

THE UNION DIFFERENCE FOR FACULTY



Non-tenure track (NTT) faculty at the University of San Diego are the heart of our institution. We do most of the teaching and carry out the core functions of our university: instruction, mentoring, research, service, and preparing the next generation of leaders in academia and beyond.

Yet, we have little job security, low pay, few opportunities for advancement, and no meaningful voice in our working conditions or university governance.

Still, we believe there is a path forward. We USD NTT faculty can win better pay, a powerful voice on the job, and the protections that we deserve by forming a union.

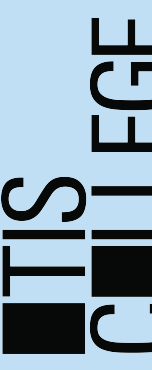
Below is a comparison of our rights, pay, and working conditions versus NTT faculty members who have joined SEIU.

BETTER PAY & RAISES

Unionized faculty win better pay for themselves through contract negotiations. Below is what union NTT faculty have won at other universities:

Faculty Who Have Formed a Union With SEIU

- Arts and Science NTT faculty will see a **pay increase of at least 13% between 2022-2024**. Faculty who've taught seven years or more will see an **18% pay increase**.
- Between 2019-2021, Arts and Science NTT faculty saw a significant increase in their pay for standard courses of three units or more:
 - Faculty with three years of service or less saw a **40% pay increase**.
 - Faculty with four to six years of service saw a **42% pay increase**.
 - Faculty with seven or more years of service saw a **48% pay increase**.
- NTT faculty won a **≈33% pay increase** for standard courses of three units or more between 2017-2019.
- Faculty won **retroactive raises of up to 17%**, with **scheduled raises of up to 15% between 2021-2023**.



USD NTT Faculty

- NTT faculty have **no power to bargain collectively for annual pay increases** without a union.
- While the per unit rate for NTT faculty increased marginally— by less than 1%— in the 2022-2023 academic year, the rate actually **decreased** from the 2020-2021 academic year to the 2021-2022 academic year.



JOB SECURITY & PROMOTIONS

Union NTT faculty get longer contracts that provide more job security. Many also win favorable policies around the notification of assignments they receive and opportunities for promotion:

Faculty Who Have Formed a Union With SEIU

- Faculty **advance to one-year appointments** after probationary period of teaching four semesters or eight courses, plus an additional two semesters.
- After probationary period and three one-year appointments, **faculty receive two-year appointments**. Some faculty members who teach consistently also get course-load agreements moving forward.
- Faculty **advance to one-year appointments** after three courses.
- Faculty are notified of reappointments for the fall semester by the end of May and for the spring semester by mid-November.
- Resident faculty **appointments are renewed in terms of three to five years**.
- Faculty are **automatically promoted** to Senior Lecturer after completion of 60 units.
- Faculty are notified of appointments for fall semester by late July and notification for spring semester by early December.
- Part-time faculty with course seniority are preferred during the hiring process.



USD NTT Faculty

- **Only multi-year contracts are eligible for contract renewals**, even though a majority of USD NTT Faculty are on **one-semester contracts**.
- While there have been suggestions to prioritize promoting NTT faculty with three consecutive satisfactory years over hiring new staff, nothing is guaranteed without union bargaining power.



PROFESSIONAL DEVELOPMENT

Faculty Who Have Formed a Union With SEIU

- SEIU NTT faculty can **bargain to establish robust professional development funds** for faculty research, conferences, trainings, and more.

USD NTT Faculty

- The CAS NTT Ad Hoc Report found that **66% of surveyed NTT faculty don't participate in scholarship** due to lacking support and resources.
- According to the same report, **only full-time NTT faculty qualify for the Computer Replacement Program and tuition remission benefits after 3 years of service**.
- A relatively small CEE travel grant is available to some faculty, but it can only be used for teaching-related events, not for research.



VOICE ON THE JOB

Faculty Who Have Formed a Union With SEIU

- SEIU members **negotiate union contracts that win improvements** to pay, job security, workloads, health and retirement benefits, and much more.
- By establishing labor-management committees, union NTT faculty have **won the right to regularly meet with administration to discuss concerns** about working conditions, potential violations of union contracts, and more.

USD NTT Faculty

- There is an NTT Faculty Committee in the University Senate, but **only tenured and tenure-track faculty can be Elected Faculty Senators** as per the USD Constitution and By-Laws, leaving NTT faculty without representation or a voice in the University Senate.
- Even if NTT Faculty became eligible to be Elected Faculty Senators, the power to approve policies still lies in the hands of the University President and the Board of Trustees and not the faculty — **making bargaining rights the only true way to change pay structures and working conditions**.
- **Only benefits-based NTTs in CAS can serve on the Academic Assembly in CAS**, cutting out many instructors from representation.

