

Rossier
Part-Time Faculty Meeting
Minutes
Meeting 09/27/2021: 11:00 AM (PST)

Zoom link:

<https://zoom.us/rec/share/ztizMQJ0K9H2tCjnfvkv9ISfttstJVotxwwYR7wpjrPISmE3kw-csyH1X9-oXKR0.L1epQPx55AIU7aYH?startTime=1632765802000>

In attendance: Larry Picus, Melanie Brady, Omar Ezzeldine , Linda Hoffman , Susanne Foulk

1. Welcome

2. Updates from Larry Picus

- a. Pay: Goal is to tie PT pay to what FT RTPC faculty make so that increases in FT RTPC pay result in increases in pay to PT faculty.

3. Destini -Follow-up-brought over from Spring 2021

a. PTF Intranet

- i. There is now a page dedicated to PT faculty in the faculty portal.
- ii. It is a work in progress. Destini is working on adding PT resources.
- iii. Destini now has access to edit the portal.

b. Faculty Bios

- i. These will be implemented in the near future.
- ii. Will be fully self-service so that PT faculty can edit/update profiles/bios.
- iii. Only faculty that have taught for Rossier within the past year will have active bios.

c. Years of Service Certificate and Gifts

- i. Sonya is assisting Destini in completing this week.

4. Discussion: (Susanne intro) PT Faculty Priorities: Salient Concerns: Issues surrounding Equity and Diversity- Part-Time Faculty

a. "The Why" or Purpose: Purpose of hiring PT Faculty

- i. Propose: Quantify
- ii. Larry was asked to define the purpose of hiring PT faculty. He highlighted that the Fundamental Principle behind the hiring of PT as defined in Senate Resolution 15/16-004 stated that PT faculty should NOT be hired as a solely cost-saving measure.
- iii. Larry said it was an important and difficult question. One of the requirements is to balance the budget. There is pressure to have as

- many classes as possible taught by FT faculty. The goal is to hire 14-15 faculty members by fall.
- iv. We are a professional school and there will always be PT faculty because they offer the expertise that we don't have. We also need PT-ers to fill in when there are gaps in teaching.
 - v. An average FT faculty member teaches 8 courses per year.
 - vi. "It has not been an unreasonable view on your part" to feel that you have been "exploited."
 - vii. Omar suggested that other professionals who are hired for expertise and specialization are paid more for the proportion of their time than a FT equivalent. He suggested that by following this model, it creates a financial disincentive against hiring PT faculty for their cost-saving benefits.
 - viii. Larry countered that the marketplace for PT faculty "is what it is."
 - ix. Larry elaborated on the Rossier budget stating that it has a \$100M budget. \$19M are restricted funds. \$26M is "tax" paid to USC. \$24M goes to 2U which is subject to a contract. \$31M is our operating budget and is committed.
- b. Rehiring practices and the types of PT faculty that are utilized
 - c. Annual Contracts
 - i. the right to work issue implied and equity/ fairness discussed in the document which overlooks those that have been around
 - d. Benefits_Health Insurance Reimbursement option_ *Tabled*

https://academicsenate.usc.edu/files/2015/08/Resolution-15_16_04_re-Part-time-Faculty-approved-1.pdf