

## **Part-Time Faculty Affairs Committee Year-End Report, 2022-2023**

### Overview

Most of the work done by the committee this year has been centered around the Future of Faculty Work project. The attempts to progress on that task were stymied by continued issues around access to information and basic demographics of the Part-Time and Adjunct Faculty constituencies (subsequently referred to as PTF in this document). Additionally, without the full staffing of all Faculty Affairs Committee, the planned collaboration between the Tenured/Tenure-Track, RTPC, and Part-Time FACs could not happen.

Given these limitations, the chairs drafted our report building off the existing language regarding PTF in the Faculty Handbook and previous Academic Senate resolutions, using them to guide what a deliberate construction of the faculty could look like. What followed was three proposals for how to better calibrate the faculty while also valuing the humanity of individuals who have been serving the university consistently as PTF. These included developing a one-time path to full-time for PTF, a right-of-first-refusal policy for long-standing PTF, and a call for greater transparency and communication from the administration to faculty governance bodies regarding PTF information and policies.

Separately, though in line with the third general proposal of the Future of Faculty Work report, the Committee drafted a proposal to the Provost's Office calling for the creation of a Part-Time & Adjunct Faculty Policies Hub. This would be a website where the general university policies regarding PTF would be enumerated and clearly presented in a central location. Additionally, links to each school's individual policies would be located there, so further information could be found. This is a necessary resource so new and returning PTF could easily find information about their employment and rights at USC, improving their understanding of their position and minimizing the administrative burden of handling inquiries and repeatedly sharing the same information. While this would not cover all the transparency needs that are called for in the Future of Faculty Work report, it would be a step in the right direction.

### Recommendations for 2023-2024 Charge

As the chairs and the committee members found this year, the committee's ability to "monitor" situations that pertain to PTF is and has historically been hindered by the lack of access to PTF information. The aforementioned lack of clear information and

transparency regarding the demographics of the PTF constituency has also impaired the committee's ability to make recommendations that would best serve the needs of PTF at USC. Nonetheless, some tasks can be worked on in the next year with certain limitations:

1. Work with the Executive Board of the Academic Senate to get the information access and clarity called for in Proposal III of the "Future of Faculty Work" report. Without this, the Committee's work will continue to be at a standstill in terms of identifying and responding to the concerns of the PTF.
2. Clarifying and fully drafting the criteria for a potential "One Time Path to Full-Time" policy. For such a policy to be responsive to the diverse experiences of long-time PTF, it will be important that the committee can access these faculty members for direct input.
3. Clarifying and fully drafting the details and requirements for the "Right of First Refusal" policy for long-standing PTF. For such a policy to be responsive to the diverse experiences of long-time PTF, it will be important that the committee can access these faculty members for direct input.
4. Continuing to liaise with Ginger Clark in the Provost's Office to track the developments regarding the implementation of AB 736 and the attestation forms regarding Part-Time vs Adjunct faculty.
5. Following-up on the other proposals suggested by the Committee in recent years.

### **Co-Chairs**

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### **Committee Members**

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