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2 **ACADEMIC SENATE**

3
4 **UNIVERSITY OF SOUTHERN CALIFORNIA**

5 Meeting of December 14, 2016

6
7 School of Dentistry, Blaire Rooms (A, B, and C)

8 925 W. 34th Street, 90089-0641

9 2:00 - 4:00 p.m.

10
11 **Present:** M. Apostolos, Y. Bar-Cohen, K. Breisch, S. Bucher, M. Burgos, J. Cain, P. Cannon, J. Chisum,
12 R. Chung, S. Curran, M. Eshaghian, P. Fiss, B. Girandola, G. Giuliano, J. Israel, E. Johnson (alternate for
13 E. Horowitz), R. Labaree, M. Lee, R. Lonergan, J. McLaughlin Gray, J. Nyquist, A. Ouellette, J. Parr,
14 M. Pensavalle, R. Rasmussen, M. Rahimi (alternate for L. Hoffman), K. Rodgers, P. Rosenbloom,
15 D. Ruddell, K. Servis, S. Shroyer, R. Smith, N. Stoubis, T. Tambascia, A. Uyeshiro, A.G. Wilcox,
16 D. Williams

17 **Absent:** M. Aranda, N. Benbassat, N. Burle, R. Davila, R. Jubran, J. Kagan, W.M. Kast, S. Palmer,
18 D. Pecchenino, G. Peters, T. Tucker, Z. Unno, R. Watanabe

19 **Guests:** A. Carry, G. Clark, E. Graddy, E. Horowitz, M. Levine

20
21 **AGENDA**

22
23 Paula Cannon, Academic Senate President, called the meeting to order at 2:02 pm.

24
25 **Moment of silence for Professor Bosco Tjan, and remembrance**

26 A note was read by Paula Cannon to the senate written by Hanna Damasio, Dornsife Professor of
27 Neuroscience:

28 “Bosco Tjan was an innovative and accomplished scientist and a wonderful colleague. He was also
29 a tireless, cheerful teacher, eager to share his knowledge with students and peers. If you add to
30 those traits his curious tinkering with any kind of device, you have the makings of an unusual
31 academic personality. His loss to senseless violence in the setting that was most central to his life
32 – teaching – is tragic. He will be missed by all.”

33
34 A moment of silence and remembrance was observed.

35
36 A Go Fund Me site has been set up to support Professor Tjan’s family at:

37 <https://www.gofundme.com/support-bosco-tjans-family>

38
39 **Approval of November Senate meetings draft minutes**

40 November draft minutes were presented for discussion and approval.

41
42 *Kathy Rodgers moved; Jeff Chisum seconded; 24 in favor; 0 opposed; 3 abstentions*

43
44 **Endorsement of statement from USC faculty reaffirming our shared values**

45 Paul Rosenbloom, Academic Vice President, presented the statement regarding USC Faculty
46 Shared Values.

47
48 “In these turbulent times, it is important that we reaffirm our shared values as faculty of the

49 University of Southern California (USC). The USC Academic Senate, as the elected representative
50 of the faculty, therefore reaffirms the following:"
51 <http://academicsenate.usc.edu/about/faculty-shared-values/>

52
53 *Jeff Chisum motioned to endorse; Kathy Rodgers seconded; 29 in favor; 0 opposed; 1 abstention.*

54
55 **Dialogue with USC's Vice Provost, Elizabeth Graddy**
56 Elizabeth Graddy, USC Vice-Provost of Academic and Faculty Affairs, discussed multiple topics and
57 answered questions from the Senate:

58
59 Part-time faculty
60 Every school now has processes in place to support part-time faculty. Each school has been asked
61 to put in place written policies. There will be a summary sent to the Executive Board for initial
62 review.

63
64 Person-based compensation
65 Previously compensation was based on the course, but they have asked every school consider
66 person + course in determining compensation.

67
68 Pay overload
69 Single course overloads are at the dean's discretion. Anything above that will go to the Provost's
70 office for approval.

71
72 Salary benchmarking
73 Salary benchmarking has now been added to the Academic and Faculty Affairs office. Ginger Clark,
74 Assistant Provost for Academic and Faculty Affairs and Director of the Center for Excellence in
75 Teaching, will be helping benchmark salaries at USC's schools.

76
77 USC has access to multiple salary databases from peer institutions. They are trying to get what
78 data is available to accurately reflect peer benchmarks. However, with RTPC faculty, USC is more
79 sophisticated than other schools (e.g. length of service and skillset) so benchmarks are difficult to
80 find. David Haugland, Associate Provost, is leading the effort to clean up data and put it into a
81 dashboard. They are also asking the schools to consider cost of living/location. Focus of peer
82 benchmarking within USC is not across USC schools, but within each USC school.

83
84 Salary inversion
85 They are working on a cohort model where they group within track, length of service, and gender.
86 Systematic salary compression has not yet been investigated.

87
88 Additional discussion topics included spousal appointments (limited resources, but not enough to
89 make a difference), multi-disciplinary teaching (supportive, but hard to do) and making it easier
90 for students to take classes across schools.

91
92 **Discussion about academic integrity initiative**
93 Ainsley Carry, Vice President for Student Affairs, provided an update on the academic integrity
94 initiative and asked the Senate for feedback on a proposed document that will outline the USC
95 Academic Integrity Code.

96

97 There has been active work done on this front in the Senate through the [Committee on Teaching](#)
98 [and Academic Programs](#) (CTAP) with publication of their recommendations in their [2015-2016](#)
99 [final report titled "Promoting Academic Integrity at USC"](#). The recommendations were in two
100 broad categories: Improving enforcement of existing policies and promotion of a culture of
101 academic integrity.

102 In the past year, there have been approximately 500 cases of academic integrity violations (both
103 undergraduate and graduate). Slightly under 200 graduate cases. 300 were undergraduate
104 cases.

105

106 Request was made for feedback on the proposed outline of the USC Academic Integrity Code,
107 which includes sections on jurisdiction, academic integrity violations, and process.

108

109 Proposed outline: [http://academicsenate.usc.edu/files/2016/09/USC-Academic-Integrity-](http://academicsenate.usc.edu/files/2016/09/USC-Academic-Integrity-Outline_Acad-Senate-Deans-Mtgs.pdf)
110 [Outline_Acad-Senate-Deans-Mtgs.pdf](http://academicsenate.usc.edu/files/2016/09/USC-Academic-Integrity-Outline_Acad-Senate-Deans-Mtgs.pdf)

111

112 Next phase is building a robust prevention effort, which will focus on building awareness amongst
113 students and prevention resources for faculty.

114

115 They will be coming back when they have more information.

116

117 **Update on the Sustainability Committee's work**

118 Darren Ruddell, Chair Sustainability Committee, provided an update on the committee's work.

119

120 Committee was established last year and was charged to research and advocate ways that USC
121 can be more consistent in responding to key environmental issues.

122

123 They have been focused on unifying the different organizations and committees for sustainability
124 at USC. They have met with or reached out to: Office of Sustainability, Provost's Sustainability
125 Task Force, and Provost Quick.

126

127 Recommendations so far include:

- 128 • Increase cross-pollination between Senate committee and the other parties
- 129 • Single items are not enough and an overall plan aligned with shared values is needed
130 versus just targeted goals

131

132 Committee has drafted a list of sustainability initiatives, but is working on an overall plan. Once
133 this plan is created they will share with the Executive Board and then the Provost's office.

134

135 **Discussion about resources for faculty to recognize and help students in crisis**

136 Ilene Rosenstein, Director of Counseling Services and Lynette Merriman, Assistant Vice Provost for
137 Student Affairs, Support and Advocacy.

138

139 Students in Crisis

140 Student Counseling Services typically sees priority students within an hour. During that first
141 consultation, they triage to see if students need external help. Issues handled internally (with USC
142 resources) include those related to being on campus and academic issues. They also coordinate

143 resources, such as tutoring and counseling.

144 They see about 5000 students in triage.

145
146 Pamphlet on Student Counseling Services was handed out, which includes information on:

- 147 • Crisis and After Hours Services: call 213-740-7711
- 148 • Life Threatening On/Near-Campus: call 213-740-4321
- 149 • Life Threatening Off-Campus: call 911

150
151 Last year they had 1800 consultations with faculty, staff and parents.

152
153 Resources for Faculty
154 Trojan Cares provides bystander and gatekeeper training for faculty and staff. Training helps
155 bystanders/gatekeepers become more comfortable in helping those in need and become more
156 aware of support resources.

157 Overview: <https://academicenate.usc.edu/trojans-care-gatekeeper-training-for-faculty-staff/>
158 Faculty/Staff Program site: <http://engemannshc.usc.edu/counseling/faculty-staff-outreach/>

159
160 **Call for Nominations – Distinguished Faculty Service and Walter Wolf Awards**

161 Julie Nyquist, Chair, Senate Awards Committee, solicited nominations for the Distinguished Faculty
162 Service and Walter Wolf Awards.

163
164 More information, including the nomination process can be found at:
165 <https://academicenate.usc.edu/resources/faculty-awards-and-recognition/>

166
167 **Announcements**

168 Paula Cannon, Academic Senate President
169 (a) This semester (Fall 2016), no meeting will be held at HSC
170 (b) The January meeting will be held in the University Club, Scriptorium Room
171 (c) Save the Date: February 17 and 18, 2017 for the joint Provost/Senate Retreat
172 Venue: Westin Bonaventure

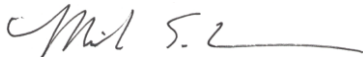
173
174 **New Business**

- 175 • Next meeting will include a discussion on USC Benefits

176
177 **Announcements**

178 Meeting was adjourned at 3:57pm

179
180 Respectfully submitted,

181
182 

183
184 Mike S. Lee
185 Secretary General of the Academic Senate