

YOUR VOICE IN SHARED GOVERNANCE

RTPC faculty and USC have been working together to guide our University for more than two decades with the Academic Senate and faculty committees.

We're proud of this effective process for promoting our shared values. RTPC faculty are more than just employees – they are decision makers.

Shared governance may be limited with a union contract. It could make faculty more like employees instead of partners.

WITH OUR SHARED GOVERNANCE MODEL:



- ✓ Every RTPC faculty member is eligible to serve on committees, as committee chairs, and in Academic Senate leadership
- ✓ More than 15% of RTPC faculty serve in administrative roles
- ✓ Six out of the last 11 Academic Senate presidents have been RTPC faculty and the two candidates running this year are RTPC faculty:
 - The Senate has a high level of influence on committee charges and recommendations across the University, regular access to senior leadership, and power to pass resolutions that lead to change.
- ✓ RTPC faculty's annual merit is determined by a group of their peers
- ✓ Every RTPC appointment and non-reappointment go through a multi-level peer review process
- ✓ Many RTPC faculty serve on their school's faculty council

THE CONTRACT BETWEEN UNITED AUTO WORKERS AND NYU¹ HAS LANGUAGE THAT:



- ✗ Prohibits faculty from using shared governance to deal directly with the University on terms and conditions of employment
- ✗ Blocks faculty from participation in the University Senate on matters of compensation, benefits, working conditions, reappointment, promotion, leave, dismissal, and grievance

¹ Source: Article 29 – Shared Governance, Memorandum of Agreement between NYU and Contract Faculty United – UAW.

CONSIDER THIS SCENARIO:



RTPC faculty raise concerns about workload from a new advising initiative and attempt to work with leadership through the shared governance model. But the union contract says “terms and conditions of employment,” like workload, must be handled only through bargaining. The dean’s office would not be able to address the workload concerns brought to them through shared governance, and some Senate discussions on the topic may be restricted.

FAQS

What is shared governance at USC for RTPC faculty?

It’s the long-standing practice of faculty and the University working together through the Academic Senate and faculty committees to guide key academic and institutional decisions.

Why does this matter for RTPC faculty?

RTPC faculty are more than employees. They actively participate as decision makers, shaping policies and practices that affect academic life and their schools.

How do RTPC faculty participate today?

RTPC faculty are eligible to serve on committees (including as chairs) and in Academic Senate leadership, and many serve on their school’s faculty council.

Do RTPC faculty hold leadership roles?

Yes. More than 15% of RTPC faculty serve in administrative roles, and six out of the last 11 Academic Senate presidents have been RTPC faculty.

How are RTPC appointments and reappointments reviewed?

RTPC faculty’s annual merit is determined by a group of their peers, and every full-time RTPC appointment and non-reappointment go through a multi-level peer review process.

How could a union contract affect shared governance?

Some contract language could limit what faculty can address through shared governance, shifting issues into bargaining and potentially making faculty feel more like employees than partners.