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2 **ACADEMIC SENATE**
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4 **UNIVERSITY OF SOUTHERN CALIFORNIA**
5 Meeting of January 17, 2018
6 HSC, The Eli and Edythe Broad CIRM Center
7 2:00 - 4:00 p.m.
8

9 **Present:** Y. Bar-Cohen, P. Cannon, R. Davila, E. Fife, N. Hollyn, R. Jubran (alternate for S. Asgharzadeh),
10 J. Kagan, M. Lee, S. Little P.T. McNiff, E. Pacifici, G. Painter, D. Pecchenino, G.J. Peters, G. Polidori, M.
11 Polikoff, C. Resnik, P. Rosenbloom, T. Tucker, R.W. Vawter (alternate for E. Horowitz), E. Wojciak

12 **Absent:** S.A. Altman, M. Apostolos, L. Bahn, K. Alan Breisch, D. Brooks, R. Broyer, P. Cannon, L.
13 Castaneda, P. Chang, D. Crombeque, S. Curran, S. Daneshmand, K. Finney, M. Frey, S.M. Gibson, A.
14 Goldkorn, L. Grazzette, S. Gruskin, J. Israel, A. Justice, R. Randhawa, J. Sapkin, K. Servis, S. Shroyer, J.
15 Son, J. Steele, A. Uyeshiro, R. Watanabe, A. G. Wilcox, G. Zada.

16 **Guests:** M. Levine, E. Graddy, J. McLaughlin Gray, V. Soni, R.S. Von Almen, C. Wang
17

18
19 **AGENDA**
20

21 Paul Rosenbloom, Academic Senate President, called the meeting to order at 2:04 pm and
22 introduced the guests of the Senate.
23

24 No quorum was established during the meeting, which requires "[51% of the voting members of](#)
25 [the Academic Senate.](#)" For this academic year, there are 48 voting members (39 senators and 9
26 executive board members) which require 25 voting members to be present to establish a quorum.
27 19 members were present.
28

29 **Approval of December Senate meeting draft minutes**

30 Mike Lee, Secretary General, presented the December draft minutes for discussion and approval.
31

32 No quorum was established. The approval of the minutes was moved to the next Senate meeting.
33

34 **Coors and Billboard**

35 Paul Rosenbloom provided a summary of a concern raised by faculty related to alcohol advertising
36 near campus. Professor Rosenbloom spoke to Brenda Maceo, Vice President for Public Relations
37 and Marketing, to get additional background for this summary.
38

39 This particular advertisement is a Coors beer billboard that highlights USC Football near campus.
40 The deal with MillerCoors was made in 2012, with approval up to the Board of Trustees. At the
41 time, USC was the only Pac 12 school, other than Stanford, without such a deal. The deal has a
42 provision that states that the advertisement may not be within 5 miles of campus. This deal
43 brings in about \$1M per year at this point.
44

45 We have a [university sponsored advertising and sponsorships policy](#) that states that the
46 "university does not participate in, sponsor, or accept advertising in its publications or university-
47 owned or supported media for tobacco, hard alcohol and sex-related products, or any other
48 companies, brands or products that may harm or bring disrepute to the university." Any third-
49 party advertising and promotion must be reviewed by the Vice President for Public Relations and

50 Marketing. Beer and wine “require specific brand and product review prior to consideration.”

51

52 The specific billboard may have violated the details of the agreement in several ways, but there as
53 also a discussion of whether or not it makes sense at this point for the university to be tied to such
54 advertisements. When the deal comes up for renewal this summer, faculty feedback will be
55 considered.

56

57 **Update from the Task Force on Workplace Standards and Employee Wellness**

58 Paul Rosenbloom provided an update on the task force and a summary of the [Fall 2017 Progress](#)
59 [Report from the Task Force on Workplace Standards and Employee Wellness](#).

60

61 The task force worked in a confidential setting until last week, where this progress report was
62 presented to the Executive Board and Staff Assembly. Now the report is being presented to the
63 Academic Senate. Feedback will be sent back to the task force. This is not a final report of the
64 task force.

65

66 In seeking a set of recommendations, the task force came up with 4 themes:

- 67 • we cannot simply weigh toxic behavior and abuses of power in the balance
- 68 • need for well-being
- 69 • need for improved transparency, accountability, shared governance, and a shared sense of
70 ownership
- 71 • need to be able to express concerns

72

73 Recommendations are organized into four core areas, but with a few additional ones that cut
74 across the areas:

- 75 • A new culture among faculty and staff
- 76 • Improving wellness
- 77 • Handling of concern of the community members
- 78 • Adjusted leadership model

79

80 Feedback provided by the Senators include:

- 81 • Include the students in the university core values and culture discussions
 - 82 ○ Abuse of power may include professors and graduate students
- 83 • May be difficult to define a reasonable test of toxicity and this may be walking a fine line
 - 84 ○ Legislate non-toxicity and do not legislate civility
- 85 • Important to think about what is at the school level vs university level
 - 86 ○ Centralized system that is out of the school’s chain of command
 - 87 ○ Traditionally considered a failure to go outside of your unit
 - 88 ○ Deans needs to see it as a success and encourage people to report outside of their
89 school
- 90 • Need to cultivate trust in a centralized system.
 - 91 ○ Define and institute anti-retaliation recommendations
 - 92 ○ Make sure rumor and gossip does not come into play on these reporting scenarios
- 93 • Importance of training heads of schools/chair on the new set of responsibilities
 - 94 ○ Support for the leaders to do well and be aware of their responsibilities
- 95 • University training on an equity and inclusion perspective
- 96 • Consistent set of questions that can used as part of background checks/interviews to avoid
97 bias

- 98 • Consider how we can incentivize the best people to take these jobs
99 ○ Not only academic background, but has to have EQ to take on these jobs

100
101 The Joint Provost/Academic Senate Retreat will discuss these recommendations in more detail.
102 Contact Professor Rosenbloom to provide direct feedback.

103

104 **Joint Provost/Senate Retreat**

105 Paul Rosenbloom announced that the main topic for the Joint Provost/Senate Retreat in February
106 will be the topics addressed by the Task Force on Workplace Standards and Employee Wellness.

107

108 Speakers and sessions will address core values, ways to strengthen shared governance, and
109 employee wellness. Each session will include a panel and break out group/Q&A session.

110

111 Reference link:

112 <https://academicssenate.usc.edu/meetings/joint-provostacademic-senate-retreat/>

113

114 **Ombuds Office**

115 Varun Soni discussed his current thoughts on the new university Ombuds office and requested
116 feedback/concerns from the Senate.

117

118 Dean Soni was asked by the Provost to put together a proposal for an ombuds office. Most top
119 tier research universities have an ombuds office. In the absence of one, some of the traditional
120 responsibilities of ombuds has been decentralized.

121

122 Ombuds are typically centered around 4 core principles:

- 123 ▪ Confidentiality – safe space to discuss without fear
124 ○ Most use Tarasoff standard – absent imminent harm, confidential
125 ▪ Informality – no formal process
126 ○ No independent decision-making authority
127 ○ No records are kept
128 ○ Half of the work will be referral
129 ▪ Impartiality – conflict resolution, if consensual
130 ○ Can also engage a 3rd party if permission is giving
131 ▪ Independent
132 ○ No reporting structure – only a financial line
133 ○ Some of ombuds offices meet with president on a yearly basis to talk about
134 aggregate data

135

136 UCLA's ombuds office consists of 3 ombuds and 2 support staff. Ombud will meet with anyone
137 connected with the university. UCLA gets about 550 cases a year.

138

139 For our university, minimally need one on HSC and one at UPC with support staff. The ombuds
140 office will follow the 4 core principles. Two of the challenges expected concern educating the
141 university on the role of the ombuds and finding the right person for the role.

142

143 Dean Soni asked the Senate to contact him to provide feedback/concerns.

144

145 **Provost Activities**

146 Elizabeth Grady, Vice Provost for Academic and Faculty Affairs, and Marty Levine, Vice Provost and

147 Senior Advisor to the Provost, provided an update from the Provost office.

148
149 Provost office is moving forward with the Ombuds office (discussed earlier), new faculty
150 sanctioning body, and new investigative unit for non-protective class issues.

151
152 *Disciplining and Sanction Body*

153 In the current system, the Dean or Vice Provost/Provost makes an upfront decision on what type
154 of sanction to consider. Depending on the sanction, the case goes for recommendation from
155 various ad hoc or select committees or other faculty bodies, per the current handbook, or some
156 sanctions can be imposed without consulting any faculty committee.

157
158 In the new system the provost has approved to start functioning now as a prototype, a faculty
159 committee recommends the appropriate sanction, instead of a Dean or Vice Provost/Provost. A
160 standing committee (a subcommittee of the Tenure & Privileges Appeals Committee) will be a
161 pool, with panels for specific cases. This system will allow for uniform application university-wide
162 as the committee gains experience. The faculty committee will look at the facts and then
163 determine what sanction to pursue.

164
165 Faculty handbook amendments will be proposed so that this new committee will handle
166 sanctioning of faculty in lieu of the existing ad hoc committees, etc., based on the results of the
167 investigation related to the cases. There would still be appeals/reviews by the provost. For cases
168 involving RTPC faculty, panels will include at least 1 RTPC faculty on the panel. Panels will be
169 chaired by a past president of the Senate if available.

170
171 *Investigative Unit for Non-Protected Classes*

172 The Provost office is looking to fund 2 investigators to handle non-protected class cases. This
173 should address some of the investigative bandwidth issues. There will be no new rules and the
174 investigators may report into Gretchen Means, Executive Director, Equity and Diversity, and Title
175 IX Coordinator.

176
177 *Central Reporting Structure*

178 In response to a question on a central reporting structure for complaints, Professor Graddy stated
179 that all complaint reports are now flowing through her office and that they have started a central
180 list of complaints to make sure nothing gets lost. The Provost has also made it known to Deans
181 that he would like final oversight on complaint reports. The processes are still being determined.

182
183 Feedback was provided that faculty should be able to see their own files to monitor for not in
184 good faith or bias.

185
186 **Announcements**

187 Paul Rosenbloom, Academic Senate President

188 (a) Remaining Academic Senate meetings in University Club 2nd floor Scriptorium

189 (b) Please hold February 23-24, 2018 for the Joint Provost/Senate Retreat.

190 Venue: The Westin Bonaventure Hotel & Suites, DTLA; Topic: Towards a 21st Century University:
191 Culture, Concerns and Governance.

192 (c) The Senate meeting schedule and venues for 2017 - 2018 is posted on the Senate website:

193 <https://academicsenate.usc.edu/>

194 (d) The roster of Senate members and committee chairs is posted on this link:

195 <https://academicsenate.usc.edu/senators/senators/>

196

197 **New Business**

198 None stated.

199

200 **Adjournment**

201 Meeting was adjourned at 3:58 pm.

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203

204 Respectfully submitted,

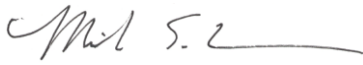
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207

208 Mike S. Lee

209 Secretary General of the Academic Senate



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