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

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

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

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

WHEREAS the rate of inflation varies from year to year;

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

Resolution Number: 21/22-05
Motion by: Executive Board
Date: February 16, 2022

Action Taken: 44 Yes, 2 No, and 0 Abstention