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**To: Provost Joan Gabel, University of South Carolina**

**From: Dr. Heather Heckman, University Libraries, and Chair, Faculty Budget Committee**

**Date: April 3, 2017**

**Subject: Faculty Budget Committee recommendations regarding USC faculty salary**

The Faculty Budget Committee (FBC) remains concerned with USC Columbia faculty compensation.

Salary compression, defined on the basis of the Oklahoma State Salary Study (updated annually), is a first unresolved issue. The FBC acknowledges the substantial efforts by the Provost's Office to address this issue in past years and recommends concluding this initiative with one final round of raises in Fiscal Year 2018.

Merit raises for post-tenure review constitute a second unresolved issue. The FBC continues to support mandatory raises in cases of "superior" post-tenure review recorded evaluations (as defined in the current version of the Faculty Manual, p.36). The FBC recommends the Provost's Office set a provisional minimum rate for this salary increase at no less than \$2000. Additional (scaled) amounts can be applied to the post-tenure review raise depending on the availability of funds.

CC: Faculty Budget Committee members