



April 5, 2016

Dear Colleagues:

I write to you about two resolutions put forward by the Academic Senate: one regarding part-time faculty and another about faculty nomenclature. I am happy to add my support and approval of both resolutions.

The Academic Senate has adopted a wide-ranging resolution about improvements in employment conditions of USC part-time faculty. The resolution reflects the University's esteem for the work of our part-time faculty and their contribution to USC's pursuit of excellence. The resolution seeks to align, to the extent it makes sense to do so, the employment conditions of part-time faculty with those of full-time faculty. All employment conditions of our part-time faculty must be based on the principle that they are valued members of our academic community. The resolution also reinforces the crucial role of part-time faculty in shared governance.

The resolution calls for, among other things:

- compensation increases and promotions based on merit
- eligibility for annual and multi-year contracts
- reasonable notice or compensation if assigned courses have to be cancelled
- regular school benchmarking of compensation
- clarified approval processes for outside teaching
- fair and reasonable ways for part-time faculty to have an appropriate voice in committees, faculty meetings, and Faculty Councils (Part-time faculty are already eligible to be appointed or elected throughout faculty governance, and serve on some of the most important University committees. )

The Senate's Part-time Faculty Committee prepared the report that is reflected in the resolution. After consultation with Faculty Councils, the resolution was adopted by the Senate without dissent. For the items that call for action at the school level, I ask the Faculty Councils and deans to work together, with the assistance of Vice Provost Elizabeth Graddy, to take account of the unique situation in each school and to submit for my review concrete plans for implementation. As the resolution provides, there will be regular surveys to monitor the changing needs and work satisfaction of the part-time faculty. The Senate and I will collaborate to make implementation of the resolution successful.

In a separate resolution, the Senate also rejected the traditional terminology of "non-tenure-track" because it defines people in terms of what they are not. Instead, the Senate adopted the vocabulary of practitioner-track, clinical-track, teaching-track and research-track faculty. The Senate Handbook Committee is working on appropriate Faculty Handbook amendments to reflect the new terminology. I encourage Faculty Councils and deans to update school guidelines both to use the new vocabulary and to integrate documents for all our faculty as much as possible.

As provost, I am convinced that advancing our academic excellence depends on the critical contributions of every category of USC faculty – both full and part-time, and whatever their track. Senate committees have addressed many concerns of full time faculty. Providing all faculty with employment conditions in which they flourish and can be their best is vital to our academic success. USC has to be a place that attracts the best and brightest faculty of all tracks, ranks, and profiles.

Please note that, because the NLRB has certified, and the University has recognized, Local 721 of the Service Employees International Union as the exclusive collective bargaining representative of the teachers in the International Academy, the University cannot unilaterally implement changes in employment conditions in the International Academy. Upon the Union's request, the University will bargain about such changes. The initial meeting of the bargaining teams will occur in a few weeks.

Both resolutions are enclosed with this letter. I thank President Ginger Clark and the entire Academic Senate for their efforts on behalf of all USC faculty and for continuing to advance the important principles of shared governance at USC.

Sincerely,



Michael Quick

Cc: C. L. Max Nikias  
Ginger Clark  
Academic Senate  
President's Cabinet  
Provost's Cabinet  
Academic Deans