

The Dornsife College Faculty Council

Resolution 21/22-002

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 the formation of a Joint Faculty Salary and Compensation Committee at Dornsife

Whereas salaries and salary inequities impact all Dornsife faculty;

Whereas policies impacting faculty compensation are routinely handled at peer institutions as part of shared faculty governance, typically through the work of a Salary and Compensation committee led by faculty.

Whereas no similar committee exists at USC, causing faculty disenfranchisement from this essential part of their professional life;

Be it resolved, the Dornsife Faculty Council (DFC), in conversation with the Dornsife Dean, shall assemble a standing Faculty Salary and Compensation Committee (FSCC) for Dornsife, composed of active members of the Dornsife faculty and key members of the Dornsife administrative leadership.

Composition:

The Dornsife FSCC will

- Be a committee of the Dornsife Faculty Council and report to the DFC and its Executive Board.
- Be led by a team of active Dornsife Faculty Council representatives.
- Include at least one member from the TT and from RTPC/NTT in each division.
- Consider incorporating ex-officio members representative of the divisional deans and Dornsife Budget and Finance office, as well as the DFC President and Vice President.

Charge:

The Dornsife FSCC will work across departments at Dornsife to create and publish an annual salary report. The committee will identify areas of concern and strategies for addressing compression and equity, and work to establish and update appropriate salary floors, benchmarks or “brackets” for faculty at all ranks and in all divisions.

To do its work, this Faculty Salary & Compensation Committee will be empowered to:

- Request detailed and current USC faculty salary data by the budget/finance office in Dornsife, and the Provost's office.
- Solicit information from Dornsife departments to aid in salary benchmarking efforts for specific disciplines.
- Collect available salary data from external sources, such as the AAUP and public peer institutions.

With this information, the standing committee will work to:

- Define appropriate salary floors, benchmarks, or brackets for faculty at all ranks and in all divisions at Dornsife.
- Identify equity concerns impacting specific groups or categories of faculty, and recommend measures for ameliorating concerns over a reasonable timeline.
- Create a detailed annual report for use by Dornsife deans and the Executive Board of the Dornsife Faculty Council.
- Publish an annual summary report accessible to all faculty.

Resolution Number: 21/22-002

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

Date: April 6, 2022

Presented at the Faculty Council meeting on: April 6, 2022

Action taken: Unanimously Approved