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2 **ACADEMIC SENATE**  
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4 **UNIVERSITY OF SOUTHERN CALIFORNIA**

5 Meeting of December 5, 2018

6 Vineyard Room, Davidson Continuing Education Center

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

9 **Present:** S. Ahmadi, J. Ailshire, S. A. Altman, J. Armour, F. Bar, Y. Bar-Cohen, R. Beatty, B. Belcher  
10 (Virtually), M. Bodie (alternate for A. Imre), S. Bucher, T. A. Brun, J. Cantiello, C. Castro, S. Cermak, R.  
11 Chung, D. Crombeque, R. Davila, E. Fife, A. Gilbert, L. Grazzette (Virtually), D. Griffiths, E. Grossman, S.  
12 Gruskin, A. Justice, S. Little, R. Lonergan, R. MacKenzie (Virtually), T.J. McCarthy, A. Mackay (Virtually),  
13 P.T. McNiff, M. Mohammadi, S. Murphy (Virtually), M. Nichol, J. Parga (Virtually), J. Parr, D. Pecchenino,  
14 M. Polikoff, M. Povinelli, G. Ragusa, P. Rosenbloom, G. Siassi, J. Silvester, A. Uyeshiro Simon, R.S.  
15 Maddox, C. Tucker, T. Tucker, M. Winder, R. Wood

16 **Absent:** M. Apostolos, S. Asgharzadeh, J. M. Gray, J. Musso, J. Steele, S. Wickersheimer, A.G. Wilcox, E.  
17 Wojciak

18 **Guests:** A. Amoni, S. Fried-Gintis, E. Graddy, B.P. Jones, R. Jubran, M. Levine, B. Marcus, C. Neuman, K.  
19 O'Connor, D. O'Leary, M. Quick, A. Sankiah (Virtually), I. Spatz, J. Walker, D. Whitsett  
20

21 **AGENDA**  
22

23 Yaniv Bar-Cohen, Academic Senate President, called the meeting to order at 2:05 pm and  
24 introduced the guests of the Senate.  
25

26 **Approval of October Senate meeting draft minutes**

27 Ashley Uyeshiro Simon, Secretary General, presented the September draft minutes for discussion  
28 and approval.  
29

30 *P.T. McNiff moved to approve the minutes; Rebecca Lonergan seconded; 21 in favor; 0 opposed; 2*  
31 *abstentions.*  
32

33 **Second reading and votes on Senate Executive Board election changes**

34 [Resolutions 18/19-001, 18/19-002, and 18/19-003 were voted on.](#) The proposed resolutions were  
35 first reviewed. A clarification was made that the language being voted on in 18/19-002 and 18/19-  
36 003 is in addition to the current language in the Bylaws, and that these would not replace any of  
37 the existing language.  
38

39 *A motion to approve Resolution 18/19-001 was made by the Executive Board; 24 in favor; 0*  
40 *opposed; 0 abstentions.*  
41

42 *A motion to approve Resolution 18/19-002 was made by the Executive Board; 23 in favor; 2*  
43 *opposed; 1 abstention.*  
44

45 *A motion to approve Resolution 18/19-003 was made by the Executive Board; 21 in favor; 5*  
46 *opposed; 0 abstentions.*  
47

48 **Romantic relationships between faculty and students**

49 Bar-Cohen presented the possibility of a policy change to prohibit certain romantic relationships  
50 between faculty and students. Reasons for prohibiting these faculty/student relationships include

51 inherent power imbalances that compromise the concept of consent, and potential harm done  
52 while decisions about mutual consent are being navigated. Bar-Cohen specifically raised the  
53 concern that allowing these relationships to be managed after they are disclosed sends the  
54 message to Faculty that as long as they believe that the relationships are mutual, they can  
55 proceed. Disadvantages of prohibiting certain relationships include interference with people's  
56 personal lives, and possibly causing these relationships to go further underground. There are  
57 other universities setting policies to ban relationships now with varying degrees of restrictions,  
58 including banning any romantic relationships between Faculty and students in the same program,  
59 banning romantic relationships between Faculty and students where a supervisory relationship  
60 exists, and banning all romantic relationships between Faculty and undergraduate students.

61  
62 It was stated that the current Faculty Handbook chapters that deal with this issue are 3G, 3I, and  
63 6I. However, there appear to be potential inconsistencies in these sections. The Sexual  
64 Harassment Task Force has been discussing the pros and cons of policy changes as well.

65  
66 Defining which students a revised policy may cover (e.g., direct supervision, in the same school,  
67 department, and/or program, undergraduates in general) was discussed, as was whether  
68 educational opportunities and hiring/firing decisions could be influenced. A point was made that  
69 an unintended consequence of a ban may include a hesitation to hire women in heavily male-  
70 dominated fields.

71  
72 It was stated that in addition to discussing how to change these policies, it was also important to  
73 determine how to enforce these policies.

74  
75 Next steps were discussed. It was proposed that the Senate use a modular approach to voting on a  
76 resolution for this issue, as this issue is very complex and faculty have varying views on where to  
77 draw the line regarding which types of relationships to ban.

78  
79 **Committee presentations (with Provost Michael Quick and Executive Vice Provost Elizabeth**  
80 **Graddy)**

81 Provost Michael Quick and Executive Vice Provost Elizabeth Graddy were present for the  
82 presentations to allow for greater timely collaboration. [See the charges that were read in the](https://academicsenate.usc.edu/files/2019/01/Dec-2018-Senate-Meeting-Committee-Reports-and-Charges.pdf)  
83 [meeting here](https://academicsenate.usc.edu/files/2019/01/Dec-2018-Senate-Meeting-Committee-Reports-and-Charges.pdf). (LINK: [https://academicsenate.usc.edu/files/2019/01/Dec-2018-Senate-Meeting-](https://academicsenate.usc.edu/files/2019/01/Dec-2018-Senate-Meeting-Committee-Reports-and-Charges.pdf)  
84 [Committee-Reports-and-Charges.pdf](https://academicsenate.usc.edu/files/2019/01/Dec-2018-Senate-Meeting-Committee-Reports-and-Charges.pdf))

85  
86 **Campus Climate Committee**

87 The co-chairs stated they are helping with the development of the Diversity, Equity, and Inclusion  
88 (DEI) Center, as well as with the DEI Council (a subcommittee of this Council will spearhead the  
89 proposal for the Center). The various groups have been intentional about the division of labor so  
90 as to not replicate work. A comment was made that the school Diversity Liaisons and Diversity  
91 Recruitment Advisors need more training.

92  
93 **Committee on Information Services**

94 In addition to the topics stated in their written charge, the co-chairs added a fourth topic that they  
95 plan to address this year, which is the utilization of technology to assist with the detection of  
96 cheating, specifically in online programs. A comment was made that the committee should  
97 collaborate with the developers of a Faculty app that is currently in Beta version.

98  
99 **Faculty Environment and Employment Committee**

100 The co-chairs stated that parental leave restricts women who have given birth from entering the  
101 labs they supervise, and that this is an issue that will be discussed. The FEEC also continues to  
102 monitor childcare issues, in addition to a separate committee that has been set up to deal with  
103 child care issues.

104

#### 105 **Research Committee**

106 It was clarified that there are 4 co-chairs to deliberately include different types of researchers.  
107 Comments were made about promotion and access to resources, lack of clarity around titles and  
108 loads, and eligibility for fellowships.

109

#### 110 **Committee on Teaching and Academic Programs**

111 The committee this year is focusing on the vision for the Teaching 2030 Plan. A question was  
112 asked about why 2030 was chosen as the target year, and comments were made both for and  
113 against setting a later date. Some Senators felt a plan for 2030 was too short-term for overarching  
114 teaching goals, and encouraged the committee to look out even further. Others argued that  
115 teaching is changing very rapidly, and this makes it too difficult to predict anything too long from  
116 now.

117

#### 118 **Dialogue with Provost Michael Quick**

119 Provost Quick reported that, although there have been concerns about bias, recent statistics from  
120 his office about people of color and/or women achieving tenure are encouraging. Executive Vice  
121 Provost Elizabeth Graddy stated that these data (available in UCAPT) covered the last 12 years  
122 with controls for field and demographics. They have also tried to collect data on faculty who have  
123 left during the years prior to when they would have been considered for tenure, but the n is too  
124 small, so they have been trying to follow up with faculty who have recently left without tenure to  
125 provide more insight. Quick asked the Senate to think about how we can give people more  
126 opportunities to get their feet on the ground prior to the tenure clock starting (e.g., the post-doc  
127 in humanities).

128

129 A question was asked about the news today announcing that Dean James Ellis's term as dean  
130 would be ending early. Quick stated we have been discussing more transparency, shared  
131 governance, and more faculty participation in Deans' reviews, but sometimes these conflict with  
132 personnel issues, which often involve sensitive private information that cannot or should not be  
133 publicly disclosed. In this case, President Austin invoked her right to end Dean Ellis's term early  
134 after wrestling with the decision and being presented all the information so she could make the  
135 best decision. It was not a decision she took lightly. We need to figure out how to balance people's  
136 right to privacy with the calls for more transparency, and he is open to discussing this. He will be  
137 meeting with the Marshall Faculty Council later today to talk about how we can move forward.

138

139 A question was asked about whether the Marshall Faculty Council was consulted in this decision.  
140 Quick replied that the Faculty Council was not consulted in this case, as the information the  
141 President was working with was not information she felt could be shared. A comment was made  
142 by a faculty member that encouraged consultation with elected representatives (Senate, Faculty  
143 Council) in the future to promote more buy-in. Quick responded that in other circumstances (e.g.,  
144 dean evaluations, dean hiring), shared governance needs to be better and we are working on this.  
145 But, we still need to discuss what to do when these decision involve private employment  
146 information.

147

148 A comment was made that Marshall Faculty are confused and many don't understand this

149 decision, which has been affecting trust due to lack of buy-in. Another comment was made about  
150 the need for improved communication around these matters.

151  
152 A question was asked about the role the Provost's office has played in pay discrepancy issues, as  
153 there seem to be improvements happening that should be shared. Quick shared that both salaries  
154 and review of salaries have been enhanced, but we need to think about this more. Graddy stated  
155 communication around these improvements needs to be better. A follow-up question asked if  
156 there could be a released statement about how these issues are addressed that explains the  
157 process, as many faculty do not understand it. Graddy clarified that for personal salary issues,  
158 faculty can go to their dean, and if that is not satisfactory they can go to Graddy's office. Quick  
159 stated a communication to clarify the process can be created.

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161  
162 A question was asked if we are moving towards a dashboard type of communication to share both  
163 good news and challenges. Quick affirmatively responded we are moving towards this in a few  
164 areas, particularly concerning diversity data, anonymized data from Title IX and OED results, and  
165 more. They are currently working on this.

166  
167 **Announcements**

168 (a) Please hold February 22 - 23, 2018 for the Joint Provost/Senate Retreat. Venue: The  
169 Westin Bonaventure Hotel & Suites, DTLA; Topic TBD.

170 (b) The Senate meeting schedule and venues for 2018 - 2019 is posted on the Senate website:  
171 <https://academic senate.usc.edu/>. Next meeting is Jan 16 possibly in Doheny Library; Bar-Cohen  
172 will send communications about this before then.

173 (c) The roster of Senate members and committee chairs is posted on this link:  
174 <https://academic senate.usc.edu/senators/senators/>

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176 **New Business**

177 No new business was presented.

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179 **Adjournment**

180 Meeting was adjourned at 4:01 pm.

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182

183 Respectfully submitted,

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187

188 Ashley Uyeshiro Simon

189 Secretary General of the Academic Senate

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