Dear Dornsife Faculty,

Your elected members of the Dornsife Faculty Council have been working on your behalf on a variety of initiatives. A list of some of our current projects is below. For further information on any of them, please reach out to your DFC representatives, or write to facultycouncil@dornsife.usc.edu.

1. The Dornsife Faculty Council voted in support of a change to the rank structure in the RTPC lecturer track. Previously, those on the RTPC Professor track had four rank steps while those on the RTPC Lecturer track had only three. As the raises attached to promotions are significant, this placed those in the Lecturer track at a disadvantage. This has now been corrected.

   The change also required an adjustment to the name of the entry-level track in the RTPC Professor stream: Previously, this rank was “Lecturer.” Now, to avoid confusion, it is “Instructor.” Because the vote passed, the rank structure for both streams is now as follows:

<table>
<thead>
<tr>
<th>RTPC Lecturer Track (for those without terminal degrees in their field)</th>
<th>RTPC Professor Track (for those with terminal degrees in their field)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Instructor (entry-level)</td>
<td>Instructor (entry-level)</td>
</tr>
<tr>
<td>Lecturer</td>
<td>Assistant Professor (Teaching)</td>
</tr>
<tr>
<td>Senior Lecturer</td>
<td>Associate Professor (Teaching)</td>
</tr>
<tr>
<td>Master Lecturer</td>
<td>Professor (Teaching)</td>
</tr>
</tbody>
</table>

   While this is good news for those who will be joining the Lecturer track, it opens up the possibility of salary compression for those already at the higher ranks, as newer faculty will have had three promotion bumps by the time they reach Master Lecturer, while senior faculty members will have had only two. The Dean’s Office has assured us that they will keep a close eye on equity issues related to this rank change and make adjustments where necessary via the yearly salary increases.

   The Faculty Council encourages faculty members to talk openly with your colleagues about salaries to identify inequities, if any, and to monitor your annual salary letter to see if the appropriate equity adjustments are taking place. If you have any questions about equity issues, please contact Faculty Affairs. As always, you have the right to appeal your salary by writing to the Dean’s office within ten days of receiving your annual salary letter.

2. In Fall 2021, the Dornsife Faculty Council sent out a major survey to faculty to better understand perceptions of the Merit Review process. In Spring 2022, we sent out an additional
survey to department chairs to ascertain whether or not there is consistency between
departments in how the process is conducted. From this, we learned that many faculty do not
fully understand the connection between their merit review appraisal and their subsequent
annual raise. We also learned that many faculty do not understand how pay equity is addressed
within Dornsife.

To remedy this, the DFC recently drafted a resolution calling upon the
administration to add additional information to the faculty’s annual salary letter that
will better explain these connections. The resolution calls for A) disclosure of the year’s
“salary pool” percentage, B) a clear indication of the total percentage raise allotted, C) a
statement of which portion of that raise was the result of the merit review appraisal,
and D) a statement of which portion of that raise was given to address equity issues.

This resolution passed unanimously in our February 1st 2023 meeting, and has
been delivered to Dean Amber Miller. We will provide an update once we have received
a response.

3. The DFC drafted and voted upon changes to the Faculty Council Bylaws, which you
can see here, along with comments on why the changes were made. The changes were made to
better define the role of the Dornsife Faculty Council and its caucuses, and to clarify where
departments outside of the three main voting blocs are to be placed during elections. It also
creates the role of Immediate Past President to improve the institutional memory of the
council.

4. Looking ahead to the forthcoming DFC elections, the council has discussed strategies for
increasing the number of faculty members interested in running for a position on the council.
We are particularly eager to encourage tenure-track faculty to join the council, as they are
currently under-represented. Please contact the DFC if you are interested in running, or if you
have someone you wish to nominate, or if you just have questions.

5. Finally, we received a preliminary response from the Dean’s Office on our
recommendations for a new set of best practices for conducting merit review, which were
based on the survey mentioned above. We are arranging a meeting for further discussion on
this topic with the Dean’s Office, and will report back to you all next month.

As always, if you have any questions or concerns that you would like addressed by your
Dornsife Faculty Council, please either contact your DFC representatives, or
email facultycouncil@dornsife.usc.edu.

Yours,
The Dornsife Faculty Council
Jim Clements, President
Leslie Berntsen, Vice President
Anastassia Tzoytzoyrakos, Secretary