

The Dornsife College Faculty Council

Resolution 21/22-001

Procedure:

- 1. A motion should be typed or hand-printed.*
- 2. A motion should first be offered to the Executive Board for review and advice on editing and parliamentary implication.*
- 3. If changes are necessary, the motion should be recopied on another form. Amendments may be indicated in the margin or on the reverse of this form.*

Resolution on Merit Evaluation and Salary:

WHEREAS USC faculty are indispensable agents of the university's educational mission;

WHEREAS USC must provide its faculty with a base salary that keeps pace with the rising cost of living in Los Angeles;

WHEREAS USC needs a merit review system that promotes and rewards faculty achievement;

WHEREAS the faculty merit review process is currently the primary system for determining faculty wage increases, outside of promotion;

WHEREAS a recent Dornsife faculty survey implemented by the Dornsife Faculty Council has found that, while many faculty appreciate the opportunity to review and reward excellent performance among their peers, there are broad concerns regarding the transparency, fairness, and equity of the merit review process as it currently stands;

WHEREAS the annual budget allocation for faculty salary raises for each school or division at USC, referred to as the "Merit Pool," is currently tied to annual tuition increases rather than other relevant metrics such as cost of living, salary competitiveness, or indeed faculty performance;

WHEREAS even the highest raises offered as a result of the merit review process are consistently lower than the annual rate of inflation,

WHEREAS having one's salary depreciate after a merit review process that is perceived as inequitable is taken by many faculty as an indication of the administration's lack of appreciation for, and investment in, the faculty as an essential part of USC's success;

THEREFORE the Dornsife Faculty Council urges the administration to:

1. Guarantee all faculty an annual cost-of-living salary increase equal to or greater than the five-year average of the government-defined Cost of Living Adjustment (COLA), regardless of merit review performance; and
2. Respond to faculty concerns regarding inequities in the merit review process by forming a committee to transform the process in the light of current scholarship; and
3. Once it is transformed, use the merit review process to incentivize and reward excellence by offering raises, bonuses, or other financial incentives for performance that exceeds expectations, above the guaranteed cost-of-living increases.

Resolution Number: 21/22-001

Motion by: Executive Officers (No second required when moved by committee)

Date: January 31, 2022

Presented at the Faculty Council meeting on: February 2, 2022

Action taken: Unanimously Approved