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3 ACADEMIC SENATE
4 Meeting of December 9, 2015
5 University Religious Center, Room 108
6 835 W. 34th Street, 90089-0751
7 2:00 - 4:00 p.m.
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9 Present: M. Apostolos, Y. Bar-Cohen, D. Brabham, T. Brun, M. Burgos, P. Cannon, G. Clark, E. Collins, J. Cain, J. Chisum,
10 B. Danner, R. Davila, J. Kagan, R. Garet, B. Girandola, H. Greenwald, F. Habeeb, A. Hancock, S. Rajagopalan, R. Labaree, R.
11 Lonergan, Edwin McCann, A. Ouellette, J. Parr, Margo Pensavalle, C. Resnik, A. D. Renteln, P. Rosenbloom, D. Ruddell, K.
12 Servis, S. Shroyer, R. Smith, J. Silvester, J. Steele, N. Stoubis, C. Truhan, C. Wang,

13 Absent: S. Curran, D. Elliott, B. Jansson, R. Jubran, B. Stiles, C. Templeman, R. Paulson, R. Watanabe, W. Ziebis

14 Guests: P. Corbin, D. Fabanish, K. Howell, A. Madhukar, J. Moore, M. Nichol, L. Unterman, C. Zachary

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16 **Call To Order** – Ginger Clark, Academic Senate President called the meeting to order at 2:02 pm

17 **Review of Academic Senate Logo** President Clark explained that the university changed its logo and
18 thus the Senate was obliged to change its logo – she is circulating the four possibilities during the
19 meeting so that people can look at them and offer feedback

20 **Approval of the October Senate meeting draft minutes** Ange-Marie Hancock, Secretary General
21 presented the minutes for review and possible amendment. Motion to approve the minutes as written
22 passed by acclamation

23 **Review of the Mid-Year Committee Reports**

24 Three concerns were expressed:

- 25 1. The recommendations of the report on bicycle safety have not yet been implemented.
26 2. In light of the Provost's memo and other universities' responses to student protests, the Climate
27 Committee should consider conducting a landscape analysis reviewing the responses of peer
28 institutions to the campus climate protests and whether USC is either consistent with or lagging
29 behind the current Provost's responses to the committee.
30 3. Questions were asked about the lack of investment in water capture and solar panels on the
31 new University Village. Paula shared the limitation on solar panels based on the limitations of LA
32 City policies – in other words that ship has sailed.

33 **Changes in Retirement Plan Investment**

34 Mike Nichol, Chair, USC Employee Benefits Advisory Committee and Debra Fabanish, Director,
35 Retirement Plans Administration reviewed the logic behind recent changes in the retirement plan
36 investment strategy choices. The oversight committee was very concerned about the fee structures and
37 the recent changes have resulted in some improvements. While 50% or more of newly eligible
38 employees opt into the default "lifecycle/target-date" type of plans, the committee had several guiding
39 principles as they considered changes: whether there was a need, meeting fiduciary obligations,

40 leveraging USC investments to get lower costs and offer a choice of low-cost options along with best-in-
41 class options, and minimization of unnecessary disruptions.

42 Information about the retirement program changes will be disseminated in January and there will also
43 be an opportunity for personalized review of portfolios – both a drop-in help desk and individual
44 appointments. The new options will start in March and everyone will select their own allocation
45 strategies. If employees do not make a decision personally, there is a default mapping of old funds onto
46 new funds. Given the amount of money involved overall (all of USC’s plans), the scheduled date for
47 transfer of all funds (whether default or selected intentionally) is April 29, 2016.

48 The committee was asked to look at possible improvements following this big change in addition to a
49 review of peer institutions for comparison. The Phased Retirement plan, which is set to expire in 2016
50 will NOT be replaced with a new plan; it will revert back to the previous plan in place.

51 **Conversation on Unionization**

52 The Senate held a conversation about the recent faculty unionization efforts in three schools at USC,
53 including updates from members of the Senate Executive Board. No votes or resolutions were put forth
54 at this time.

55 **First Read: Resolution 15/16-004: Proposal on Change in Part-Time Faculty Policies and Practices**

56 Per its by-laws, the Senate held its first read of Resolution 15/16-004.

57 **Announcements:**

58 The annual Provost-Senate Retreat will be held on February 12-13, 2016 at the Westin Bonaventure in
59 downtown Los Angeles. Please save the date; invitations will be forthcoming in January.

60 Respectfully submitted,

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62 Ange-Marie Hancock, Ph.D.

63 Secretary General of the Academic Senate

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