ACADEMIC SENATE

UNIVERSITY OF SOUTHERN CALIFORNIA
Meeting of January 18, 2017

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


Guest: G. Clark, E. Johnson, M. Levine, M. Nichol, M. Quick, P. Riley, E. Sandoval

AGENDA

Paula Cannon, Academic Senate President, called the meeting to order at 2:03 pm.

Dialogue with USC’s Provost, Michael Quick

Michael Quick, USC Provost, thanked the senate for the smoking resolution and provided updates on unionization, childcare, Dean searches, wicked problems, student health, political discussion, first year acclimation class, and wicked problems.

Anti-Smoking Policy

Thanked the Academic Senate on the new anti-smoking policy. USC is now a smoke-free campus. https://policy.usc.edu/smoke-free/

Unionization

SEIU decided to not move forward in unionizing Dornsife. Spoke about how the process forced us to think hard about how we support all faculty. USC showed how shared governance works and he thanked the senate for its leadership.

Diversity & Inclusion

Week of January 20, 2017 is the Diversity and Inclusion week. Number of different speakers and events. He foresees this is something we do on an annual basis.

Schools are currently submitting their 5 year-diversity plans, which represent where each school wants to be 5 years from now. The Provost office and the Diversity Council will be reviewing them.
Center for Race & Equity
Happy that we have this center beginning. Shaun Harper and his team (from Penn). So we can really start looking at what are the proper way to measure, what is the research frames this.

A lot of activity around this area. Credit to Academic Senate for their leadership.

Professor Tjan Tragedy
Open entity like we are. Sadly these kinds of things can happen. Past month external team come to campus to review our safety. He wants to make sure we are doing everything we can having the right structures to deal when things happen. We have agreat people, but more about where are they located, do they have enough resources. Looking at policies and procedures around mental health. In this case student had a mental health issues. Did we have the right threat assessment teams in place? Wants to make sure we are doing what we can that is right for the students and faculty. Are we educating our faculty on what to do when they have a concern? #1 goal is to get this in place. What’s the information available? What are the training regimes. This will be discussed further at the Provost/Academic Senate retreat.

Center for Faculty Excellence
Faculty gets asked to do a lot of different tasks – mental health, teaching, etc. Not just about teaching, research, etc. About what makes faculty excellence. What is mindset around what a center like this would look like. How to become leaders like yourself.

Is the University doing anything to support Professor Tjan’s family?
We reached out to the family. Worked on supporting Bosco’s wife and also looking at what the future looks like for his. We absolutely reached out and have been working with Bosco’s wife. Got her in touch with USC benefits, faculty affairs, etc. Once you’ve been here for 5 years and you passed away, your children get the full benefit.

Smoking Policy
Was pleased to see the policy has passed. Noticed that the ashtrays are still around. What are the next steps on implementing the smoke free policy. He has to get with Todd Dickey about these situations.

External Consulting Team
Is the administration willing to share the reports by the external consulting team with the campus safety committee? Yes for best practices going forward and the such. For items that is

Faculty and Environment Committee – they are looking at campus safety. Want to make sure they are not reinventing the wheel. Provost will provide information on what is going to get coordinated.

Diversity Plans
Provost office will turn the plans back to the schools by the end of the semester. Goal is to have them ready for implementation for the new academic year. Many schools are really engaged in this endeavor. Really embraced. If you look at the quality of the plans he saw so far. Very good. Really specific to each of the schools. School of Social Work is using the plan for recruitment purposes.
Approval of December Senate meetings draft minutes

December draft minutes were presented for discussion and approval.

Rebecca Lonergan moved; Jeff Chisum seconded; 25 in favor; 0 opposed; 2 abstentions

Discussion re Employee Benefits

Patricia Riley, Chair, USC Employee Benefits Committee
Mike Nichol, former Chair, USC Employee Benefits Committee

Increases in the health benefits costs. Started a discussion on benefits. Invited to understand the benefits committee and provide an overview of their work.

Patricia
Employee Benefits Committee – oversees and recipient of information effects all of us. She discovered something when she became the chair of this committee. From six years ago, the Provost oversight has almost diminished. She does feel that staff does a huge amount of work is done by staff and then the committee just reviews “does it make sense”. There is also another committee (Retirement Committee – those are the people who negotiate with Fidelity). They had one meeting last term. They are waiting for after the inauguration to see what has changed regarding healthcare. It had a provision in it called “Cadillac plans” – USC’s plan falls into that category. Huge amount of planning around the Cadillac plan problem. Some of that planning went away with the 3 year hiatus in implementation. In the process of asking the university (Keck, etc) to see if there is a better way to reduce the cost of healthcare. Biggest part of the costs are drug costs.

Mike
He chairs the department healthcare policy in Price. We really do not know what will happen. There are some Republican plans what would replace, but we really don’t know. He’s willing to bet that there will be gradual transition phase. Which will be really important for large employees. University keeps on top of this. Issues will come before the Senate as the healthcare costs accelerate.

Tiered pricing
They are discussing potentially moving towards tiered pricing where you will pay pricing is variable based on salary level. University is using the California exchange when offering insurance for graduate student spouses.

There has been discuss regarding the “death spiral” issue where the healthier employees move to lower price options and the USC plan becomes more and more expensive.

There is a large gap between people that are negotiating with insurance companies, we have to eventually take a stance that everybody will go to the lower price plans and only people remaining will be really sick people in the USC plan. Had discussions with Keck.

Kaiser is the “gatekeeper model where the primary care provider.
Benefits pool pays for healthcare, retirement, sabbatical, disability, tuition reimbursement, etc. If healthcare is taking a bigger share, what is shrinking? Disability has been the offset due to efficiencies there. There was also a change in tuition remission. Changes were made to the dental plan and the vision plan. They have been nibbling around the edges.

These costs is considered overhead costs and may start impacting federal grants (if we have too heavy overhead costs).

School pays a percentage of the total payroll into the benefits pool.

50% time cut to access to benefits

Encourage to collect feedback and send Patricia email.

Endorsement of the Campus Climate Committee Report

Robert Parke, Chair, Campus Committee provided an overview of “Actionable Recommendations from the 2016 Provost / Academic Senate Retreat on Enacting Access and Opportunity.” Robert Parke, Chair, Campus Committee provided an overview of the document.

Friendly amendment by intermeliation was made to remove “White Paper” from the title of the report.

(ASK REBECCA)

Maria Arande motioned to endorse with modification of the title; Jeff Chisum seconded; 27 in favor; 0 opposed; 0 abstention.

Faculty in Residence for the USC Village Residential Colleges

Emily T. Sandoval, Director, Office for Residential Education, made a request for faculty for the residential colleges.

Getting ready to open 8 residential colleges (226 days away from opening). Recruiting 8 faculty for the resident

Resed.usc.edu -> employment -> faculty in residence

Application is 5 questions. Hoping to interview finalists Feb 2 to the 17th. Deadline: January 22 at midnight.

Looking for people that are looking to living (8 to 10 hours – formal and informal). Formal is actual activities. Informal is meals. Weekly faculty dinners.

Goal is to breakdown walls between faculty and students.

Students –

580 freshman – honors undergraduate McCarthy

2000 sophmores and some juniors
**Plans for joint Senate/Provost retreat**

Paula Cannon, Academic Senate President, provided an update on what will be covered at the retreat.

- **Friday:** <get topics>
- **Saturday morning:** more we can do for the first year students. Tracy Tambcia will be chairing that session. Ashley/Julie will talk be
- **Before lunch on Saturday:** faculty training needs around campus safety

**Discussion re venue and date for March meeting**

Paula Cannon, Academic Senate President, asked for feedback on where we should have the meeting at HSC. Issue we face is that we often do not get a quorum when we hold meetings at HSC. Often meeting at HSC, the senate members from HSC may still not be able to meet due to they are clinical faculty.

- March meeting is where we present the candidates for the following year.
- 7 voted not have meeting in March, but have one at HSC. 8 voted to keep all meetings at UPC.
- March meeting will happen on in UPC. Will ask in March regarding HSC.

**Announcements**

Paula Cannon, Academic Senate President

(a) Save the Date: February 17 and 18, 2017 for the joint Provost/Senate Retreat

Venue: Westin Bonaventure

**New Business**

- USC Action – everybody to focus on media focus bigotry and racism, inclusiveness. Figure what responses to

**Announcements**

Meeting was adjourned at 3:57pm

Respectfully submitted,

Mike S. Lee
Secretary General of the Academic Senate