

1 **ACADEMIC SENATE**

2 **Resolution 21-22-02**

3
4
5 **Merit And Retirement**

6
7
8 WHEREAS the Academic Senate recognizes that the University is successfully managing a
9 serious budget shortfall resulting from the COVID pandemic, earlier problems at USC, and an
10 economic downturn;

11
12 WHEREAS the economic downturn resulting from the pandemic has in many respects subsided,
13 and particularly with respect to investment markets;

14
15 WHEREAS the faculty and staff have mitigated the effects of the COVID pandemic by
16 delivering a top-tier online education, and by faithfully complying with numerous University
17 COVID mandates, and thus contributing substantially to USC's solvency;

18
19 WHEREAS the Administration's FY21 budget reflected elimination of the University's 401(a)
20 employer non-elective contributions to retirement accounts and no funds for merit-pay increases;

21
22 WHEREAS the Administration's FY22 budget reflected a partial pause in the university's
23 contributions to employee retirement-benefit plans;

24
25 WHEREAS the lack of merit-pay increases in the FY21 budget reduced annual incomes over the
26 course of all faculty careers at USC and thus imposed on faculty members a substantial net
27 present value loss of wages;

28
29 WHEREAS in Academic Senate Resolution 20/21-02 last year, the Senate:
30 objects to the pauses to merit-pay increases and the university's contributions to
31 retirement benefits;

32
33 BE IT RESOLVED that the Academic Senate calls upon the USC Administration to reinstate
34 merit pay increases forgone by faculty members in 2020-21 (Fiscal Year 2021) and to pay 401(a)
35 employer non-elective contributions to accounts withheld from faculty members during 2021
36 (part of Fiscal Year 2021 and part of Fiscal Year 2022).

37
38
39
40 Resolution Number: 21/22-02

41 Motion by: James Moore, EFC Chair

42 Seconded by:

43 Date: October 20, 2021

44
45 Action taken: XX Yes, XX No, XX Abstain XX