

The Committee on Faculty Environment monitors the various aspects of the total environment in which faculty of the University carry out their responsibilities of research, teaching and mentoring students, and service. The committee may recommend to the Academic Senate steps for improving the faculty environment in areas such as: the basic terms of faculty employment, fringe benefits, faculty compensation and retention, faculty contracts, office and laboratory space, parking, and other facilities on which faculty rely.

The FEEC was charged with researching and identifying recommendations for **three** key issues in 2015 - 2016

1

Faculty retirement benefits analysis and comparison

Sources: Emeriti Center (Janette Brown), central HR, AAUP (future), AROHE (future), ACE (future), peer and aspirant institutions (future)

Preliminary information: Peer institutions identified are UCLA, Tufts, and Carnegie Mellon. Aspirant institutions identified are Princeton, Stanford, Harvard, and Columbia.

Goal: Make recommendations regarding how USC can improve its retirement packages for TT and NTT faculty

Anticipated challenges: Costs of benefits offered

2

Parking congestion in the Southwest side of campus (PSA)

Sources: Transportation (David Donovan)

Preliminary information: Congestion is due to multiple construction projects. Transportation is following standard practices for PSA (overselling by 7-10%, allowing daily guest passes & reservations).

Committee recommendation: reassess Alternate Transit Subsidy, possibly increasing incentive for employees to use this subsidy to limit the number of cars.

Anticipated challenges: Subsidy was cut from Transportation's budget because it was not sustainable, as they have a standalone budget.

**Paula Cannon met with Administration about this subsidy.

Bicycle safety on- and off-campus

Sources: DPS (David Carlisle), USC Bike Coalition (Francois Bar; Professor in Annenberg), USC Bicycle Master Plan creator Alison Kendall (bicycle and pedestrian planner; Adjunct Professor in Price)

Preliminary information: Use of bikes decreases traffic, helps with parking space issues, and supports sustainability initiatives. In 2012 the USC Bicycle Master Plan was created with support from Administration, but most recommendations were not implemented (bike lanes on Trousdale are from this plan). The most reported incidents are bike-bike and bike-car accidents. City of LA is going to implement My Figueroa, creating bike lanes on Figueroa in an effort to make the area near USC safer for bikes. There are many recommendations in the Master Plan, but these can be prioritized.

Goal: Make recommendations that are realistic and implementable.

Anticipated challenges: Cost; buy-in from drivers, bicyclists, and pedestrians; difficulty with accountability/enforcement

