

4 **Resolution on Compensation Reporting**
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7 WHEREAS faculty throughout the university continue to request more open
8 communication in regard to compensation information;
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10 WHEREAS greater salary transparency can serve as a means of promoting fairness
11 and equity, enhancing institutional trust, and attracting and retaining high-quality
12 faculty;
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14 WHEREAS it is in the interest of all members of the USC community to ensure
15 confidence in ongoing efforts to eliminate pay inequities, especially but not exclusively
16 with respect to protected classes;
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18 WHEREAS the recent SB 1162 stipulates that employers must provide information on
19 the pay scale for every position, including disclosure of salary ranges to individual
20 faculty upon request;
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22 WHEREAS some USC schools already share such data with their Faculty Councils and
23 faculty at large, and yet other USC schools have historically shared none of these
24 data;
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26 WHEREAS our culture journey explicitly states that "we do not hoard, withhold or
27 distort information," and that "we are honest and authentic in sharing information,
28 whether good or bad";
29

30 BE IT RESOLVED THAT the Senate urges the Administration to use the legal change
31 stemming from SB 1162 as an opportunity to bring to life USC's unifying value of
32 Open Communication.
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34 BE IT FURTHER RESOLVED the Senate requests that the Deans be instructed to work
35 with their Faculty Council to produce an annual report showing the faculty salary
36 ranges they are required to provide to individuals under SB 1162.
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39 Resolution Number: 22-23-02
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41 Motion by: Executive Board
42 Date: April 19, 2023
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44 Action taken:
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