


MEMORANDUM

Office of the Provost

C. L. Max Nikias
Provost and
Senior Vice
President for
Academic Affairs

To: The Faculty
From: C. L. Max Nikias 
Date: February 3, 2006
Subject: Retirement and Non-tenure-track Faculty Initiatives

In December, I wrote you about the family-friendly initiative and the faculty growth and development initiative. (For details, see the Faculty Portal, www.usc.edu/faculty.) After consultation with the Academic Senate and other faculty groups, I am now announcing two additional faculty initiatives, to ease the transition to retirement, and to improve the academic life of non-tenure-track faculty.

Retirement Initiative

- To assist faculty in the transition to retirement, phased retirement will be allowed. Generally, this will be half-time at half-pay for two years. In addition, the faculty retiree now has the possibility of working part-time after retirement, as agreed individually.
- You may not be aware of USC Senior Care, the Medicare supplemental insurance we now offer for our retirees and their spouses/partners. Under this plan, you now have dental and vision coverage as well as the Medicare supplement, with a reasonable premium and no out-of-pocket expenses for physician services when you see a USC doctor. Faculty who are planning retirement, but who feel they will have difficulty paying for post-retirement health care benefits for themselves or for their partner/spouse who may be ineligible for Medicare, should discuss with their deans the possible availability of additional economic support to assist their retirement.
- To enhance the opportunity for retirees to remain active members of our academic community, I have strengthened the Emeriti Center and the Emeriti Center College. The Emeriti Center and Benefits Office will join efforts to provide improved counseling to faculty considering the decision to retire. And the Gold Card benefits provide a variety of ways to stay linked to USC, such as parking, email, and web services.

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For more information, see the Faculty Portal, www.usc.edu/faculty at “Especially For”/“Retired/Retiring Faculty.”

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Non-tenure-track Faculty Initiative

Reports of Academic Senate committees chaired by **Ed McCann** and **Julie Nyquist** have recommended a number of steps to improve the academic life of our full-time, non-tenure-track (NTT) colleagues, and to ensure that they are considered full members of our community. I will continue to consult with the Senate's NTT policy committee. To implement these recommendations:

- We have already increased NTT faculty participation in a wide range of University committees. I join in the Academic Senate's call to increase the participation of NTT colleagues in faculty councils and other school and departmental bodies.
- I have asked schools that do not have promotion tracks for NTT faculty to establish them and to evaluate NTT faculty for such promotions on a schedule they establish. The Academic Leadership and Development Committee, chaired by **Deborah MacInnis**, will provide NTT development workshops and networking opportunities.
- We have extended NTT faculty eligibility for university prizes, the Zumberge Research Innovation Fund, and appointment as Center for Excellence in Teaching faculty fellows.
- The University policy on paid parental leave is being revised, and will extend eligibility to NTT colleagues.
- I have asked all schools to submit reports to me comparing their NTT faculty salaries to an appropriate peer group of schools.
- The University subsidy for health benefits is being extended to half-time NTT faculty.

cc: Steven B. Sample
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