

## REPORT FROM THE FACULTY WELFARE COMMITTEE

### A. Salaries 1989-1990

In response to suggestions made by the Faculty Welfare Committee and the Faculty Budget Committee in the summer of 1988, the administration adjusted faculty salaries in the current year by reducing long-term outstanding salary inequities. As was reported to the Faculty Senate in January 1989, the Deans agreed that a great deal of progress was made, although inequities remain and more needs to be done.

The question for the Faculty Welfare Committee was where to put the emphasis in salary adjustments for the coming year. In particular, should the administration continue to whittle away at the still existing inequities? Or are there additional, superseding salary problems that require a solution?

With respect to the first question, the Faculty Welfare Committee is aware that after this year's inequities were ameliorated, an almost identical number of new inequities surfaced. (Salaries were considered inequitous if they fell more than ten percent below the unit average for their rank). At the same time the committee learned that not all deans used the full amount available to them for the removal of inequities. What was the committee to make of these contradictory signals?

Was it to conclude on the basis of the first set of facts that the inequities of this year were no more than the tip of the iceberg, that the situation is comparable to a moth-eaten sweater in which, as soon as one hole has been patched, another one unravels? Or was it to conclude on the basis of the second piece of information that virtually all inequities had come to a magical end? The committee knows that the latter is not true. Inequities continue to exist, along with compression of salaries and growing divergences between rich and poor colleges. The former fact seems to indicate nothing more than that the criterion applied has become an imprecise measuring tool, creating, as in a wave action, new inequities even as it removes old ones.

The committee knows that the neglect of years cannot be undone overnight. It will require many more years of money infusions before currently unsatisfactory salaries have been brought to satisfactory levels. The committee accepts that indeed many inequities have been removed, but that the process of remediation must be continued and that closer attention must be paid to the needs of individual faculty members.

It is therefore the recommendation of the Faculty Welfare Committee that the process of correcting salary inequities begun this year be continued in the coming year. However, rather than distribute these monies across the board equally to all colleges, the Provost is urged to focus on individuals within the

university as a whole in order to address salary inequities in comparison with their peers. The committee furthermore suggests that this year's ratio between regular adjustments and inequity adjustments (2 to 1) be maintained for the coming year.

Thus the question posed at the beginning of this report concerning the continuing redress of inequities has been answered in the affirmative. The Faculty Welfare Committee's second question also is answered in the affirmative by the allusion to the growing salary divergence among the colleges within the university and the compression of salaries. The committee would have addressed these problems in this report - viewing divergences and compression as problems of possibly even greater weight than inequities - were it likely that sufficient monies will become available in order to deal adequately with all of these problems. As this is not apt to be the case, the problems of divergence and compression will be the subject of a future report.

#### B. USC CHILD CARE NEEDS

The Child Care Task Force of the Faculty Welfare Committee has been compiling information on the costs of a day care center at the university. In order to determine roughly how many people are likely to avail themselves of such a service, a survey will be conducted. The results will be reported to the Faculty Senate.

March 21, 1989

The Faculty Welfare Committee:

Peter W. Becker (History), Chair  
Donald L. Curlovic (University Campuses)  
James G. Fraser (Criminal Justice)  
Scott R. Goode (Chemistry)  
Trevor Howard-Hill (English)  
Caroline D. Strobel (Business Administration)  
Charles W. Tucker (Sociology)