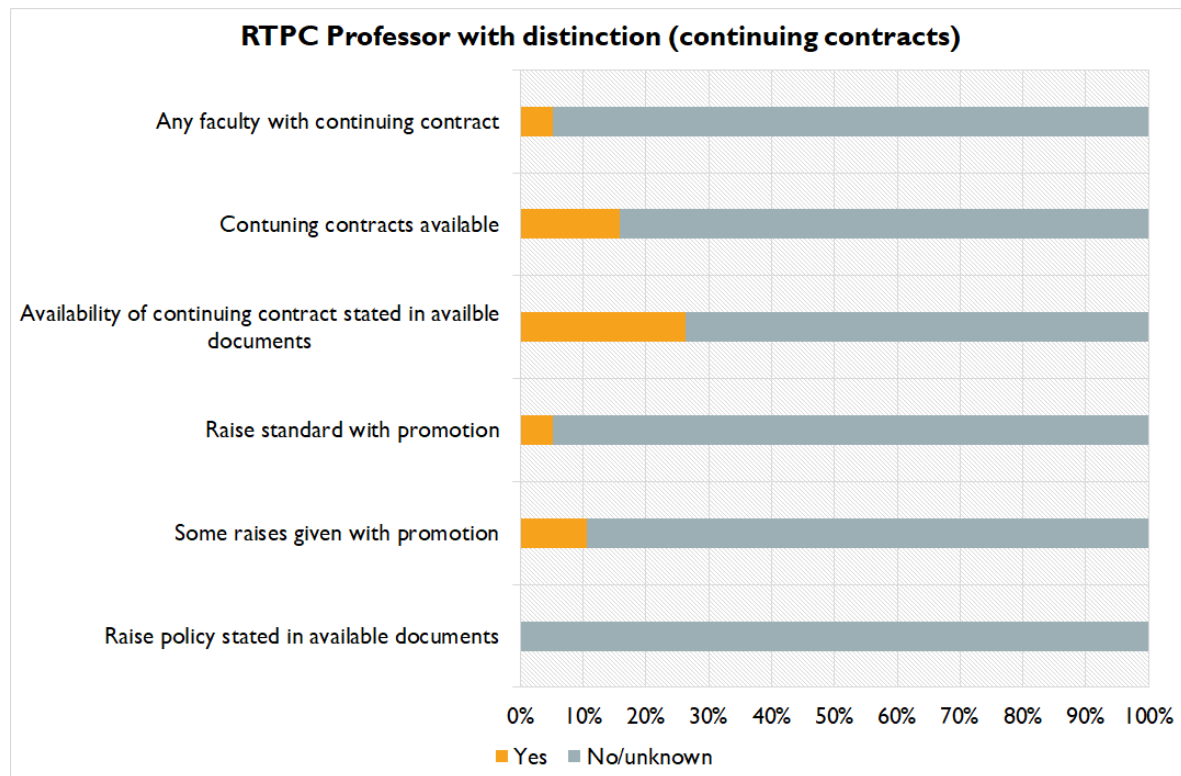


Figure 3. RTPC Professor with Distinction; information gathered from 19 schools/divisions at USC (2020-21).



Findings

RTPC Associate Professor Rank

Summary of Key Findings

While the majority of participating schools/divisions offer three-year contracts for RTPC faculty attaining the Associate Professor rank, this process is not automatic or standardized, and many faculty eligible for these contracts continue to receive variable-term contracts. The use of alternative titles ("Master Lecturer") may also hinder efforts toward greater consistency across schools and divisions. In addition, while it is standard practice to associate raises with promotion, such raises are not formalized in faculty documentation (with the exception of the division of Biokinesiology and Physical Therapy). Raises remain at the discretion of the dean, with amounts variable depending on budgetary considerations at schools, divisions, and/or the university.

- At 9 participating schools/divisions, 92% or more of those currently at Associate rank have received a three-year contract; 4 schools have 27% to 60% of their faculty with a three-year contract, 4 schools/divisions had 0% to 12% of their RTPC faculty at Associate rank with a three-year contract, with no data available for the remaining 2 participating schools/divisions.
- 2 participating schools/divisions additionally provide three-year contracts to "Master Lecturers," "Senior Lecturers," and "Assistant Professors of [Track]." Kaufman provides 4-year contracts to RTPC Associate Professors.
- At nearly all participating schools/divisions (18 out of 19 where data was gathered), raises are associated with promotion, although predominantly at the discretion of the dean and with amounts variable depending on budgetary constraints at the school and/or university.
- While raises associated with promotion are an accepted practice in 18 of 19 participating schools/divisions, the only school/division that formalizes this practice in its faculty documentation is the division of Biokinesiology and Physical Therapy.

RTPC Full Professor Rank

Summary of Key Findings

While the majority of participating schools/divisions (14 out of 19) offer five-years contracts for RTPC faculty attaining the Full Professor rank, this process is not automatic or standardized. A contributing factor may be that the availability of these contracts is not consistently stated in faculty documentation at all schools/divisions. In addition, while it is standard practice to associate raises with promotion to this rank, such raises are rarely formalized in faculty documentation. Raises remain at the discretion of the dean, with amounts variable depending on budgetary constraints at schools, divisions, and/or the university.

- At 8 participating schools/divisions, 75% or more of the faculty at the Full Professor rank have received a five-year contract. In 9 schools/divisions, the number of Full Professors with a five-year contract is 0%-39% with two unknown. Gould School of Law will provide five-year contracts to any Full Professors. but currently has no faculty at this rank. Two variances exist: Marshall provides four-year contracts at this rank, while Dramatic Arts provides three-year contracts.
- 5 participating schools/divisions offer automatic five-year contracts to Full Professors. At 11 of the 19 participating schools/divisions, the availability of five-year contracts for Full Professors is stated in faculty documentation.
- In 17 out of 19 participating schools/divisions, raises are automatic or associated with promotion to Full Professor rank.
- Raises for promotion to the rank of Full Professor remain at the discretion of the deans, with amounts variable depending on budgetary constraints at the school, division, and/or university, with only one division formalizing this practice in its faculty documentation (division of Biokinesiology and Physical Therapy).

RTPC Professor with Distinction Rank

Summary of Key Findings

While the RTPC rank of Professor with Distinction (continuing contract) is available at three participating schools or divisions, evidence suggests that few faculty are aware of the existence of this rank or the criteria for application. A significant majority of schools have yet to take the necessary steps to fully develop criteria and a process for promotion to this rank. To date, only one faculty member at USC has attained this rank (with one additional dossier pending). Raises are associated with promotion to this rank, but they remain at the discretion of the dean, with amounts variable depending on budgetary constraints at the school, division, and/or university.

- In 5 of 19 participating schools/divisions, the rank of Professor with Distinction is explicitly stated in RTPC faculty documentation.
- At the 5 schools/divisions with the Professor with Distinction rank, faculty documentation explicitly associates a continuing contract or appointment with the attainment of this rank.
- Although the Professor with Distinction rank is stated in the faculty documentation of 5 of 19 participating schools/divisions, there has only been one RTPC faculty member at USC who has attained this rank to date (Viterbi), with one dossier pending at the time of this research (Rossier).
- In the two schools with continuing appointments, raises have been associated with promotion. These raises remain at the discretion of the deans, with amounts variable depending on budgetary constraints at the school, division, and/or university.

Recommendations

Formalize and unify implementation of the written policy across the university

While some schools/divisions have embraced the letter and the spirit of former Provost Quick's 2017 memo, it would be beneficial to have this policy formalized as official university policy. Working with the Provost, language should be developed that specifically and explicitly creates a structure for the implementation of three-year, five-year, and continuing contracts for full-time RTPC faculty members. Several schools/divisions have already created well-defined and clear pathways to the goal of defining and awarding multi-year contracts. Using these already developed examples, the university could create a template for schools/divisions to adopt into their governing documents that can be adjusted as needed on a school/division-specific basis.

- If there are requirements for length of time Assistant, Associate, and Full Professors remain at rank before promotion (including continuing appointments, if available), these requirements should be explicitly stated and included in the governing documents.
- Titles for the three-year, five-year, and Faculty with Distinction should be made consistent across the University to create greater clarity and transparency.
- These policies should be incorporated into the USC Faculty Handbook.

Clearly define the Professor with Distinction rank

The paucity of representation of RTPC faculty members with continuing appointments demonstrates the need for improved awareness of, and access to, the Professor with Distinction rank. Building on the knowledge gleaned from the one successful case (and perhaps also drawing on the experience of unsuccessful applicants), clear and consistent guidelines for achieving this high level of distinction should be developed. This language was already partially created in the 2017 memo. In addition, it should be examined whether the requirements to attain this rank are in step with the workload profiles of previous ranks, to make it realistically attainable.

Clarify the link between a change in rank and salary increases

The relationship between promotion and promotion-related salary increases for faculty members of all ranks should be explicitly addressed in both the specific contract language for the faculty member and the individual school/division documentation.

Access to information

Across all faculty categories, access to clear and consistent information regarding contract status and promotion is a goal. Creating a central online faculty portal via Workday (or another intranet site) accessible to all faculty, regardless of rank, would eliminate confusion and further the university goals of a culture of well-being, open communication, and accountability. Faculty of all tracks, including adjuncts and part-time faculty, should have on-demand access (e.g., via a secure web portal) to contract information including the process for securing variable types of contracts (e.g. Associate Professor, Full Professor, Professor with Distinction). Central HR should be responsible for administering all contracts (both new and renewals) for USC employees.

- Instructions for accessing contract information documentation should be provided in the faculty handbook for each school, during new faculty orientations, and during the annual review process.
- The RTPC faculty webpage, created in 2016/17 has not been updated. Overseen by the Provost's office, the Academic Senate (and thus the RTPC FAC) does not have the ability to access the page to update or add information. This page should either be made accessible to the Academic Senate to use or deleted.

Exemplary Practices

This committee believes in pointing to academic units who have done exceptional work in the implementation of policies as a way to model paths forward for other schools at the university.

- Dornsife offers automatic three-year contracts for Associate Professors and also has three-year contracts available for other ranks (e.g. Assistant Professor). Documentation about contracts is readily accessible through myDornsife (an online platform). Full Professors are granted automatic five-year contracts. Automatic raises are associated with promotion.
- Kaufman school of dance offers three-year contracts for Assistant as well as Associate Professors. At Kaufman, contract information is accessible through the faculty portal. Faculty receive consistent raises across all faculty promotions at each rank.
- The Viterbi School of Engineering has contract information publicly available on its website. The School has automatic three-year contracts at the Associate level and automatic five-year contracts at the Full Professor level. It is also the only school with one Professor with Distinction. Automatic raises are normally granted.
- At Marshall, Full Professors receive automatic four-year contracts. Faculty can access contract information from the Marshall Faculty Manual.
- The Division of Physical Therapy has written documentation formally linking promotion and a salary increase.

Suggested Future Area of Inquiry for the RTPC FAC

RTPC faculty promotion progression and professional development

It has become evident to our committee that a lack of clarity, lack of consistency, and poorly defined processes have led to a systemic delay in promotion for many RTPC faculty. In order to mitigate this delay, and continue to address issues of salary equity and compression, our committee is eager to research the current state of affairs with regards to promotion across all academic units as next year's charge. This would be building off the work of previous years, specifically work done around identifying mentorship best practices for RTPC, as well as efforts to track the relation between workload profile, promotion criteria, and salary bench-marking. If this aligns with the Executive Board's focus for our committee, we would be happy to begin the data collection process with the remaining time left of this academic year.

We would like to better understand:

- What the current status is in progression of promotion for academic units' Assistant, Associate, and Full RTPC Professors (including continuing appointments and Professors of Distinction)
- If policies are in place that define a clear and accessible path for promotion for RTPC faculty
- If these policies are written and easily accessible to RTPC faculty
- What types of professional mentorship, if any, are provided to RTPC faculty
- If programs gauge consistency of progression through rank for RTPC faculty
- If current merit review/evaluation processes include assessments of progression for promotion
- What current decision factors are used for promotion by administrators, and do they align with the RTPC faculty profiles
- What incentives the university provides to encourage promotion progress for RTPC faculty, or are their perceived barriers in place that discourage promotion
- If units make research funds available for professional development, and if so, how are they defined (e.g. amount, guaranteed or application process, etc.)
- If sabbaticals, or school paid leaves, are available to RTPC faculty in order to support continued artistic practice and clinical research, thus increasing their ability to move toward promotion

Appendix

1) September 15, 2017 Memo from Provost Quick




OFFICE OF THE PROVOST

Michael W. Quick, Ph.D.
*Provost and Senior Vice President
for Academic Affairs*

MEMORANDUM

To: Faculty and Academic Deans

From: Michael W. Quick 
Provost and Senior Vice President for Academic Affairs

Date: September 15, 2017

Subject: Recognizing Teaching Faculty

USC's mission statement recognizes that our first priority is the education of our students. Every school and department should be working to improve the rigorous evaluation and review processes for assessing teaching quality. The Provost's Task Force on Excellence in Teaching, the Academic Senate, the Center for Excellence in Teaching, and UCAPT have been asked to make recommendations on ways to elevate teaching at USC and on improving ways to assess and reward excellence in teaching.

Full-time teaching faculty play a vital role in advancing the university's mission, and it is important to provide opportunities for recognizing excellence among these colleagues. I have sought to identify policies that provide more job security to these important faculty members, and a path to recognize and honor our very best teaching faculty. Such a demonstrated reciprocal commitment by the individual and the University provides stability to our students and academic programs, and allows us to attract and retain excellent teaching faculty.

The attached policies have been developed with the advice of the Academic Senate Executive Board, drawing on the work of the Senate RTPC Committee. They are also supported by the RTPC Promotion Committee. These policies are effective this academic year and apply to full-time RTPC faculty who continually teach for at least 75% of their full-time effort, whether they have a teaching, clinical, or practitioner title.

Please direct any questions about implementation of the attached policies to the office of the Vice Provost for Academic and Faculty Affairs.

Cc: President Nikias
Academic Senate President
President's Cabinet
Provost's Cabinet
Deans of Faculty Council

University of Southern California

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UNIVERSITY POLICIES FOR FULL-TIME TEACHING FACULTY APPOINTMENT AND PROMOTION

All RTPC Teaching Faculty

The performance of every teaching faculty member should receive careful review by an appropriate faculty committee every three to five years as to whether promotion is appropriate and whether reappointment is appropriate. If the review indicates promotion seems appropriate, the school will initiate the further evaluations required by its Provost-approved RTPC promotion process. Decisions on promotion will only be made after review and recommendation by an appropriate faculty body. The committees must include both tenured and RTPC faculty. If the dean does not concur with the advice of the faculty committee, the Provost will decide after receiving the advice of the University Committee on RTPC Promotions.

As with all faculty appointments and promotions, decisions on teaching faculty should reflect our commitment to merit, equal opportunity, diversity, and inclusiveness.

As a pathway to recognize our best teachers, all full-time teaching faculty will be considered candidates for continuing appointment, as detailed below.

Multi-year appointments

Longer-term contracts should be associated with successful promotion reviews. When a full-time teaching faculty member is promoted to the RTPC Associate Professor (or Senior Lecturer) level, the expected contract length will be three years. When an individual is promoted to the RTPC full Professor (or Master Lecturer) level, the expected contract length will be five years. (These terms are already the practice in large parts of the University.) If there is an exceptional case where a shorter contract length is needed because the teaching need is uncertain, the dean must request special permission from the Provost.

All deans should propose to the Provost appropriate raises to recognize each successful promotion.

For faculty on multi-year contracts, the periodic assessment of performance should occur before the end of each three or five-year term, preferably in the fall of the last year of the term. Decisions on reappointment will be made after review and recommendation by an appropriate faculty body.

A teaching faculty member on a multi-year appointment should be notified of non-reappointment by the beginning of the final semester of the appointment. If not, the faculty member will receive pay and extension of benefits to the extent notice falls short of one semester. The reasons, as well as the process, for any proposed non-reappointment of faculty on multi-year contracts will be reviewed by the Vice Provost for Academic and Faculty Affairs.

A multi-year contract may be terminated mid-contract for poor performance or adequate cause as defined in the Faculty Handbook, after consultation with a faculty committee. If so terminated, the faculty member will receive 90 days' notice or pay and extension of benefits to the extent notice falls short of 90 days.

A multi-year contract may also be terminated mid-contract for programmatic or economic reasons. If there is a proposal to terminate for programmatic or economic reasons, other opportunities to retain the faculty member, as determined by the dean, will be considered by the dean; if terminated for programmatic or

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economic reasons the faculty member will receive one semester's notice or pay and extension of benefits to the extent notice falls short of one semester.

Mid-contract terminations for those holding multiyear appointments will include an appeal process. The first appeal level is to the dean. If the dean denies the appeal, the faculty member can appeal a mid-contract termination to the Vice Provost for Academic and Faculty Affairs.

Promotion of Teaching Faculty to Continuing Appointment

After a full-time teaching faculty member has been promoted to the full Professor (or Master Lecturer) level, and if the dean can demonstrate continuing programmatic need and financial support for the position, the individual can be considered for a continuing appointment. Continuing appointment will be based on exceptional performance and the expectation of continued excellence and growth in performance and expertise. Each new grant of continuing appointment must improve the average teaching quality at USC.

Continuing appointment can be granted by the President of the University, through the Provost, after a recommendation by the school's faculty and dean, and review of the file and recommendation by an appropriate panel of the University Committee on Appointments, Promotions and Tenure, which will include both tenured and RTPC teaching faculty.

Unlike consideration for tenure or continuing appointments for librarians, the review of teaching faculty proposed for continuing appointment will not be an up or out decision. Teaching faculty not approved for continuing appointment can continue in their current position, subject to applicable University and school policies.

Continuing Appointment Status

Continuing appointment is a high honor that may be awarded by the President of the University. Teaching faculty members achieving this status will have the modifier "with Distinction" added to their official title (e.g., "Professor (Teaching) of <Discipline>, with Distinction"), and may (outside official contracts and listings) instead employ the undifferentiated title (e.g., "Professor of <Discipline>"), if they wish.

Deans should propose to the Provost appropriate raises to recognize each grant of continuing appointment.

Continuing appointment contracts do not need to be reissued. They are not subject to reappointment or non-reappointment. A decision to end such a contract is expected to be highly unusual and would be regarded as a mid-contract termination. Any proposal to terminate a continuing appointment will be automatically reviewed by the dean. If the dean believes that mid-contract termination is necessary, there will be a second automatic review by the Provost. Only the President, acting through the Provost, can approve a termination of a continuing appointment.

A continuing appointment can be terminated for programmatic or economic reasons, poor performance, or adequate cause as defined in the Faculty Handbook. If there is a proposal to terminate a continuing appointment for programmatic or economic reasons, the dean will consider other opportunities to retain the faculty member, as determined by the dean. In addition, the Provost will review that determination and consider other opportunities to retain the faculty member outside the school, as determined by the Provost. If terminated for programmatic or economic reasons, the faculty member will receive one year's notice, or pay and extension of benefits to the extent the notice falls short of a year.

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Termination of a continuing appointment for poor performance or adequate cause requires that a faculty committee be consulted. If terminated for these reasons, the faculty member will receive reasonable notice or pay and benefits in lieu of notice, as determined by the President, acting through the Provost, taking into account the length and quality of service and the character of the grounds upon which the action was based.

2) Survey Questions Sent to Academic Units/Schools for our Report

Contracts for RTPC

ASSOCIATE PROFESSORS (3-YEAR CONTRACT)

Does your school provide automatic 3-year contracts to RTPC Associate Professors? (YES/NO)

Notes

Does your school provide some 3-year contracts to RTPC Associate Professors? (YES/NO)

Percent of RTPC Assoc. Prof. with a 3-year contract

a. Number of RTPC Assoc Professors with 3-year contract

b. Total number of RTPC Assoc Prof. in the school

Does your school use a different title for 3-year contracts for RTPC?

if yes, write here the title (i.e. Clinical Scholars)

Notes

Is the availability of the 3-year contract for RTPC stated in any document available to the faculty? (YES/NO)

a. Documents exist, available to faculty. Write where

b. Documents exist, but are not available to faculty

c. Documents do not exist

Notes

Does promotion to RTPC Associate Professor in your school automatically involve a raise? (YES/NO)

Notes

Does your school provide some raises tied to promotion to RTPC Associate Professor? (YES/NO)

Notes

Is the connection between promotion to RTPC Associate Professor and a raise explicitly stated in any document available to the faculty? (YES/NO)

Notes

FULL PROFESSORS (5-YEAR CONTRACT)

Does your school provide automatic 5-year contracts to RTPC Full Professors? (YES/NO)

Notes

Does your school provide some type of 5-year contracts to RTPC Full Professors Professors? (YES/NO)

Percent of RTPC Full Prof. with a 5-year contract

a. Number of RTPC Full Professors with 5-year contract

b. Total number of RTPC Full Prof. in the school

Does your school use a different title for 5-year contracts for RTPC?

if yes, write here the title (i.e. Clinical Scholars)

Notes

Is the availability of the 5-year contract for RTPC stated in any document available to the faculty? (YES/NO)

- a. Documents exist, available to faculty. Write where
- b. Documents exist, but are not available to faculty
- c. Documents do not exist

Notes

Does promotion to RTPC Full Professor in your school automatically involve a raise? (YES/NO)

Notes

Does your school provide some raises tied to promotion to RTPC Full Professor? (YES/NO)

Notes

Is the connection between promotion to RTPC Full Professor and a raise explicitly stated in any document available to the faculty? (YES/NO)

Notes

CONTINUING PROFESSORS (UNRESTRICTED CONTRACT)

Does your school have any Continuing RTPC Professors "With Distinction"? (YES/NO)

Notes

Does your school provide some type of contracts to Continuing RTPC Professors Professors? (YES/NO)

- a. Number of RTPC Continuing Professors
- b. Total number of RTPC Full Professors in the school (see above)

Does your school use a different title for Continuing Professors for RTPC?

if yes, write here the title (i.e. Clinical Scholars)

Notes

Is the availability of a continuing contract for RTPC stated in any document available to the faculty? (YES/NO)

- a. Documents exist, available to faculty. Write where
- b. Documents exist, but are not available to faculty
- c. Documents do not exist

Notes

Does promotion to RTPC Continuing Professor in your school automatically involve a raise? (YES/NO)

Notes

Does your school provide some raises tied to promotion to RTPC Continuing Professor? (YES/NO)

Notes

Is the connection between promotion to RTPC Continuing Professor and a raise explicitly stated in any document available to the faculty? (YES/NO)

Notes

Include any additional comments relating to RTPC contracts here

3) Raw Data Collected as Reported by Schools/Academic Units

ASSOCIATE PROFESSORS (3-YEAR CONTRACT)																			
	Dornsife College	Viterbi School	Kaufman School	Marshall School	Roski School	School of Drama & Music Arts	Rossier School	Ostrow School of Dentistry	Chan Division of OT	Div. of Biokines. & PT	Gould School of Law	School of Cinematic Arts	School of Architecture	Annenberg School	Davis School	Dworak - Peck School	Keck School	Price School	Thornton School
Automatic 3YR contracts	YES	YES	YES	YES	YES	YES	NO	NO	NO	NO	YES	NO	NO	YES	NO	NO	NO	NO	YES
Some 3YR contracts	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	NO	YES	NO	YES	YES	YES	YES
% RTPC Assoc. Prof. 3YR contract	100% ^a	92%	100% 4YR	100%	60%	100%	100%	12%	0%	55%	Would be 100%	27%	0%	100%	0%	40%	UNK	UNK	100%
# RTPC Assoc. Prof. with 3YR contract	101	33	3 ^b	34	3	9	12	3	0	6	0	6	0	13	0	24	UNK	UNK	16
Total number of RTPC Assoc. Prof.	101	36	3	34	5	9	12	25	31	11	0	22	10	13	6	59	401	10	16
Different title for 3YR contracts	YES	NO	YES	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO
3YR contract stated in available documents	YES	YES	YES	YES	YES	NO	YES	YES	NO	YES	YES	NO	NO	YES	NO	YES	YES	YES	YES
Raise standard with promotion	YES	YES	YES	YES	NO	NO	YES	YES	YES	YES	NO	NO	UNK	NO	NO	YES	NO	YES	NO
Some raises given with promotion	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	UNK	YES	YES	YES	YES	YES	YES
Raise policy stated in available documents	NO	NO	NO	NO	NO	NO	NO	NO	NO	YES	NO	NO	NO	NO	NO	NO	NO	NO	NO

^a At Dornsife, 3YR contract also provided for senior lecturer, master lecturer, assistant professor

^b At Kaufman, RTPC Associate professors receive 4YR contracts and 3YR contracts for Assistant Professors of Dance.

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FULL PROFESSORS (5-YEAR CONTRACT)																			
Question	Dornsife College	Viterbi School	Kaufman School	Marshall School	Roski School	School of Dramatic Arts	Rossier School	Ostrow School of Dentistry	Chan Div. of OT	Div. of Biokines. & PT	Gould School of Law	School of Cinematic Arts	School of Architecture	Annenberg School	Davis School	Dworak-Peck School	Keck School	Price School	Thornton School
Automatic 5YR contracts	YES	YES	YES	NO	NO	NO	NO	NO	NO	NO	YES	NO	NO	YES	NO	NO	NO	NO	NO
Some 5YR contracts	YES	YES	YES	NO 4YR	YES	NO 3YR	YES	YES	YES	YES	YES	YES	NO	YES	NO	NO	YES	YES	YES
% RTPC Full Prof. 5YR contract	100%	39%	Would be 100%	0%	100%	0%	100%	22%	0%	100%	100% b	75%	0%	100%	0%	0%	UNK	UNK	89%
# RTPC Full Prof. 5YR contract	43 a	13	0	0	1	0	27	2	0	5	11 b	15	0	33	0	0	UNK	UNK	16
Total number of RTPC Full Prof.	43	33	0	37	1	8	27	9	7	5	11 b	20	4	33	1	14	220	12	18
Different title for 5YR contracts	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO
5YR contract stated in available documents	YES	YES	YES	NO	YES	NO	YES	YES	NO	YES	YES	NO	NO	YES	NO	NO	YES	NO	YES
Raise standard with promotion	YES	YES	YES	YES	NO	NO	NO	YES	YES	YES	NO	NO	UNK	NO	NO	YES	NO	YES	NO
Some raises given with promotion	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	UNK	YES	YES	YES	NO	YES	YES
Raise policy stated in available documents	NO	NO	NO	NO	NO	NO	NO	NO	NO	YES	NO	NO	NO	NO	NO	NO	NO	NO	NO

a Two full-time RTPC Full professors at Dornsife have a longer contract than 5 years.

b At Gould School of Law, all 11 RTPC full professors are transitioning to 5YR contracts in Spring 2021.

RTPC PROFESSOR WITH DISTINCTION (continuing professor)																			
Question	Dornsife College	Viterbi School	Kaufman School	Marshall School	Roski School	School of Dramatic Arts	Rossier School	Ostrow School of Dentistry	Chan Div. of OT	Div. of Biokines. & PT	Gould School of Law	School of Cinematic Arts	School of Architecture	Annenberg School	Davis School	Dworak-Peck School	Keck School	Price School	Thornton School
Any faculty with continuing contract	NO	YES	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO
Continuing contracts available	N/A	YES	NO	NO	NO	N/A	YES	NO	UNK	NO	NO	N/A	NO	NO	UNK	N/A	NO	YES	N/A
a. Number of RTPC Continuing Professors	0	1	0	0	0	0	0***	0	0	0	0	0	0	0	0	0	0	0	0
b. Total number of RTPC Full Professors	43	33	0	37	1	8	27	9	7	3	11	20	3	33	1	14	220	12	18
Different title for Continuing Professors for RTPC	N/A	YES	NO	NO	NO	N/A	YES	NO	UNK	N/A	NO	N/A	NO	NO	UNK	N/A	NO	N/A	N/A
Availability continuing contract stated in documents	YES	YES	UNK	NO	NO	N/A	YES	NO	UNK	N/A	NO	NO	NO	NO	UNK	N/A	NO	YES	YES
Raise standard with promotion	UNK	YES	N/A	N/A	N/A	NO	NO	N/A	UNK	N/A	N/A	NO	UNK	UNK	UNK	N/A	N/A	N/A	NO
Some raises given with promotion	UNK	YES	N/A	N/A	N/A	NO	YES	N/A	UNK	N/A	N/A	NA	UNK	NO	UNK	N/A	N/A	N/A	N/A
Raise policy stated in available documents	NO	NO	NO	UNK	N/A	NO	NO	N/A	UNK	N/A	N/A	NO	NO	NO	UNK	N/A	N/A	NO	NO

*** One dossier in process at Rossier School of Education.