



May 18, 2016

Dear Colleagues:

I write to you about the Academic Senate's new resolution on faculty salaries, which I am happy to support and approve.

Throughout the seven decades since USC faculty first established a senate, our faculty governance has worked to improve faculty salaries. The new resolution was developed by Academic Senate committees over the 2015-16 academic year, drafted April 13 and adopted May 11. It builds upon the Senate's earlier resolution on part-time faculty which, among many other things, called for compensation increases based on merit and regular school benchmarking of compensation.

The resolution also reflects the best practices of many of our schools, which should be used university-wide, and incorporates established practices of my office which should be better known. Among the resolution's topics are:

- Policy on merit raises and faculty merit committees
- School summary reports on the outcomes of the annual merit pay process
- Preserving the privacy of individual salaries
- Periodic salary benchmarking, consulting with Faculty Councils in identifying appropriate benchmarks
- Reviewing salaries of faculty in protected classes to insure equity
- Provost oversight on benchmarking and the faculty consultation processes
- Salary appeals to the dean, and if necessary a second appeal to the Provost, in cases of perceived salary inequity, compression, or inversion.

My team and I will work on successful implementation of the resolution, collaborating with the Senate officers. I suggest that the Faculty Councils and deans, with the assistance of Vice Provost Elizabeth Graddy, submit for my review concrete implementation proposals that take into account the unique situations in each school.

Providing all faculty with an environment and employment conditions in which everyone can flourish is an absolute necessity for USC to continue to attract and retain the outstanding faculty required to fulfill our academic vision.

Please note that, because the NLRB has certified, and the University has recognized, Local 721 of the Service Employees International Union as the exclusive collective bargaining representative of the teachers in the International Academy, the University cannot unilaterally implement changes in employment conditions in the International Academy. Following up on the vote of last January, the union has requested that bargaining begin next month. Upon the Union's request, the University will bargain about changes made by this resolution.

The resolution and President Ginger Clark's memo are enclosed with this letter. I thank her, the Academic Senate's Executive Board, and the Academic Senate at-large for all of their hard work this year. The university is better — both tangibly and intangibly — for their efforts.

Sincerely,



Michael Quick

Cc: C. L. Max Nikias
Ginger Clark
Academic Senate
President's Cabinet
Provost's Cabinet
Academic Deans