AGENDA

Paul Rosenbloom, Academic Senate President, called the meeting to order at 2:03 pm and introduced the guests of the Senate.

Approval of December & January Senate meeting draft minutes

Mike Lee, Secretary General, presented the December & January draft minutes for discussion and approval.

Jeremy Kagan moved to approve December minutes; Norman Hollyn seconded; 25 in favor; 0 opposed; 1 abstentions.

P.T. McNiff moved to approve January minutes; Rebecca Broyer seconded; 25 in favor; 0 opposed; 0 abstentions.

Vanderbilt Co-worker Reporting System (CORS)

John Brodhead, Chief of Medicine at the Keck Hospital of USC, and Tammy Capretta, Chief Administrative Integration and Risk Officer, Keck Medicine of USC, presented the Vanderbilt Co-Worker Observation and Reporting System (CORS).

“The Vanderbilt Program facilitates the delivery of patient and coworker complaints through a peer to peer delivery system and offers the professional the opportunity to self-correct. A tiered, graduated coaching model provides a progressive pathway to allow the professional to correct a high complaint pattern through the following: peer to peer coaching; joint action planning; and referral to peer review.” This system is used at many institutions including Stanford, the UC system, Yale, Emory, John’s Hopkins, University of Pennsylvania, Cornell, Columbia, and Loyola.

Keck Medical System has recently implemented the CORS system at the hospitals and is about 30% of the way through a 4-year implementation. They are considering deploying across the whole HSC campus.
The driving premise was that professionals will self-correct. Key elements of the implementation included the creation of a statement of professional standards, peer-to-peer coaching and a commitment to an intervention model. The peer-to-peer coaching themes are: disrespectful/unkind communication; failure to comply with policy and procedures that might impact the safety of the environment; and failure to be accessible. Over 2000 inputs were collected by physicians who staffed a traveling board which asked “what exhibits professionalism to you.” This became the statement of professional conduct – “Keck Commitment.”

Tiers of the program are: “Cup of Coffee” – peer-to-peer coaching; Level 1 – “Cup of Espresso” – awareness peer coaching; Level 2 – “Guided Authority” Coaching; and level 3: Referral to Peer Review. As of February 2018, there are 69 peer coaches trained, 84 out of 900 physicians have been addressed by peer coaches, 18 providers elevated to Level 1, 5 providers elevated to Level 2, 3 providers elevated to level 3, and 2 providers have departed.

Reference link: https://academicsenate.usc.edu/files/2018/02/Professionalism-Presentation_Academic-Senate-2-23-18.pptx

Update on False Active Shooter Incident
Norman Hollyn, Executive Board At Large Member, provided a summary of the false active shooter situation that occurred on October 2, 2018 at Fertitta Hall. This summary was based on a discussion with John Thomas, Chief of the Department of Public Safety, and Deputy Chief David Carlisle.

On October 2, 2017, Department of Public Safety (DPS) received calls that there was an active shooter at Fertitta Hall. DPS looked at closed caption video and saw nothing to corroborate. They sent officers to confirm in person. DPS notified LAPD of the situation and LAPD dispatched officers to USC. The LAPD officers broke into groups of five to perform searches, which found no evidence of an active shooter. Within an hour of the initial calls, DPS sent out a message, through Trojan Alert, that there was no evidence of gunfire and campus activities may resume.

This incident provided an opportunity to test USC’s preparation for crisis.

What worked well was the communication between DPS and LAPD. LAPD officers were onsite within minutes after the first call.

What didn’t work included internal communications. Trojan Alert was turned on by 30% of students and lower levels for faculty. There were some students that arrived after the incident started and there was no way of alerting them. Some faculty ban smart phones in classroom, so those students would not have known even if they activated Trojan Alert.

Additional issues included reports of people being locked out of buildings and faculty not knowing what to do. Students seemed to know better than faculty concerning what to do. Some faculty just told the students to run away.

Senators provided feedback that faculty need training on how to respond during crises, DPS’s alerts should be more informative (e.g. give more details on location), and the need for location specific information (e.g. do the doors lock).
Viterbi Child-Care Subsidy Program

Elizabeth Currid-Halkett, Chair, Work and Family Life Committee, and Timothy Pinkston, Vice Dean for Faculty Affairs, Viterbi School of Engineering presented the Viterbi Childcare Subsidy Initiative.

A group of Viterbi faculty came to the dean and presented the need and concerns about sustainable childcare for new born or newly adopted. They isolated the real problem – gap between when the child is ready for UPC/HSC childcare centers and when a slot is available for the child to attend. Waiting time to enroll a new child in a center can still be significant – from weeks to months. During these wait times, parents oftentimes must engage other individualized childcare options which costs more than a traditional childcare center.

The Viterbi Childcare Subsidy Initiative provides “financial assistance during the initial temporary period of transitioning into a stable state of childcare” for up to 6 months of $1000 to $2000 a month (lower the rank, the higher the subsidy). To qualify for the full 6 months of subsidy, faculty needs to be full-time, must be on the wait-list at one of USC’s (or any approved) childcare center at least six months prior to the estimated date of birth or adoption, and the child must be 5 or younger. The subsidy will terminate once the parent is removed from the wait-list or if child is enrolled. If a faculty member is on the wait-list less than 6 months, they still qualify for 3 months of subsidy.

This initiative is being presented to the Academic Senate to see if this should be made university-wide.

Senators expressed concern that the number of births were underestimated, especially if this becomes available as a subsidy (e.g. people who take paternity leave). Additional concern was that faculty may put their future kids on the daycare waitlist just to get the subsidy and they opt out after they get offered a spot. Timothy Pinkston responded that Viterbi is taking the approach that they trust the faculty to not game the system. Senators also expressed concern about how such a program would be funded if offered university-wide.

Paul Rosenbloom thanked them for their presentation and stated that executive board will keep this under consideration.

Reference link:

Conversion of Doheny Library Reading Room into a Hall of Faculty

Marty Levine, Vice Provost and Senior Advisor to the Provost presented the conversion of Doheny Library Reading Room to a Hall of Faculty.

Provost has been very interested in recognizing the work of faculty. A Hall of Faculty to honor faculty was discussed to be used for faculty exhibits and events. Provost was able to make Doheny Library Reading Room (DML 121) available for this purpose. Currently this room is used as a periodicals room. An outside design firm has been brought in to do the design and perform a feasibility analysis. The university club was also considered for this purpose.

Uses for this hall will include recruitment of faculty and students, faculty meetings (e.g. Academic
Senate meetings), and permanent/temporary exhibits honoring faculty. Think of this as what Heritage Hall is for sports, this will be for faculty.

Physical construction in Doheny should be done this fiscal year. Goal is to have something by the beginning of the next academic year.

Contact Marty Levine directly with any questions or suggestions.

Reference link: https://academicsenate.usc.edu/files/2018/03/2018-01-22_USC_DML121_SD-Presentation_FINAL.small_.pdf

**Provost Office Update (not on agenda)**

Marty Levine provided brief updates from the Provost office on faculty sanctioning committee and investigative unit for non-protected classes that was presented in the January senate meeting.

As a prototype, a faculty sanctioning committee has been appointed, but has not had a case yet. Provost authorized the funds to hire two investigators to handle cases involving non-protected classes. Those jobs are posted, but not yet filled.

**Joint Provost/Senate Retreat**

Paul Rosenbloom announced that the main topic for the Joint Provost/Senate Retreat in February will be a subset of the topics addressed by the interim recommendations from the Task Force on Workplace Standards and Employee Wellness.

Speakers and sessions will address values and culture, addressing concerns, and strengthening our shared governance and leadership. Sessions include a panel and break out group/Q&A sessions.

Reference link: https://academicsenate.usc.edu/meetings/joint-provostacademic-senate-retreat/

**New Business**

Motorized vehicles on campus. This topic is currently being looked at by the Faculty Environment and Employment Committee.

Request for update on Project Renewal. This topic was going to be discussed in this meeting but was deferred to a later meeting due to lack of time.

**Adjournment**

Meeting was adjourned at 3:55 pm.

Respectfully submitted,

Mike S. Lee
Secretary General of the Academic Senate