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2 **ACADEMIC SENATE**

3
4 **UNIVERSITY OF SOUTHERN CALIFORNIA**

5 Meeting of May 9, 2018

6 University Club, Scriptorium Room

7 2:00 - 4:00 p.m.
8

9 **Present:** J. Ailshire, M. Apostolos, Y. Bar-Cohen, D. Brooks, R. Broyer, S. Bucher, P. Cannon, S. Cermak,
10 P. Chang, D. Crombeque, R. Davila, E. Fife, K. Finney, S. Gruskin, L. Hoffman, N. Hollyn, A. Justice, J. Kagan,
11 R. Labaree, M. Lee, E. McCann, P.T. McNiff, J. Nyquist, E. Pacifici, G. Painter, J. Parr, D. Pecchenino, G. Peters,
12 G. Polidori, M. Polikoff, R. Randhawa, C. Resnik, P. Rosenbloom, D. Ruddell, A. Uyeshiro Simon, N. Stoubis,
13 T. Tucker, E. Warford, R. Weinberg

14 **Absent:** S. Altman, S. Asgharzadeh, L. Bahn, L. Castaneda, S. Curran, M. Frey, S. Gibson, A. Goldkorn,
15 L. Grazzette, E. Horowitz, J. Israel, R. Jubran, S. Little, J. Sapkin, K. Servis, S. Shroyer, J. Son, J. Steele,
16 R. Watanabe, A. Wilcox, G. Zada.

17 **Guests Present:** S. Ahmadi, J. Armour, J. Cain, M. Levine, R. Lonergan, J. McLaughlin Gray, M. Quick,
18 R. S. Smith von Almen, E. Wojciak, C. Zachary
19

20 **AGENDA**

21
22 Paul Rosenbloom, Academic Senate President, called the meeting to order at 2:03 pm and
23 introduced the guests of the Senate.
24

25 **Dialogue with USC's Provost, Michael Quick**

26 Michael Quick, USC Provost, provided updates on the university.
27

28 Provost Quick thanked everyone for being part of governance of this university, and stated that he
29 feels he has a great relationship with the Senate. He looks forward to continually pushing for
30 more faculty governance. This will make USC a better place.
31

32 Some highlights include:

- 33 • Teaching excellence. This really came out of the Academic Senate. Trying to figure out
34 how to do a better job of training great teachers, how to evaluate, and finally how we
35 reward it. Especially proud of the work that is being through the Center for Excellence in
36 Teaching.
- 37 • Promotion terms. Whether it is Tenure/Tenure-Track or RTPC, are promotions fair? How
38 do we think about tenure and promotion criteria? What do we value? How do we value
39 it? How do we measure? Want to reward faculty that fit within the strategic values. We
40 need to work through what those mean.
- 41 • Continuing appointments. Very proud of this. Important that the most deserving get long
42 term security.
- 43 • Pay equity. What does equity look like? Finding places of concern and immediately
44 addressing those. Provost office is doing their own analysis to ensure that pay was
45 equitable across the board and sending proposals to Deans.
- 46 • Commercialization. Paul Rosenbloom, Yaniv Bar-Cohen, Randy Hall, and Provost Quick sat
47 down with the President Nikias about commercialization and technology transfer needs of

48 the faculty and students. This was a meeting to really hear from the President on what
49 should be done for the university. Discussed more resources and venture funds. Led to
50 the discussion of how to incentivize entrepreneurship. Not so much for the purpose of the
51 university making money, but to attract talented faculty to the university. Hopes to send
52 proposals to President Nikias by the end of the calendar year.

- 53 • Sustainability. Received the Senate resolution and proposal. Provost office is currently
54 studying it and thinking about ways to jump start it. Wants to promote sustainability on
55 campus.
- 56 • Diversity and inclusion. Much of the progress in this area initiated from the work of the
57 Academic Senate. While his office has been working on Diversity & Inclusion plans for each
58 of the schools. While making lots of progress in this area, he wants the next phase to align
59 some cats. At the end of the day there are some core things that need to be done at the
60 University level. An example is hiring under-represented minority faculty. We are not
61 making as much progress in this area.
- 62 • Wellness. Real progress on wellness. [Cardinal folders](#). [Fall break](#). A first-year course for
63 freshman and spring admits. Semester courses for credit around wellness, safety, and
64 academics. Threat assessments are at a much better place.

65
66
67 Fall Freshman registered their decision

- 68 • 64.3K applicants. Largest applicant pool in USC history (3rd among privates. NYU and BU
69 had more applicants)
- 70 • 8.2K accepted (13% acceptance rate). Last year 9K accepted.
- 71 • Even though we accepted fewer students, more students enrolled to attend
- 72 • Yield: went from 39% to 43%
- 73 • Even after we melt (we usually melt 5-8% of students), we will still be above 40%
- 74 • Average test score: 97th percentile (1447) up 7 points from last year.
- 75 • Quarter of the class had perfect grades
- 76 • Largest % and number wise on diversity
- 77 • 17% first generation
- 78 • 49% male / 51% female
- 79 • One place we are down is from China
- 80 • 40% from California
- 81 • Goal was 3K freshmen enrolled. We are a lot higher than that

82
83 Project renewal was briefly mentioned and that there is an ongoing process of rolling out
84 identified items. Regrets putting a name to a project that is undertaken every few years to ensure
85 that we are operating as efficiently as possible.

86
87 A question was asked about a clash of discourse and regulating harassment. University of
88 Michigan being sued for regulating harassment was mentioned to set context. Recently at
89 Annenberg, there was a faculty/student project that led to a mural. Many said we were
90 suppressing because it was not allowed to be in more of a prominent place. The other side said
91 we were promoting hate. We have to tell others and ourselves that universities are a special place
92 where we can have these types of dialog.

93

94 A question was asked if the numbers for diversity include international students. The numbers
95 only include African American and Latino American. We are now up to 25%.

96
97 A question was asked about the number of suicides at USC. We have 4 to 5 student suicides per
98 year out of 45K-50K student population (lower rate than the general public). Similar to other
99 universities. We have been adding counselors and have a plan going forward to get more
100 counselors. We do a lot of referrals off campus – but we need to stop that. We need to have the
101 counselors on campus, because if referred, we have no idea if the students actually go. We are
102 going to make the investment to have a more robust short-term counseling and have long-term
103 counseling on-site. We have to go upstream to go to wellness. We need a better reporting
104 system where people will come forward. How do we talk to students about taking care of
105 themselves and each other? Recommended that Sarah Van Orman (Chief Health Officer for
106 students) come speak to the Senate.

107
108 A question was asked about procedures and protocols for what to communicate after a suicide
109 occurs. First thing we do is to speak to the families and the families state their wishes on
110 communication (e.g. do not mention by name). A suggestion was made to let the faculty know.

111
112 A question was asked if part-time faculty have been considered as part of faculty compensation
113 discussion. Provost office includes part-time in the compensation discussion. Every school has
114 their own method of determining what is the right compensation for each class. The schools try
115 to look at comps of pay at other institutions. They have to report this to the federal government
116 and now we have the tools to dig into what the compensation looks like.

117
118 Provost Quick thanked Paul Rosenbloom and the whole leadership. It's been a hell of a year. Not
119 sure if Paul would have jumped so eagerly into the leadership of the academic senate. Been really
120 great to have Paul as a partner.

121
122 Professor Rosenbloom thanked Provost Quick Michael as a partner. Everyone in the senate
123 appreciates that he takes the time to listen and take our recommendations.

124
125 **Approval of April Senate meeting draft minutes**
126 Mike Lee, Secretary General, presented the April draft minutes for discussion and approval.

127
128 *PT McNiff moved to approve the minutes; Sofia Gruskin seconded; 21 in favor; 1 opposed; 3*
129 *abstentions. At the time of the vote a quorum of senators was present, but not all senators*
130 *participated in the vote to approve.*

131
132 **Election Results – Introduction of Officers and Executive Board Members for 2018-19**
133 Yaniv Bar-Cohen, Chair, Academic Vice President and Chair, Nominating Committee, introduced
134 the new officers and executive board members.

- 135
136
 - Academic VP, Rebecca Lonergan, Gould
 - 137 • Secretary General, Ashley Uyeshiro Simon, Dentistry/OT
 - 138 • Member-at-Large, Shafiqah Ahmadi, Rossier
 - 139 • Member-at-Large, Jody Armour, Gould
 - 140 • Member-at-Large, Sofia Gruskin, Keck/Gould

- Member-at-Large, Trisha Tucker, Dornsife

Announcement of Senate Awards for 2017-18

Julie Nyquist, Chair, Senate Awards Committee, announced the winners of the Senate's Distinguished Faculty Service Awards.

Distinguished Faculty Award - "The purpose of the Distinguished Faculty Service Award is to honor faculty service to the University that is beyond normal research, administrative, clinical, and teaching responsibilities. The nominee must have contributed through service to the Senate or other university initiatives in relation to faculty governance in some exceptional manner. These contributions could include leadership on a Senate Committee, Joint-Appointed University Committee, or on a school Faculty Council."

- Steve Bucher, Viterbi
- Paula Cannon, Keck

Walter Wolf Award - "The Walter Wolf Award is to be bestowed on a USC faculty member for defense and advocacy of academic freedom or for other manifestations of social conscience, through distinguished faculty service, teaching, scholarship, or activity as a public intellectual. "

- Ronald Garet, Gould

Senate Awards Article: <https://academicsenate.usc.edu/senate-awards-winners/>

Thank you to Paul Rosenbloom and others

Yaniv-Bar Cohen thanked Paul Rosenbloom for his service. Professor Cohen stated that it has been a rough year for USC and he could not think of a better person to lead us through this. One thing he admired about Professor Rosenbloom was the way he did not jump to conclusions and listened to all perspectives.

Professor Rosenbloom thanked everyone for helping through this year. Task Force on Workplace Standards and Employee Wellness was composed of people that really cared about this university and applied the same rigor into culture as we put into academics. Unfortunately, we are just at the beginning of the process.

Professor Rosenbloom also recognized the following people who are leaving the Executive Board: Paula Cannon – we will miss her very much, Mike Lee – brought us into the 21st century, Devon Brooks – very valued counsel to the board, and Norman Hollyn – brought a unique perspective to discussions.

Professor Rosenbloom finally thanked Connie Roque for her help with Senate and Executive Board.

Proposed Changes to the Faculty Handbook, Second Read and Vote

Jessica Parr, Co-Chair, Faculty Handbook Committee, presented the second reading of the proposed changes to the faculty handbook.

188

189 Suggestions were made to include the title of Professor of Lawyering Skills (vs Lecturer) and listing
190 the titles in the RTPC order.

191

192 For more information:

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

195

196 *Paula Cannon moved to approve; Sofia Gruskin seconded; 28 in favor; 0 opposed; 1 abstention.*

197

198 **End of Year Reports**

199 Committee and task force chairs presented their end-of-year reports.

200

201 Nick Stoubis, Co-Chair, Committee on RTPC Faculty Affairs, presented the committee's activities
202 for the year. Charge of the committee for this year was to expand the benefits listed in the
203 September 15, 2018 provost memo "[Recognizing Teaching Faculty](#)" to other RTPC faculty. The
204 committee explored two groups: faculty funded by non-external sources and faculty funded by
205 external sources. For the non-externally funded sources, the recommendation was to extend the
206 same benefits as teaching faculty to this group. For externally funded faculty, recommendations
207 included gap funding.

208

209 A question was asked regarding multi-year contracts for clinical faculty. Full-time clinical faculty
210 fell into the non-external funding group and they are included in the recommendation to extend
211 the benefits to this group.

212

213 Richard Weinberg, Co-Chair, Committee on Information Services, presented the committee's end
214 of year report. ([report](#))

215

216 Committee came up with 4 priorities to focus on:

- 217 • Faculty IT Upgrades – find ways to make this a less painful process
- 218 • Software Access – connect faculty to available software
- 219 • Disaster Readiness
- 220 • Online Teaching and Collaboration Tools

221

222 A question was asked if there should be hubs for IT or peer help hubs. There needs to be more
223 work done to get there.

224

225 A question was asked about how to connect UPC and HSC in terms of communication. Additional
226 note was mentioned that CET should be accessible from HSC. More work needs to be done, but it
227 is not currently in the plan.

228

229 Douglas Vanderbilt, Co-Chair, Committee on Faculty Environment and Employment, presented the
230 committee's end of year report. ([report](#))

231

232 Committee focused on two areas: "geographically dispersed" faculty and addressing the issue of
233 bike/safety. Committee would like "geographically dispersed" faculty to be included in a similar
234 fashion as part-time faculty were (e.g. included in faculty governance and communications).

235 Software platforms for collaboration and the Center of Excellence in Teaching as a resource were
236 highlighted as areas that would help. Report contains the full list of recommendations.
237 Addressing bicycle/safety focused on overall personal conveyance vehicles that includes URB-Es,
238 skateboards, bicycles and other forms. Solutions included no-go zones and having personal
239 conveyance vehicle parking areas around the exterior of campus.

240
241 A question was asked if disability exceptions have been considered for personal conveyance
242 vehicles. Report has not been completed yet. There will be an item to address this.

243
244 Linda Hoffman and Elisa Warford, Co-Chairs, Committee on Part-Time Faculty Affairs, presented
245 the committee's end of year report. ([report](#))

246
247 Committee was charged with performing the Part-Time Faculty survey. Received 540 completed
248 survey responses. Some initial observations include: 20% were true adjuncts, 66% were on
249 semester to semester contracts, 1% had multi-year contracts, 41% were benefits eligible (96% of
250 those took advantage of the benefits), and 46% received new hire orientation (of those hired in
251 2016).

252
253 For other annual reports, see the [Committees page](#) on the Academic Senate website.

254

255 **President's End of Year Report**

256 Professor Rosenbloom spoke mostly about committee activity that has not been presented.

257

258 The Committee on Tenure & Tenure Track Faculty Affairs have been looking at expanding the
259 retirement transition options. They have been looking at what options will make sense at USC.

260

261 The Task Force on Innovation has not met this year, but there has been work behind the scenes.
262 Mainly been focusing on putting into effect the recommendations from last year. Making the
263 transition better and providing more options for the inventors. They have had conversations with
264 lawyers, Randy Hall, Michael Quick, and President Nikias.

265

266 The Committee on Teaching and Academic Programs have been focusing on the two main topics
267 from the August retreat – dealing with academic challenges and Teaching 2030. Committee has
268 agreed to take a look at these topics, but we don't have a report yet.

269

270 The Committee on Finances and Enrollment is a controlled membership committee that includes
271 officers of the Executive Board, part-time faculty, and various administrators. Katharine
272 Harrington (VP of Admissions and Planning), Jim Staten (SVP Finance & CFO), and others as
273 appropriate on updates on the university. Responsibilities include recommending the annual
274 tuition increase. Other items for this year have been to better understand the benefits pool.

275

276 The Task Force on Interdisciplinary Communities was created two years ago, but this year was the
277 first that members were assigned to the committee. The charge of this task force was to examine
278 interdisciplinary communities at USC and make recommendations concerning how to help make
279 them easier to initiate and to operate effectively. The committee focused on data gathering and
280 interviewed leaders at USC that were succeeding or failing at building interdisciplinary
281 communities. They are going to continue to work on this over the summer.

282

283 The presidents of the Academic Senate, Staff Assembly, Undergraduate Student Assembly, and the
284 Graduate Student Assembly met 3 to 4 times this year over lunch to exchange information on
285 activities and concerns. Strongly recommend that this recurring gathering continue.

286

287 The Task Force on Workplace Standards and Employee Wellness is in the final stages of the 2nd
288 and concluding report. We are starting to get briefings on what is happening at the highest levels
289 of the university. There should be action happening starting this summer. There will be some
290 meaningful action over the next several years.

291

292 Marshall Cohen has been the faculty mediator for the last 20 years during his retirement. We will
293 be giving him a special award to thank him for his service.

294

295 **Announcements**

296 Paul Rosenbloom, Academic Senate President

297 (a) The 'End of the Year' dinner will be held on May 9, Cocktails: 4:00 to 5:00; Awards
298 Presentation: 5:00. Dinner: 5:30 to 8:30pm; Venue: University Club, Main Dining Room
299 (First Floor, Right Side when entering the main door of the Club)

300 (b) The Academic Senate Annual Planning Retreat will be held August 15, 2018;
301 Location: TBD

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

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

304

305 **New Business**

306 None.

307

308 **Adjournment**

309 Meeting was adjourned at 3:49 pm.

310

311

312 Respectfully submitted,

313

314 

315

316 Mike S. Lee

317 Secretary General of the Academic Senate