ACADEMIC SENATE
Meeting of March 23, 2016

School of Dentistry, Blaire Rooms (A, B, and C)
925 W. 34th Street, 90089-0641
2:00 - 4:00 p.m.

AGENDA

Guests: M. Eshaghian-Wilner, M. Levine, J. McLaughlin-Gray, M. Quick, C. Zachary

Ginger Clark, Academic Senate President called the meeting to order at 2:01 pm.

The Senate observed a moment of silence in honor of former Provost Elizabeth Garrett, who passed away from colon cancer on March 6, 2015.

Dialogue with Provost Quick:
Provost Quick thanked the Academic Senate for its resolution to transform the nomenclature for faculty who serve in research, teaching, clinical and practice roles. He has been collaborating with Marty Levine on incorporating that initiative into the faculty handbook. Moreover, Provost Quick and his team just completed all of the budget hearings for the academic year, and hearings with deans specifically focused on how to benchmark salaries for faculty across tracks, including RTPC and tenure-line faculty.

Provost Quick also updated the Senate on further progress regarding the Academic Senate’s resolution on Campus Climate, which fits under the topics of Access and Opportunity. The Provost’s office has replied to several of the Task Force’s recommendations:
Regarding the request for data transparency – faculty and student diversity data for 2013 will be available on the Institutional Research website the first week of April. See: http://oir.usc.edu/wp-content/uploads/2016/04/Faculty_Student_Diversity.pdf Due to the transition to Workday, the data are less reliable for 2014, but 2015 data will also hopefully be available soon.

- Regarding the request for the creation of a community/citizens’ oversight committee for the Department of Public Safety, he reported that DPS Chief John Thomas is supportive of this initiative. Provost Quick will send out a memo to the community reporting that this recommendation of the Diversity Task Force will be implemented in coordination with Todd Dickey and Chief Thomas.

- Regarding the request for a Chief Diversity Office, Provost Quick has implemented a different model, that of school-specific Diversity Liaisons. The first meeting of the
Diversity Liaisons occurred and both the job description and their position in the organizational chart was reviewed. Deans were also asked to demonstrate allocations of resources in their budget hearings to staff for diversity.

- Regarding the enhancements for graduate student diversity, Elizabeth Graddy’s office has released a memo outlining a robust diversity graduate fellowship program that includes some top-offs for funding but also grad school readiness boot camps, extensive outreach to talented underrepresented undergraduates, and other methods to attract outstanding diverse candidates to graduate programs at USC.

A second agreement has been made with CONOCyT (the Mexican Council on Science and Technology). CONOCyT will improve upon the last year’s agreement to provide 50% of funding for postdoctoral scholars across the university (last year it was 11).

There has also been discussion of whether sabbatical (as a benefit) should be open to RTPC faculty. Provost Quick reported that this is a topic of discussion, and the questions are mostly about money, and how do we think about that. Do we put more into the benefits pool, do we raise external money (that’s a difficult lift for a development office). So right now we have to think about what are some creative ways to think about this?

Approval of February Senate meeting minutes
The minutes were approved 29 in favor; 0 opposed, 1 abstention.

Second Read, Resolution 15/16-004: Proposal on Change in Part-Time Faculty Policies and Practices
Discussion of the revised version of the resolution followed up on concerns enumerated at the first reading of the resolution during the March meeting. The purpose of the resolution is to encourage hiring to be consistent with sound academic need rather than solely as a cost-saving mechanism. It is not intended to ban all part-time faculty hiring.

In a similar vein, the idea that part-time faculty should be involved in faculty meetings and other committee work should be a school-level decision in order to avoid overburdening part-time faculty in some schools but encouraging their invitation when they have relevant expertise and when their input would be valuable.

The Resolution was put to a vote and passed 27 in favor; 0 opposed; 4 abstentions

Comments from the Provost-Senate Retreat Summary
President Clark reminded the Senate that they received the retreat summary and requested feedback that should be passed on to the Provost or to the Strategic Planning Committee. Questions were raised about a campus climate survey – it looks like that matter will be rolled over to next year. One of the main issues is whether to create a USC-specific survey tool rather than one used at a different campus. Each school is actually free to conduct its own survey; but the university-wide survey will be implemented next year, possibly by a committee that has higher numbers of faculty membership than the Diversity Task Force.
Update on the Nominating Committee/Preliminary Report
Paula Cannon, Chair and Academic Vice President presented the slate of candidates nominated to be officers for next year. She also noted that there is a write-in process for candidacy. Candidates will speak at the April Senate meeting, in advance of the election. All members of the Senate are encouraged to vote to avoid prior years of low turnout.

Announcement:
The ‘End of the Academic Year’ Senate dinner will be held on May 11th at the University Religious Center, Fish Bowl and Patio. Appetizers and drinks will begin at 4:15pm and dinner will be served at 5:30pm. All Senate members, past presidents, and spouses are invited. Please RSVP by April 27th to Connie Roque at croque@usc.edu or 213-740-7169

The meeting adjourned at 3:20 pm.

Respectfully submitted,
Ange-Marie Hancock, Ph.D.
Secretary General of the Academic Senate