

Two Proposals for the Hiring of Academic Administrators at USC

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1. Whenever possible, candidates for positions in the USC academic administration should be sought within the ranks of current faculty. Generally, such positions should be regarded as rotating positions and term appointments.

2. All persons hired for positions in academic administration should first be regarded as members of the faculty and receive the level of 9-month compensation appropriate to their faculty rank and department. Cost-of-living and merit raises should be applied as to all other faculty members.

Appointment to a position in academic administration (e.g., dean, associate dean, vice-provost) should be a renewable term appointment for which an additional compensation supplement should be received in keeping with the nature of the administrative duties.

The total compensation for academic administrators, combining regular faculty salary and administrative supplement, should be appropriate to the administrative position and be competitive with compensation for similar positions at like institutions at the regional and national level.

At the conclusion of the administrative assignment, the administrative supplement will cease and subsequent salary will be based upon the individual's role as a member of the regular faculty.