

1 **ACADEMIC SENATE**
2 **RESOLUTION 21/22-05**

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4 **ANNUAL COST-OF-LIVING SALARY ADJUSTMENT**

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7 WHEREAS no faculty member in good standing should experience a decline in real (i.e. inflation
8 corrected) compensation;

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10 WHEREAS inflation in the cost of living for USC faculty members is a persistent factor eroding
11 the real value of any level of compensation;

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13 WHEREAS the current merit pay system was not designed to address the rising cost of living,
14 and in practice results in a large proportion of faculty experiencing compensation erosion due to
15 inflation;

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17 WHEREAS merit pay and cost of living increases should be addressed separately because they
18 serve different purposes;

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20 WHEREAS the rate of inflation varies from year to year;

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22 BE IT RESOLVED THAT USC should design and implement beginning in the 2022-2023
23 academic year an annual cost-of-living salary increase that accounts for general consumer price
24 inflation in Los Angeles. The adjustment should reflect a three-year moving average of the CPI -
25 Los Angeles as calculated by the Bureau of Labor Statistics. Any merit-based compensation, in
26 the form of salary or bonus, should be distinct from this inflation-adjusted compensation base.

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29 Resolution Number: 21/22-05

30 Motion by: Executive Board

31 Date: February 16, 2022

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34 Action Taken:
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