

1 **ACADEMIC SENATE**

2
3 **UNIVERSITY OF SOUTHERN CALIFORNIA**

4 Meeting of January 18, 2018

5 University Club, 2nd Floor, Scriptorium Room

6 2:00 - 4:00 p.m.

7
8 **Present:** M. Aranda, Y. Bar-Cohen, R. Broyer (alternate for N. Burle), S. Bucher, R. Bostic, J. Cain, P. Cannon, D. Datu
9 (alternate for N. Bebasat), M. Eshaghian, P. Fiss, G. Giuliano, L. Hoffman, E. Horowitz, J. Kagan, R. Labaree, D.
10 Lawrence-Hughes, M. Lee, R. Lonergan, J. McLaughlin Gray, J. Parr, D. Pecchenino, G. Peters, M. Polikoff (alternate for
11 M. Pensavalle), K. Rodgers, P. Rosenbloom, K. Servis, S. Shroyer, J. Steele, T. Tambascia, T. Tucker, Z. Unno, A.
12 Uyeshiro, D. Williams

13
14 **Absent:** M. Apostolos, J. Chisum, S. Curran, R. Davila, B. Girandola, R. Jubran, W.M. Kast, A. Ouellete, S. Palmer, R.
15 Rasmussen, J. Sapkin, R. Smith, S. Smith, N. Stoubis, R. Watanabe, A. Wilcox

16
17 **Guest:** G. Clark, E. Johnson, M. Levine, M. Nichol, M. Quick, P. Riley, E. Sandoval

18
19 **AGENDA**

20
21 Paula Cannon, Academic Senate President, called the meeting to order at 2:03 pm.

22
23 **Dialogue with USC's Provost, Michael Quick**

24 Michael Quick, USC Provost, provided updates on smoke free campus, unionization, diversity &
25 inclusion, campus safety, and center for faculty excellence.

26
27 **Anti-Smoking Policy**

28 Thanked the Academic Senate on the new anti-smoking policy. USC is now a smoke-free campus.

29 <https://policy.usc.edu/smoke-free/>

30
31 **Unionization**

32 SEIU has decided to not move forward with unionizing USC faculty at Dornsife. USC shows how
33 shared governance works and the provost thanked the senate for its leadership.

34
35 **Diversity & Inclusion**

36 Week of January 20, 2017 is Diversity and Inclusion week. Number of different speakers and
37 events. He foresees this as something we do on an annual basis.

38 https://academicsenate.usc.edu/files/2017/01/Summary-Schedule-for-USC-Presentations-V5_1-12-17.pdf

39
40
41 Schools are currently submitting their 5-year diversity plans, which represent where each school
42 wants to be 5 years from now. The Provost office and the Diversity Council will be reviewing
43 them.

44
45 Provost office will turn the plans back to the schools by the end of the semester. Goal is to have
46 them ready for implementation for the new academic year. Many schools are engaged in this
47 endeavor and the initial plans reviewed so far have been really specific to each of the schools.
48 School of Social Work is using their plan for recruitment purposes.

49
50 Shaun Harper, from University of Pennsylvania's Center for the Study of Race and Equity in
51 Education, will be joining USC [on July 1, 2017]. He will be creating the USC Race and Equity
52 Center, and will start looking at what are the proper ways to measure diversity and inclusion, and
53 what research frames them.

54
55 Professor Tjan Tragedy and Campus Safety
56 We reached out to Professor Tjan's wife and got her in touch with USC services. Worked on
57 supporting her and also looking at what the future looks like for their children. Existing policy is
58 that if you've been at USC for 5 years and you pass away, your children get full tuition benefits.

59
60 In an open entity like we are, sadly these kinds of things can happen. An external team has come
61 on campus to review our campus safety in the past month. They were brought in to assess if we
62 are doing everything we can, including having the right structures in place to deal with campus
63 safety. The review is focusing on the location of our personnel and if we have enough resources
64 for them. The administration is open to sharing the best practices that come out of the resulting
65 reports.

66
67 We are looking at policies and procedures around mental health. In this case, the student had
68 mental health issues. Did we have the right threat assessment teams in place? Wants to make
69 sure we are doing what we can that is right for the students and faculty. Are we educating our
70 faculty on what to do when they have a concern?

71
72 Campus safety training and resources will be discussed further at the Joint Provost/Academic
73 Senate retreat.

74 <http://academicsenate.usc.edu/meetings/joint-provostacademic-senate-retreat/>

75
76 Center for Faculty Excellence
77 Faculty are asked to do a lot of different tasks – mental health, mentoring, etc. Not just about
78 teaching and research. There is consideration of a Center for Faculty Excellence that will focus on
79 overall faculty excellence.

80
81 **Approval of December Senate meetings draft minutes**

82 December draft minutes were presented for discussion and approval.

83
84 *Rebecca Lonergan moved; Jeff Chisum seconded; 25 in favor; 0 opposed; 2 abstentions*

85
86 **Discussion re Employee Benefits**

87 Patricia Riley, Chair, USC Employee Benefits Committee

88 Michael Nichol, former Chair, USC Employee Benefits Committee

89
90 Increases in the costs of health benefits at USC led to a discussion on benefits. Patricia Riley and
91 Mike Nichol were invited to provide an overview of the benefits committee and their work related
92 to faculty benefits.

93
94 Employee Benefits Committee – oversees and is the recipient of benefits information from the
95 administration. Since six years ago, oversight by the Provost has diminished to almost nothing. A

96 large part of the work is done by staff and then the committee just reviews from a “does it make
97 sense” perspective. There is also a separate committee, the Retirement Committee, which
98 handles negotiations with Fidelity.
99

100 The university ‘taxes’ a percentage of total payroll to create the benefits pool. Benefits pool pays
101 for healthcare, retirement, sabbaticals, disability, tuition reimbursement, and other benefits.
102 Faculty with 50% or greater appointment are benefits eligible.

103 <https://benefits.usc.edu/>
104

105 There are many unknowns due to the new US administration, and the committee is waiting until
106 after the inauguration to see what has changed regarding healthcare. Committee is in the process
107 of asking the university, including Keck, to see if there is a better way to reduce the cost of
108 healthcare. A large part of the healthcare benefits costs is the cost of prescription drugs.
109

110 Concern is that the USC health plan will fall into a “death spiral” where the healthier employees
111 move to lower price options and the USC health plan becomes more and more expensive, causing
112 more of the healthier employees to move to the lower price plans.
113

114 Committee has been discussing moving benefits towards tiered pricing, where what you will pay is
115 variable based on salary level.
116

117 Increase in healthcare costs have been offset by efficiencies in other areas (e.g. disability).
118 Modifications to tuition reimbursement, vision and dental have also helped to offset increased
119 healthcare costs.
120

121 Benefits costs are considered part of overhead costs and may start impacting federal grants (if we
122 have too heavy overhead costs).
123

124 Contact Patricia Riley with any feedback.
125

126 **Endorsement of the Campus Climate Committee Report**

127 Robert Parke, Chair, Campus Climate Committee provided an overview of “[Actionable](#)
128 [Recommendations from the 2016 Provost / Academic Senate Retreat on Enacting Access and](#)
129 [Opportunity.](#)”
130

131 Friendly amendment was made to remove “White Paper” from the title of the report.
132

133 *Maria Arande moved to endorse with modification of the title; Jeff Chisum seconded; 27 in favor; 0*
134 *opposed; 0 abstention.*
135

136 **Faculty in Residence for the USC Village Residential Colleges**

137 Emily T. Sandoval, Director, Office for Residential Education, made a request for faculty for the
138 residential colleges.
139

140 Looking for faculty who will live in the new Village residential colleges with 8 to 10 hours per week
141 of commitment. Commitment includes organized activities, informal meals, and weekly faculty
142 dinners. Goal is to break down walls between faculty and students.

143 Application deadline: January 22, 2017
144 Interview finalists: Early to mid-February

145
146 More information can be found at:
147 <http://resed.usc.edu/employment/facultyinresidence/>

148
149 **Plans for joint Senate/Provost retreat**

150 Paula Cannon, Academic Senate President, provided an update concerning what will be covered at
151 the retreat.

152
153 Friday afternoon: Progress on diversity and inclusiveness
154 Saturday earlier morning: First year student learning and wellness
155 Saturday later morning: Faculty training and resources around campus safety

156
157 More information can be found at:
158 <https://academicssenate.usc.edu/meetings/joint-provostacademic-senate-retreat/>

159
160 **Discussion re venue and date for March meeting**

161 Paula Cannon, Academic Senate President, asked for feedback on whether we should have the
162 meeting at HSC. Issue we face is that we often do not get a quorum when we hold meetings at
163 HSC. And even when meeting at HSC, the senate members from HSC may still not be able to
164 attend due to their clinical responsibilities. However, feedback and an informal poll indicated
165 support to keep the March meeting at HSC.

166
167 It was noted that it is during the April meeting that we present the officer candidates for the
168 following year.

169
170 **Announcements**

171 Paula Cannon, Academic Senate President
172 (a) Save the Date: February 17 and 18, 2017 for the joint Provost/Senate Retreat
173 Venue: Westin Bonaventure

174
175 **New Business**

- 176 • USC faculty action – a request was made to discuss further how faculty should respond to
177 acts of bigotry, racism, and lack of inclusiveness.

178
179 **Adjournment**

180 Meeting was adjourned at 3:57pm

181
182 Respectfully submitted,

183
184 

185
186 Mike S. Lee
187 Secretary General of the Academic Senate