



Resolution: Author(s): Student Life Committee Chair Emma Peters; Senator Reese O'Driscoll

Sponsoring Senator(s): Health and Wellness Coordinator Angelica Gaupman; IDEA Committee Chair Lukas Diazgranados; Academics Committee Chair Jolie Beegle; Student Org Committee Chair Cassandra Diaz; Speaker Pro Tempore Lily Giovannelli; Clerk of the Senate CeCe Fletcher.

Date: April 18, 2024

Whereas, the Associated Student Government of the University of San Diego is committed to the recruitment and development of programs supporting the University's mission of advancing academic excellence, as well as the academic excellence of the undergraduate population at the University of San Diego as stated in the university's core values of expanding professional and liberal knowledge, creating an inclusive and diverse community, and preparing the highest qualities of compassion and ethics in the leadership of tomorrow and that self-determination and autonomy are foundational principles of academic freedom; and

Whereas, the Non-Tenure Track (NTT) Faculty at the University of San Diego (USD) have many of the teaching expectations of tenure-track professors without the wages, benefits and workplace protections. According to IRP Fall Census Files from the USD Finance Office, NTT faculty bring in about 51% of the net revenue based on student contact hours to the College of Arts and Sciences, but receive only 17% of that net revenue in benefits and wages; and



Whereas, the Catholic Church has long supported the rights of working people to organize collectively. The U.S. The Catholic Bishops wrote prophetically: “All people have the right to economic initiative, to productive work, to wages and benefits, to decent working conditions, as well as to organize and join unions or other associations.” (A Catholic Framework for Economic Life, no. 5)

Be it resolved, that the USD Associated Student Government Senate calls upon the USD Administration to respect NTT Faculty’s rights and refrain from interference in or retaliation for their protected labor activity; and

Be it further resolved, that the USD Associated Student Government Senate calls upon the USD Administration to bargain expeditiously and in good faith should NTT Faculty vote to form a union; and

Be it further resolved, that this resolution shall be delivered to the following individuals for comment and action:

Dr. James T. Harris III, *President, University of San Diego*; Dr. Gail Baker, *Senior Vice President and Provost*; Ms. Charlotte Johnson, *Vice President for Student Affairs*; Dr. Regina Dixon-Reeves, *Vice Provost, Diversity, Equity and Inclusion*; Dr. Byron Howlett, *Assistant Vice President for Student Life*; Dr. Nicole Whitner, *Assistant Vice President and Dean of Students*; Dr. Soha Jafarzade, *Associate Director for Community Engagement & Inclusion*; Mr. Andrew Allen, *Vice President, Institutional Effectiveness and Strategic Initiatives*; Dr. Timothy Keane, *Dean, Knauss School of Business*; Dr. Noelle Norton, *Dean, College of Arts and Sciences*; Dr. Chell Roberts, *Dean Shiley-Marcos School of Engineering*; Ms. Janes Georges, *Dean of Nursing and Health Science*; Dr. Darren Kew, *Dean of Joan B. Kroc School of Peace Studies*; Kimberly White-Smith, *Dean of School*



*of Leadership and Education Sciences; Steve Sumner, 2023-24 Chair of
University Senate*

Emma Peters

April 24, 2024

Co-Author, Emma Peters, Student Life Committee Chair

Date

Reese O'Driscoll

April 24, 2024

Co -Author, Reese O'Driscoll, College of Arts & Sciences Senator

Date

Andres Fernandez

April 26, 2024

Andres Fernandez Perez, ASG President

Date

Gunner Kolon

April 26, 2024

Gunner Kolon, ASG Speaker of Senate

Date

