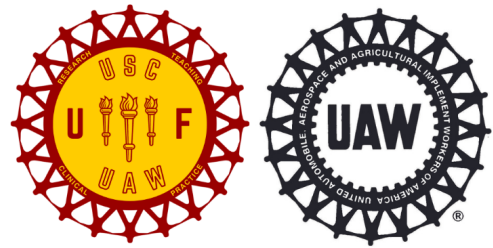


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FOR IMMEDIATE RELEASE

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Non-Tenure-Track Faculty File Petition to Establish Union at USC

A majority of part and full-time faculty, across 21 schools, form a union to improve their working conditions at the university.

Los Angeles, CA – 12/10/24

Today, United Faculty-UAW (UF-UAW) announced the filing of a petition with the National Labor Relations Board (NLRB) to formally establish their union at the University of Southern California (USC). Representing non-tenure-track, full-time and part-time faculty—known by USC as RTPC (Research, Teaching, Practitioner, and Clinical)—across a wide range of disciplines at 21 schools, the union seeks to improve working conditions, ensure fair and equitable compensation, defend academic freedom, and strengthen their voice on campus.

“This is a historic step for faculty at USC,” said Renée Smith-Maddox, Teaching Professor at the Dworak-Peck School of Social Work at USC and member of United Faculty-UAW. “My colleagues and I love the work we do and the students we teach, but too many of us struggle with pay that doesn’t keep pace with the cost of living, little to no job security, and unclear promotion pathways. By unionizing, we are fighting for the rights and benefits that will create a better working environment in which to provide the highest quality education and research experience at USC.”

UF-UAW is composed of approximately 2,500 part-time and full-time faculty, who perform the vast majority of the teaching, research, clinical, and creative endeavors on campus. A majority of this faculty group have signed cards in support of forming a union, reflecting widespread enthusiasm for the effort. The union is affiliated with the United Auto Workers (UAW), which represents over 140,000 academic workers across the United States, including at major universities such as Harvard, NYU, and the University of California system.

The decision to unionize comes after years of discussion among faculty regarding shared concerns, including job security, compensation inequities, unilateral benefit cuts, and inconsistencies in teaching workloads. Faculty members emphasized that a union would enable them to negotiate collectively with USC’s administration to address these issues and enhance the university’s academic mission while providing a more stable and effective educational environment for the students.

“Our colleagues at other institutions have demonstrated the transformative power of collective bargaining,” said Scott Uriu, Adjunct Associate Professor in the USC School of Architecture. “We are inspired by their successes. Forming a union will allow us to better advocate for the changes we need—not just for ourselves, but for the students and communities we serve.

United Faculty-UAW is part of a growing national movement of academic workers advocating for change in higher education. UF-UAW members are calling on the university administration to respect the faculty’s decision and engage in a fair and collaborative process as the petition moves forward.

For additional UF-UAW quotes, photos, and testimonials, please visit:

<https://unitedfaculty-uaw.org/about/>

For updates on UF-UAW efforts, please visit:

Instagram: [@unitedfaculty_uaw](https://www.instagram.com/unitedfaculty_uaw)

Facebook: <https://www.facebook.com/UFUAW/>

BlueSky: [@unitedfaculty-uaw.bsky.social](https://bsky.app/profile/unitedfaculty-uaw.bsky.social)

About United Faculty-UAW

United Faculty-UAW is a union by, for, and of non-tenure-track faculty at the University of Southern California. Our union is committed to improving working conditions, advancing equity, and advocating for policies that strengthen education, research, and patient care. Affiliated with the United Auto Workers, UF-UAW is part of a nationwide movement of academic workers organizing for transformative change in higher education.