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**Academic Senate  
Resolution 2021/22-03**

**Faculty Contracts**

WHEREAS the University has for several decades committed to supporting faculty retirement savings by making an employer contribution equal to 10 percent of salary when faculty members contribute 5 percent of salary, but has not included this commitment in the terms of the USC faculty contract;

WHEREAS the University in word and deed maintains that pauses in the university's contributions to employee retirement-benefit plans are consistent with current faculty contracts;

WHEREAS contributions to retirement accounts constitute important elements of compensation to faculty, and long-standing compensation practices should be codified in faculty contracts;

WHEREAS faculty rely on the University's stated intention to make contributions to employee retirement-benefit plans when they decide to accept offers of employment from the University;

BE IT RESOLVED that the Academic Senate calls upon the Administration to revise faculty contracts effective Fiscal Year 2022-23 (FY23) to include the university's commitment to make employer nonelective and matching contributions to faculty retirement accounts referenced to a percent of salary.

Resolution Number: 21/22-03

Motion by: Engineering Faculty Council

Seconded by:

Date: November 17, 2021

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