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2 **ACADEMIC SENATE**

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4 **UNIVERSITY OF SOUTHERN CALIFORNIA**

5 Meeting of April 18, 2018

6 Davidson Conference Center, The Vineyard Room

7 2:00 - 4:00 p.m.

8  
9 **Present:** Y. Bar-Cohen, R. Broyer, S. Bucher, P. Chang, R. Chung, D. Crombeque, R. Davila, E. Fife, K. Finney,  
10 S. Gruskin, N. Hollyn, A. Justice, J. Kagan, R. Labaree, M. Lee, S. Little, P.T. McNiff, E. Pacifici, G. Painter, J.  
11 Parr, D. Pecchenino, G. Polidori, M. Polikoff, P. Rosenbloom, D. Ruddell, K. Servis, S. Shroyer, J. Son, N.  
12 Stoubis, T. Tambascia, T. Tucker, A. Uyeshiro, E. Warford,

13  
14 **Absent:** S. Altman, M. Apostolos, S. Asgharzadeh, L. Bahn, D. Brooks, P. Cannon, S. Curran, S. Daneshmand,  
15 M. Frey, S. Gibson, A. Goldkorn, L. Grazzette, E. Horowitz, J. Israel, R. Randhawa, C. Resnik, J. Sapkin, J.  
16 Steele, R. Watanabe, A. Wilcox, G. Zada

17  
18 **Guest:** S. Ahmadi, J. Armour, J. Cain, M. Levine, R. Lonergan, E. Wojciak

19  
20  
21 **AGENDA**

22  
23 Paul Rosenbloom, Academic Senate President, called the meeting to order at 2:01 pm and  
24 introduced the guests of the Senate.

25  
26 **Approval of March Senate meeting draft minutes**

27 Mike Lee, Secretary General, presented the March draft minutes for discussion and approval.

28  
29 *Norman Hollyn moved to approve the minutes; Yaniv Bar-Cohen seconded; 18 in favor; 0 opposed;*  
30 *2 abstentions. At the time of the vote a quorum of senators was present, but not all senators*  
31 *participated in the vote to approve.*

32  
33 **Update from Nominating Committee & Introduction of Candidates**

34 Yaniv Bar-Cohen, Chair, Nominating Committee and Academic Vice President, presented the slate  
35 of candidates for the 2018-2019 Faculty Senate Executive Board.

36  
37 Candidates were introduced and given 2 minutes to introduce themselves. Written candidate  
38 statements will be sent with the ballots.

39  
40 Candidates for Academic Vice President (Effectively a three-year term with one-year each in the  
41 following: service as Academic Vice President during 2018-2019; service as President during 2019-  
42 2020; service as Immediate Past President during 2020-2021)

- 43
- 44 • Rebecca Lonergan, Professor of Lawyering Skills, Gould School of Law
  - 45 • Gary Dean Painter, Professor and Director, Sol Price Center for Social Innovation, Sol Price  
46 School of Public Policy

47 Candidates for Secretary General (Two-year term; service during 2018-2019 and 2019-2020)

- 48
- 49 • Ashley Uyeshiro Simon, Assistant Professor of Clinical Occupational Therapy, Mrs. T.H.  
Chan Division of Occupational Science & Occupational Therapy, Herman Ostrow School of

- 50 Dentistry
- 51 • Elisa Warford, Senior Lecturer, Engineering Writing Program, Viterbi School of Engineering
- 52
- 53 Candidates for Member-at-Large (One-year term; service during 2018-2019)
- 54 • Shafiqa Ahmadi, Associate Professor of Clinical Education and Co-Director for the Center
- 55 for Education, Identity, and Social Justice, Rossier School of Education
- 56 • Jody Armour, Professor of Law, Gould School of Law
- 57 • Steve Bucher, Associate Professor of Technical Communication Practice, Viterbi School of
- 58 Engineering
- 59 • Jeff Cain, Assistant Professor of Teaching, Design, Roski School of Art and Design
- 60 • Sofia Gruskin, Professor of Preventive Medicine, Keck School; Professor of Law, Gould
- 61 School of Law; Director of the Institute for Global Health
- 62 • Jeremy Kagan, Professor, School of Cinematic Arts
- 63 • Morgan Polikoff, Associate Professor of Education, Rossier School of Education
- 64 • Trisha Tucker, Assistant Professor (Teaching) of Writing, Thematic Option Honors Program,
- 65 Dornsife College
- 66

67 Ballots will be sent out in next couple of days through USC regular mail. Ballots must be returned

68 to the Senate office by May 1st at 5pm. Completed ballots can also be returned by email to

69 Connie Roque at [croque@usc.edu](mailto:croque@usc.edu).

70

71 Candidate list:

72 [https://academicsenate.usc.edu/files/2018/04/Nominating-Committee-Report\\_Spr-2018-as-of-4-](https://academicsenate.usc.edu/files/2018/04/Nominating-Committee-Report_Spr-2018-as-of-4-11-18-1.pdf)

73 [11-18-1.pdf](https://academicsenate.usc.edu/files/2018/04/Nominating-Committee-Report_Spr-2018-as-of-4-11-18-1.pdf)

74

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

76 Paul Rosenbloom provided an update on the Task Force on Workplace Standards and Employee

77 Wellness.

78

79 The task force spent most of the semester in working groups around 4 topics: core values, chaired

80 by Chantelle Rice Collins; leadership (and shared governance), co-chaired by Rima Jubran and

81 Paula Cannon; concerns (and reporting), chaired by Yaniv Bar-Cohen; and training, chaired by John

82 Gaspari. We have now completed this phase and are receiving reports from the working groups.

83

84 The core values working group has discussed procedures for developing a new set of core values

85 and considered whether to tie culture change to USC's new strategic plan. The leadership working

86 group has discussed, among other things, going beyond just the appointment of a Vice Provost of

87 Leadership to a new Center for Leadership. The concerns working group focused on mapping the

88 existing concerns and reporting processes across the university, along with how this might all fit

89 together with the new processes being proposed. The training working group discussed ways to

90 introduce and sustain a new culture (and processes).

91

92 Additional discussion has occurred regarding a new standing council that is proposed to take over

93 from the task force. The task force is now moving into the stage of writing the final report. This

94 report will be more of an addendum to the interim report that has already been distributed.

95

### 96 **Proposed Changes to the Faculty Handbook, First Read**

97 Jessica Parr, Co-Chair, Faculty Handbook Committee, presented the first reading of the proposed

98 changes to the faculty handbook.

100 The process to approve changes to the handbook consists of the two reads. The first is to discuss  
101 the changes and for Senators to ask questions. The time between the first and second reads is for  
102 you to ask more questions and discuss with your faculty. Proposed changes can be shared with  
103 the general faculty. Second read will occur at the next Senate meeting.

104  
105 Most of the changes are to reflect current practices into the handbook, but there was a more  
106 substantive change in Section 6 to how sanctions are recommended in response to faculty  
107 misconduct, based on a new faculty panel:

- 108 • 6AA - Introduction of professionalism
- 109 • 6AA (3) - New process of the Professional Responsibility Panel – the faculty sanctioning  
110 panel

111  
112 A question was asked if there were any mentions of the use of alcohol and drugs in the handbook.  
113 That is covered in a separate [USC Drug Free](#) policy.

114  
115  
116 A suggestion was made to change the name of the Professional Responsibility Panel to more  
117 accurately reflect the actual responsibility of the committee. Alternative names were suggested,  
118 such as Faculty Sanctions and Corrective Actions Committee, but none were found compelling.

119  
120 Questions or feedback can be sent directly to Jessica Parr.

121  
122 For more information

- 123 • [Summary of proposed changes to the handbook](#)
- 124 • [Faculty handbook 2018 \(redlined\)](#)

125

### 126 **Resolution on Sustainability**

127 Darren Ruddell, Co-Chair, Sustainability Committee, discussed Academic Senate Resolution 17/18-  
128 001 on USC's commitment to sustainability. The following student leaders were also in  
129 attendance in support of the resolution: Katherine Wiles, Josh Kramer, Cambria Estrada, Tianna  
130 Shaw-Wakeman, Milena Castillo-Grynberg, and Philine Qian.

131  
132 The resolution states that while USC has made "important progress towards many of the goals of  
133 the University's [Sustainability 2020 Plan](#)," but has had "little discussions of any plans or goals  
134 beyond 2020."

135  
136 The resolution further states that the "Academic Senate reaffirms its support for [Sustainability](#)  
137 [Strategy 2030](#), expresses its support for the students and their advocacy, and joins with them in  
138 urging President Nikias to make USC a leader in this momentous struggle for the future of the  
139 planet, by articulating a timeline for reaching the overarching goals of (a) net zero carbon  
140 emissions, (b) net zero waste, (c) net zero water, and (d) comprehensive campus-wide  
141 sustainability research and education, and by assuring transparency in, and accountability for,  
142 progress toward these goals."

143  
144 A discussion to include in the resolution a request to President Nikias to sign the [Presidents'](#)  
145 [Climate Commitment](#) (PCC) occurred amongst the Senators and students. PCC is a letter that is  
146 signed by presidents and chancellors of colleges and universities committing their respective  
147 schools to developing an action plan, and to submit to annual evaluations, amongst other

148 commitments. Students stated that the signing of the PCC was included in their petition, Do  
149 Better SC: Rally for Sustainability, because it was a concrete ask. The main goal for the students  
150 was to get real and hard goals that the administration will accept. They said that they are not tied  
151 to the PCC and that they are good with net zero carbon, net zero waste, and net zero water goals  
152 stated in the resolution. Further discussion of the PCC was put off until the next Executive Board  
153 meeting, and the resolution was called as written.

154  
155 *Motion to approve the resolution was made by the Executive Board; 24 in favor; 0 opposed; 0*  
156 *abstentions.*

157

158 Resolution link:

159 <https://academicenate.usc.edu/files/2018/04/Senate-resolution-on-sustainability-April-2018.pdf>

160

### 161 **Faculty Athletics Representative Update**

162 Alan Green, Faculty Athletics Representative, Associate Professor Rossier, provided an overview of  
163 the Faculty Athletics Representative role.

164

165 Essentially, all NCAA institution must have one faculty member as the liaison between the  
166 student-athletes and the university. The role liaises with faculty as well as with faculty liaisons at  
167 other universities. Responsibilities include working with faculty and students when issues come  
168 up. He also sits on the Oversight Committee on Athletic Academic Affairs (OCAAA) where they  
169 provide oversight and advice on matters related to academic support for student-athletes.

170

171 Examples of areas that they look into include African American male graduation rates across the  
172 university, statistical performance of student-athletes versus non-student-athletes, courses where  
173 over 20% of the students are student-athletes, and when there are issues between faculty and  
174 student athletes (e.g. bias for or against).

175

176 Currently, there are about 557 student athletes. 388 are on some form of scholarship. In Fall  
177 2017, average GPA was 3.0 with 115 students that made the Dean's list and 11 students with a  
178 perfect 4.0 GPA. 258 students were over 3.0. Women's Tennis had the highest overall women's  
179 semester team GPA of 3.59. Men's Swimming and Diving had the highest overall men's semester  
180 team GPA of 3.02. Approximately, 50/50 split on gender. Top majors include Business  
181 Administration, Communications, Human Biology, Sociology, Real Estate and Development.

182

183 A question was asked about resources for the student-athletes. Oversight is provided by OCAAA  
184 (mentioned above) and resources are provided through [Student-Athlete Academic Service](#).

185

186 A suggestion was made to create a faculty committee to support student-athlete liaison function.

187

188 Prof. Green will be happy to come back next year to provide another update.

189

### 190 **Announcements**

191 Paul Rosenbloom, Academic Senate President

192 (a) Remaining Academic Senate meetings in University Club 2<sup>nd</sup> floor Scriptorium

193 (b) The 'End of the Year' dinner will be held on May 9, Cocktails: 4:30 to 5:30; Dinner: 5:30 to  
194 8:30pm; Venue: University Club, Main Dining Room (First Floor, Right Side when entering  
195 the main door of the Club) \*\* Note: New earlier times! \*\*\*

196 Please RSVP with Connie by April 25<sup>th</sup>

- 197 (c) The Academic Senate Annual Planning Retreat will be held August 15, 2018;  
198 Location: TBD
- 199 (d) If the faculty in your school are confused by, or simply want more information on, the  
200 changes coming for teaching and its evaluation at USC, AVP Ginger Clark  
201 ([ginger.clark@usc.edu](mailto:ginger.clark@usc.edu)) would be happy to talk to your Faculty Council(s) about it
- 202 (e) The Senate meeting schedule and venues for 2017 - 2018 is posted on the Senate website:  
203 <https://academicsenate.usc.edu/>
- 204 (f) The roster of Senate members and committee chairs is posted on this link:  
205 <https://academicsenate.usc.edu/senators/senators/>

206

207 **New Business**

208 There was student frustration an incident that happened around campus where an undergraduate  
209 RA committed suicide. Students felt that there was not a university acknowledge of what  
210 occurred. Further discussion revealed that the communication and response was targeted for the  
211 students that were impacted, with people from the counseling center with the impacted students  
212 the next day. Lynette Merriman's office was also very active in individual follow-ups. The issue  
213 was narrowed to what should be the public communication to the students, faculty, and general  
214 campus when crisis like these arise. Executive Board will invite Varun Soni to speak on this topic in  
215 a future Senate meeting.

216

217 **Adjournment**

218 Meeting was adjourned at 4:08 pm.

219

220

221 Respectfully submitted,

222

223

224

225 Mike S. Lee

226 Secretary General of the Academic Senate