Dear Colleagues,

Thank you for your patience as we put the finishing touches on the Fair Wage Adjustment plan. Naturally, we are all looking forward to implementing the plan, and I am still hopeful that it will be launched as near to the middle of this month as possible. As you heard me say at both the Faculty Assembly and the Classified Employees Assembly meetings, there are many steps involved in the implementation. Currently, our plan is being reviewed at the HR office at USC Columbia. President Pastides is supportive of our Fair Wage initiative, but, this is an innovative approach to a long standing problem, so the HR office is carefully reviewing our assumptions, data, and numbers. Because this is the first time a comprehensive plan of this scope has been initiated and, because it will set a precedent for our sister institutions, it is understandable why extra care is being taken.

To place the timeline in context, please remember that this process began with the new strategic goals in 2013-14, the Salary Committee recommendations were advanced last fall, the vetting process by the campus continued until January 2015, and the offices running all the numbers have been busy accomplishing that work in conjunction with all their regular assignments in February. On a university campus that values collaboration, transparency, and accountability…. each step in a complex process takes both time and significant effort.

Again, thank you for your continued patience and, as soon as we get the green light from our colleagues at USC Columbia, we will give you an update and begin processing the paperwork.

Sandra J. Jordan
Chancellor