
Subject:

USC Staff Assembly - Open Letter Requesting the Reinstatement of Tuition Assistance Benefits

Dear USC Staff Assembly,

Thank you for reaching out to share feedback on changed to the Tuition Assistance Benefit (TAB) program. We genuinely appreciate your efforts to connect with staff, gather their feedback, and share their perspectives with us.

USC's Unifying Values guide how we serve, support, and lead our Trojan community, creating a strong foundation for faculty, staff, and students to thrive. In line with these values, we agree that it is important to provide context and information about changes, and we are committed to doing better in the future. Knowing the important role of Staff Assembly, senior leadership (Stacy Giwa) did attend the Staff Assembly meeting during which TAB updates were discussed. Communication with our staff is essential and your feedback on this topic will be taken seriously. The university also continues to offer a robust and competitive benefits package, investing nearly \$1 billion to support faculty and staff. This package includes the TAB program, a competitive retirement program, self-funded health plans with extensive benefits like fertility services and travel for reproductive care, and expanded long-term disability coverage at no cost for 11,000 employees. Maintaining such a robust compensation and benefits package requires balancing costs and may sometimes mean we must evaluate and update our programs to ensure the sustainability and competitiveness of our offerings.

Regarding the TAB program, spending has increased by nearly 60% since FY2017, with over \$70 million allocated to the program in FY2024. With the revised TAB plan, USC still expects to allocate close to \$50 to \$60 million per year, ensuring that the most valued elements of the program remain intact. Our adjustments reflect our ongoing commitment to keeping the TAB program more generous than those offered by more than 30 peer institutions.

While TAB, as noted in the [current](#) and [summer 2025](#) plans, is subject to change, we understand that the forthcoming updates may be disappointing. We continue to listen and will work to ensure transparent and consistent communication about this program moving forward.

Please review and share our [frequently asked question](#) page for the most up-to-date information on TAB.

Sincerely,

A handwritten signature in black ink, appearing to read 'AG' followed by a stylized flourish.

Andrew T. Guzman
Provost and Senior Vice President
for Academic Affairs

A handwritten signature in black ink, appearing to read 'Stacy Giwa' in a cursive style.

Stacy Giwa
Senior Vice President
Human Resources, Equity, and Compliance