ACADEMIC SENATE

UNIVERSITY OF SOUTHERN CALIFORNIA

Meeting of May 9, 2018
University Club, Scriptorium Room
2:00 - 4:00 p.m.


AGENDA

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

Dialogue with USC’s Provost, Michael Quick
Michael Quick, USC Provost, provided updates on the university.

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

Some highlights include:

- Teaching excellence. This really came out of the Academic Senate. Trying to figure out how to do a better job of training great teachers, how to evaluate, and finally how we reward it. Especially proud of the work that is being through the Center for Excellence in Teaching.
- Promotion terms. Whether it is Tenure/Tenure-Track or RTPC, are promotions fair? How do we think about tenure and promotion criteria? What do we value? How do we value it? How do we measure? Want to reward faculty that fit within the strategic values. We need to work through what those mean.
- Continuing appointments. Very proud of this. Important that the most deserving get long term security.
- Pay equity. What does equity look like? Finding places of concern and immediately addressing those. Provost office is doing their own analysis to ensure that pay was equitable across the board and sending proposals to Deans.
- Commercialization. Paul Rosenbloom, Yaniv Bar-Cohen, Randy Hall, and Provost Quick sat down with the President Nikias about commercialization and technology transfer needs of
the faculty and students. This was a meeting to really hear from the President on what should be done for the university. Discussed more resources and venture funds. Led to the discussion of how to incentivize entrepreneurship. Not so much for the purpose of the university making money, but to attract talented faculty to the university. Hopes to send proposals to President Nikias by the end of the calendar year.

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

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

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

A question was asked about a clash of discourse and regulating harassment. University of Michigan being sued for regulating harassment was mentioned to set context. Recently at Annenberg, there was a faculty/student project that led to a mural. Many said we were suppressing because it was not allowed to be in more of a prominent place. The other side said we were promoting hate. We have to tell others and ourselves that universities are a special place where we can have these types of dialog.
A question was asked if the numbers for diversity include international students. The numbers only include African American and Latino American. We are now up to 25%.

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

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

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

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

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

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

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

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

- Academic VP, Rebecca Lonergan, Gould
- Secretary General, Ashley Uyeshiro Simon, Dentistry/OT
- Member-at-Large, Shafiqa Ahmadi, Rossier
- Member-at-Large, Jody Armour, Gould
- 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.
Suggestions were made to include the title of Professor of Lawyering Skills (vs Lecturer) and listing the titles in the RTPC order.

For more information:
- Summary of proposed changes to the handbook
- Faculty handbook 2018 (redlined)

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

**End of Year Reports**
Committee and task force chairs presented their end-of-year reports.

Nick Stoubis, Co-Chair, Committee on RTPC Faculty Affairs, presented the committee’s activities for the year. Charge of the committee for this year was to expand the benefits listed in the September 15, 2018 provost memo “Recognizing Teaching Faculty” to other RTPC faculty. The committee explored two groups: faculty funded by non-external sources and faculty funded by external sources. For the non-externally funded sources, the recommendation was to extend the same benefits as teaching faculty to this group. For externally funded faculty, recommendations included gap funding.

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

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

Committee came up with 4 priorities to focus on:
- Faculty IT Upgrades – find ways to make this a less painful process
- Software Access – connect faculty to available software
- Disaster Readiness
- Online Teaching and Collaboration Tools

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

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

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

Committee focused on two areas: “geographically dispersed” faculty and addressing the issue of bike/safety. Committee would like “geographically dispersed” faculty to be included in a similar fashion as part-time faculty were (e.g. included in faculty governance and communications).
Software platforms for collaboration and the Center of Excellence in Teaching as a resource were highlighted as areas that would help. Report contains the full list of recommendations.

Addressing bicycle/safety focused on overall personal conveyance vehicles that includes URB-Es, skateboards, bicycles and other forms. Solutions included no-go zones and having personal conveyance vehicle parking areas around the exterior of campus.

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

Linda Hoffman and Elisa Warford, Co-Chairs, Committee on Part-Time Faculty Affairs, presented the committee’s end of year report. (report)

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

For other annual reports, see the Committees page on the Academic Senate website.

**President’s End of Year Report**

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

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

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

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

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

The Task Force on Interdisciplinary Communities was created two years ago, but this year was the first that members were assigned to the committee. The charge of this task force was to examine interdisciplinary communities at USC and make recommendations concerning how to help make them easier to initiate and to operate effectively. The committee focused on data gathering and interviewed leaders at USC that were succeeding or failing at building interdisciplinary communities. They are going to continue to work on this over the summer.
The presidents of the Academic Senate, Staff Assembly, Undergraduate Student Assembly, and the Graduate Student Assembly met 3 to 4 times this year over lunch to exchange information on activities and concerns. Strongly recommend that this recurring gathering continue.

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

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

**Announcements**

Paul Rosenbloom, Academic Senate President

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

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

(c) The roster of Senate members and committee chairs is posted on this link: [https://academicsenate.usc.edu/senators/senators/](https://academicsenate.usc.edu/senators/senators/)

**New Business**

None.

**Adjournment**

Meeting was adjourned at 3:49 pm.

Respectfully submitted,

Mike S. Lee
Secretary General of the Academic Senate