

## FACULTY BUDGET COMMITTEE ANNUAL REPORT 2015-2016

### **Committee members:**

**Elected:** Alexander Yankovsky, Chair (Earth and Ocean Sciences, 2016); Heather Heckman (University Libraries, 2017); Andreas Heyden (Chemical Engineering, 2018).

**Appointed:** Augie Grant (Faculty Senate Chair, Journalism & Mass Communication), Christian Anderson (Faculty Welfare Committee Co-Chair, Education) Janet Hudson (Faculty Welfare Committee Past Co-Chair, Palmetto College), Andrea L'Hommedieu (Faculty Welfare Committee Co-Chair, University Libraries), Eva Monsma (Faculty Advisory Committee Co-Chair, Education). Two appointed members never attended and are not listed here.

**Ex-officio:** Lacy Ford (Senior Vice Provost), Mary Alexander (Assistant Provost for Academic Administration).

### **Committee meetings:**

- October 1, 2015
- November 5, 2015
- December 3, 2015
- February 5, 2016
- March 4, 2016
- April 8, 2016

In addition to these meeting, the chair attended the Advisory Committee meeting where the post tenure review salary raise issues were discussed; the chair and the co-chairs of the Faculty Advisory and the Faculty Welfare committees met with the Provost to discuss the merit-based salary raises, the chair and other elected members attended the 2016 Budget Blueprint meetings at the Office of the Provost.

### **Business:**

1. The committee discussed various issues related to the faculty salary raises. In particular, the FBC acknowledged the substantial efforts by the Office of the Provost to address salary compression among the USC faculty and recommended to conclude this initiative with the third (final) round of raises. As a second item for consideration, the FBC identified merit raises among the USC faculty as a longer-term priority. On December 3, 2015, the FBC voted to initiate a change to the USC Columbia Faculty Manual that would make raises mandatory in cases of "superior" post-tenure review recorded evaluations. These discussions were summarized in a memo submitted to the Provost.
2. The committee discussed different options for mitigating a financial burden of paid parking for low-income faculty and staff: subsidized parking, parking compensation, remote free parking with shuttle connection to the campus.
3. Information session was held on a new system for reporting Outside Professional Activities and Conflicts of Interests presented by Tommy Coggins (VPR's office). Committee members made suggestions on how to simplify the reporting procedure.

4. The committee discussed unsatisfactory performance of the PeopleSoft Finance System and scheduled a joint meeting with the IT Ad Hoc Committee to be held in August 2016.

5. The committee elected a new chair for 2016-2017, Heather Heckman (University Libraries). New elected member, Tom Reagan (Hospitality, Retail and Sport Management) will join the committee.

Respectfully submitted,

Sasha Yankovsky, Chair

Faculty Budget Committee