AGENDA

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

Moment of silence for Professor Bosco Tjan, and remembrance
A note was read by Paula Cannon to the senate written by Hanna Damasio, Dornsife Professor of Neuroscience:
“Bosco Tjan was an innovative and accomplished scientist and a wonderful colleague. He was also a tireless, cheerful teacher, eager to share his knowledge with students and peers. If you add to those traits his curious tinkering with any kind of device, you have the makings of an unusual academic personality. His loss to senseless violence in the setting that was most central to his life – teaching – is tragic. He will be missed by all.”

A moment of silence and remembrance was observed.

A Go Fund Me site has been set up to support Professor Tjan’s family at:
https://www.gofundme.com/support-bosco-tjans-family

Approval of November Senate meetings draft minutes
November draft minutes were presented for discussion and approval.

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

Endorsement of statement from USC faculty reaffirming our shared values
Paul Rosenbloom, Academic Vice President, presented the statement regarding USC Faculty Shared Values.

“In these turbulent times, it is important that we reaffirm our shared values as faculty of the
University of Southern California (USC). The USC Academic Senate, as the elected representative of the faculty, therefore reaffirms the following:”

http://academicsenate.usc.edu/about/faculty-shared-values/

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

Dialogue with USC’s Vice Provost, Elizabeth Graddy

Elizabeth Graddy, USC Vice-Provost of Academic and Faculty Affairs, discussed multiple topics and answered questions from the Senate:

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

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

Pay overload
Single course overloads are at the dean’s discretion. Anything above that will go to the Provost’s office for approval.

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

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

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

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

Discussion about academic integrity initiative

Ainsley Carry, Vice President for Student Affairs, provided an update on the academic integrity initiative and asked the Senate for feedback on a proposed document that will outline the USC Academic Integrity Code.
There has been active work done on this front in the Senate through the Committee on Teaching and Academic Programs (CTAP) with publication of their recommendations in their 2015-2016 final report titled “Promoting Academic Integrity at USC”. The recommendations were in two broad categories: Improving enforcement of existing policies and promotion of a culture of academic integrity.

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

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


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

They will be coming back when they have more information.

**Update on the Sustainability Committee’s work**

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

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

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

Recommendations so far include:

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

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

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

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

**Students in Crisis**

Student Counseling Services typically sees priority students within an hour. During that first consultation, they triage to see if students need external help. Issues handled internally (with USC resources) include those related to being on campus and academic issues. They also coordinate
resources, such as tutoring and counseling.
They see about 5000 students in triage.
Pamphlet on Student Counseling Services was handed out, which includes information on:
- Crisis and After Hours Services: call 213-740-7711
- Life Threatening On/Near-Campus: call 213-740-4321
- Life Threatening Off-Campus: call 911

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

Resources for Faculty
Trojan Cares provides bystander and gatekeeper training for faculty and staff. Training helps bystanders/gatekeepers become more comfortable in helping those in need and become more aware of support resources. Overview: https://academicsenate.usc.edu/trojans-care-gatekeeper-training-for-faculty-staff/
Faculty/Staff Program site: http://engemannshc.usc.edu/counseling/faculty-staff-outreach/

Call for Nominations – Distinguished Faculty Service and Walter Wolf Awards
Julie Nyquist, Chair, Senate Awards Committee, solicited nominations for the Distinguished Faculty Service and Walter Wolf Awards.

More information, including the nomination process can be found at: https://academicsenate.usc.edu/resources/faculty-awards-and-recognition/

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

New Business
- Next meeting will include a discussion on USC Benefits

Announcements
Meeting was adjourned at 3:57pm
Respectfully submitted,

Mike S. Lee
Secretary General of the Academic Senate