Resolution on Compensation Reporting

WHEREAS faculty throughout the university continue to request more open communication in regard to compensation information;

WHEREAS greater salary transparency can serve as a means of promoting fairness and equity, enhancing institutional trust, and attracting and retaining high-quality faculty;

WHEREAS it is in the interest of all members of the USC community to ensure confidence in ongoing efforts to eliminate pay inequities, especially but not exclusively with respect to protected classes;

WHEREAS the recent SB 1162 stipulates that employers must provide information on the pay scale for every position, including disclosure of salary ranges to individual faculty upon request;

WHEREAS some USC schools already share such data with their Faculty Councils and faculty at large, and yet other USC schools have historically shared none of these data;

WHEREAS our culture journey explicitly states that “we do not hoard, withhold or distort information,” and that “we are honest and authentic in sharing information, whether good or bad”;

BE IT RESOLVED THAT the Senate urges the Administration to use the legal change stemming from SB 1162 as an opportunity to bring to life USC’s unifying value of Open Communication.

BE IT FURTHER RESOLVED the Senate requests that the Provost instruct the Deans to work with their Faculty Councils to produce an annual report showing the faculty salary ranges they are required to provide to individuals under SB 1162.

Resolution Number: 22-23-02
Motion by: Executive Board
Date: April 19, 2023
Action taken: 33 Yes, 0 No, 0 Abstention