ACADEMIC SENATE

UNIVERSITY OF SOUTHERN CALIFORNIA
Meeting of May 1, 2019
Doheny Memorial Library, Room 121
2:00 - 4:00 p.m.

Present Online: A. Gilbert, L. Grazzette, J. Israel, A. Mackay, D. O’Leary
Guests: P. Adler, B. Blair, M. Levine, L. McGinnis, M. Quick, S. Van Orman, N. Warren

AGENDA

Yaniv Bar-Cohen, Academic Senate President, called the meeting to order at 2:04 pm.

Approval of February 20 Senate meeting draft minutes
Ashley Uyeshiro Simon, Secretary General, presented the March draft minutes for discussion and approval.

P.T. McNiff moved to approve the minutes; Sofia Gruskin seconded; 20 in favor; 0 opposed; 2 abstentions.

2019-2020 Academic Senate Executive Board Officer and At-Large Member Election Results
- Academic Vice President (President-Elect): Paul Adler, Marshall School of Business
- Administrative Vice President: Daniel Pecchenino, Dornsife College of Letters, Arts, & Sciences
- Members-At-Large:
  - Shafiqa Ahmadi, Rossier School of Education
  - Brent Blair, School of Dramatic Arts
  - Aniko Imre, School of Cinematic Arts
  - Alison Wilcox, Keck School of Medicine
These new Executive Board Members will be joined by the officers who are continuing their terms into next year:
- President: Rebecca Lonergan, Gould School of Law
- Secretary General: Ashley Uyeshiro Simon, Division of Occupational Science & Occupational Therapy, Ostrow School of Dentistry
- Immediate Past-President: Yaniv Bar-Cohen, Keck School of Medicine

Second read of Proposed Changes to Faculty Handbook
Jessica Parr and John Silvester, Co-Chairs of the Handbook Committee, presented the second read of the proposed changes. They stated there are no significant changes from the first read, aside from modifying some of the language to be less confusing. Next year, the Handbook Committee plans to modify the Handbook in accordance with the upcoming Title IX changes, input any language that the Senate decides upon regarding romantic relationship between faculty and students they supervise, and start reorganizing the Handbook to be more user-friendly.
There were no questions from the floor.

A vote on Resolution 18/19-06 was presented. A summary of the proposed changes can be found here, and the red-line version of the Handbook can be found here.

Resolution passed with 23 in favor; 0 opposed; 0 abstentions.

**Announcement of Senate Awards**

Julie Nyquist, Chair of the Senate Awards Committee, presented this year’s Senate awardees. She stated all previous awardees are listed online, and asked Senators to keep faculty in mind who have not yet received awards, but deserve to be nominated in future years.

The 2019 Distinguished Faculty Service awardees were:

Jessica Parr, Dornsife College of Letters, Arts, & Sciences

Paul Rosenbloom, Viterbi School of Engineering

The Walter Wolf Award is given to faculty who are great examples of “defense and advocacy of academic freedom or other manifestations of social conscience,” and is not given every year. This year, however, the awardee was:

Ann Crigler, Dornsife College of Letters, Arts, & Sciences

Nyquist congratulated the winners, and thanked the Awards Committee for their work.

Paul Rosenbloom, Immediate Past-President, recognized President Yaniv Bar-Cohen for all of his leadership, dedication, and hard work he has put into the Senate this year. He thanked Bar-Cohen and presented him with a plaque and gift in honor of his service.

**End of year report**

Bar-Cohen stated it has been a long and difficult transitional year, and he emphasized the need to keep faculty united. He stated that a united faculty can speak as one group, and is therefore more powerful. Faculty have a tremendous role in the University at the moment, as there is now frequent “checking in” with the Senate, much of which has to do with the fact that we as a Senate have been trying to do the best for the University.

Bar-Cohen recognized the Senators for being totally committed to USC, to the people we represent, and to doing what is best for the University. There has been more shared governance at the Board of Trustee and University levels and some major strides at the School level, but there is more work to do. He thanked the Senate for caring so much and being so involved, and for being able to have difficult conversations this year with people speaking honestly, respectfully, and openly about issues that really matter.

Bar-Cohen stated the Executive Board has worked hard this year, meeting weekly and communicating daily. Every member has been engaged and helpful in coming together about difficult topics, and he thanked each Executive Board member individually for their service.

**Student Health Updates**

Sarah Van Orman, Chief Health Officer overseeing both Student Health Centers (Eric Cohen on HSC and Engemann on UPC), gave an update on student health at USC. These centers provide many services, including traditional medical services (85,000 visits per year, seeing 63% of students), mental health services (21,000 visits per year, seeing 13% of students), and Relationship and Sexual Violence Prevention Services (RSVP) which does outreach and education (1,000 visits per year, seeing about 1% of students). Student Health also encompasses administrative services for the student insurance plan, and is funded by the student health services fee, which is part of enrollment.
Organizationally, Student Health is now integrated into the Keck Medical Group. All staff and physicians are part of USC Care, which helps build confidence and trust. Students can now move freely between Eric Cohen and Engemann centers.

Van Orman stated that the top health issues that make a difference for college students are equity and inclusion, high-risk alcohol consumption, well-being and thriving, and sexual assault/misconduct and healthy relationships. Data from USC show that the top academic impediments to health are stress, anxiety, sleep difficulties, depression, work, and concern for family or friends.

Van Orman then presented specific data about our students:

- The sample was a random selection of students at USC, weighted according to available demographic factors to be representative of USC’s student population. Survey response rate was 30%.
- Prevalence of at-risk drinking over a 2 week period (Healthy Minds Study, Spring 2018)
  - Up to 45% engaged in “high-risk” drinking (4+ drinks for women, 5+ drinks for men) at least one time (some more than 3 times). High-risk drinking is associated with increased likelihood of injury, sexual assault, and adverse academic outcomes.
  - 10-15% engaged in “problematic” drinking (8+ drinks for women, 10+ drinks for men). Problematic drinking is associated with increased likelihood of serious injury or medical transport.
  - These data vary by race, ethnicity, Greek affiliation, and school. They also show this is not just a problem for undergraduate students, but also for graduate students.
- Prevalence of depression and anxiety (Healthy Minds Study, Spring 2018)
  - Bachelor students: 36%, Master students: 23%, PhD students: 20%, MD students: 14%
  - Depression and anxiety correlate with academic performance.
  - These data vary by race, ethnicity, program of study, international status, and more.
- 32.3% of students strongly agreed they have needed help for mental health or emotional problems in the past year (Healthy Minds Study, Spring 2018)
- Prevalence of sexual assault and misconduct (AAU Survey 2015)
  - 29.7% of all female undergraduates experienced sexual assault or misconduct
  - 48.9% of female undergraduates with a disability experienced sexual assault or misconduct
  - Students who engage in at-risk drinking, are LGBTQ+ or are heterosexual females have reported higher rates of sexual assault and misconduct
  - 2019 survey is currently being administered, and closes in a few days

A question was asked about how these data have changed over time. Van Orman stated that the Healthy Minds Study is out of the University of Michigan and that they have longevity data showing that these rates have increased over time. The University of Pennsylvania also has data that show the severity of mental health symptoms has increased over time.

Van Orman then briefed the Senate on what actions Student Health has been taking to address student well-being on campus.

- 12 new mental health therapists will be in place by Fall 2019 (they are in the middle of a two-part expansion in counseling and mental health services)
  - The ratio of counselors to students will go from 1:1750 to 1:1000 (which is comparable to other elite private colleges)
  - The focus of counseling will shift from crisis response to short-term care
  - The percent referred out to community therapists will drop from 70% to 20-30%
  - Outreach will expand from minimal to comprehensive
- They are building a new psychiatry unit on Engemann’s 5th floor
  - There will be 6 psychiatrists and 12 therapists
  - Students seeking long-term treatment can be seen here
They hope to be able to see at least 75% of referred students in the new Psychiatry unit (some may not be able to be seen due to insurance)

- JED Campus Program establishment
  - JED is a national program that looks at policies and programs, mental health first-aid, life skills, and more. This program takes a public health approach to mental health improvement, rather than an individual approach.
- Relationship and Sexual Violence Prevention (RSVP)
  - Violence prevention specialists, trainers, and victim advocates have been hired
  - Creating a more robust education program
    - An in-person consent program will be required for all incoming undergraduate students
    - They are looking at opportunities for graduate and professional students; this may be optional and modularized
    - They are working on offering consent training through affinity groups as well
- There is a new peer support program for mental health called Trojan Support.

Finally, Van Orman went over Student Health’s policy about medical excuses for students. She clarified that Student Health does not provide medical excuses for short-term absences, but they do provide documentation for people with serious (>3-5 days) injuries or illnesses who need disability leave or other support. She encouraged faculty not to ask students to obtain medical excuse notes from Student Health, as this spreads communicable disease, reduces the student’s responsibility to communicate with professors, puts stress on the healthcare provider and system, and wastes resources. Van Orman stated that they want to see people seeking medical care, not those who need medical notes. A self-attested medical absence verification form is available online for students who have short-term absences.

End-of-Year Committee Reports and Discussion

Faculty Environment and Employment Committee (FEEC)
Jessica Cantiello and Guilan Siassi, Co-Chairs of the FEEC, reported their primary charge this year was to address inequities about paid parental leave policies. After identifying the most common and pressing issues, the main recommendation to HR was to de-couple parental leave from disability, so all faculty have the same flexibility to choose when they take leave, and so that even during leave it would be possible to visit their labs and do other essential work activities. The Co-Chairs reported HR was amenable to this recommendation, as it aligns with parental leave changes they are already planning to implement.

The FEEC also started to look into some things that will be followed-through with next year, including bereavement leave, campus safety and use of tasers, and other kinds of dependent care like elder care.

Committee on Teaching and Academic Programs (CTAP)
Mike Nichols and Tracy Tambascia, Co-Chairs of CTAP, stated that their charge of thinking about how teaching and education will change by 2030 has yielded two frameworks they are looking at. First, foundational learning will happen through experiences that promote student discovery to become global citizens. Second, technology will drive preferences for student learning and pedagogy, and lifetime learning will become a necessity, requiring industry alliances, infrastructure, faculty development, etc. Our institution must learn how to adapt accordingly.

Research, Teaching, Practice, & Clinical Faculty Affairs (RTPC FAC)
TJ McCarthy, Co-Chair of the RTPC FAC, reported the committee’s charge this year was to create a feasible model for benchmarking RTPC salaries that would be transferrable across tracks. They did a benchmarking exercise using the English department as an example, and compared their data with those from the UC and CSU systems in which there are comparable tracks. They also recommended benchmarking process guidelines.
Task Force on Research-Track Faculty
Kelvin Davies, Chair of the Task Force, stated they looked primarily at employment security and salary security for Research-Track faculty. Their end-of-year report (which will be available on the Senate’s website) offers more detail of their recommendations, which include a University-wide promotion system, the potential for multi-year contracts, and researching load profiles of Research faculty for accuracy.

Part-Time Faculty Affairs Committee (PTFAC)
Elisa Warford, Chair of the PTFAC, reported the committee is producing a white paper based on the 2018 survey that was conducted. They are presenting exemplary practices in promotion and merit, shared governance, and more, and making recommendations about communication and lack of transparency regarding these policies. They also sought clarification from the Provost’s office on course loads for part-time faculty, and obtained a policy statement that will be in their year-end report.

Warford stated the committee plans to distribute and monitor the white paper, and also monitor the reorganization in the School of Social Work, as many part-time faculty will be affected. They would also like to look at titles for promotion and professional status.

Task Force on Interdisciplinary Communities
Alex Capron and Sheila Murphy, Co-Chairs of the Task Force, stated they changed methodologies in obtaining information about interdisciplinary work at USC. Last year, the Task Force conducted dozens of interviews with faculty who have leading roles in developing interdisciplinary communities, and they looked at barriers and bridges from those interviews. However, the Co-Chairs stated this scope limited the set of responses, and that they wanted to expand their inquiry to include those who may not be doing interdisciplinary work yet at all, but have interest, or have tried and failed. They have created a survey which they plan to administer, and requested feedback regarding how to ensure a good response rate.

Discussion and Questions
It was stated that all committees should have year-end reports, which will be posted on the Senate website soon.

It was clarified that in the School of Social Work, the number of courses needed to be reduced significantly, which also means a reduction in faculty. The focus has been on trying to maintain job security for full-time faculty, but this means fewer part-time faculty. Provost Michael Quick added to the clarification stating that these changes will almost solely impact the online MSW program, as the market for Social Work programs is lessening and there is currently a lot of competition. Also, the school became concerned about the quality of their incoming classes, so they have raised the minimum requirements for entry. Both of these reasons are driving down the numbers enrolled in the program significantly.

Quick then asked if the PTFAC committee covers both adjunct and part-time faculty. Warford affirmed their committee covers both, as there are many classifications of part-time faculty. She stated this is why the PTFAC wants to look into titles and classifications next year.

A question was asked if there exists a definition of the Research faculty title. Davies stated the Task Force on Research-Track Faculty did not attempt to redefine the term, but the committee found these are full-time RTPC faculty employed primarily to do research, with loads up to 25% teaching, other time for service, and up to 95% research. Davies mentioned that the Task Force did try to define the distinction between research faculty and research staff, and recommended there needs to be a clear distinction moving forward.

A concern was shared about certain teaching faculty being told they are not allowed to use the word “professor” in their titles until they reach full professor, and asked the RTPCFAC to address this. Another Senator stated this was also the case in another school. Bar-Cohen replied the RTPCFAC did explore titles and tracks previously, and that title guidelines are stated in the Faculty Handbook, but this example is not
Committee on University Libraries (LC)
Gisele Ragusa and Brett Sheehan, Co-Chairs of the LC, stated they participated in a comprehensive review of an integrated library system (bringing the HSC libraries into UPC), and supported reviews of library faculty. There are ongoing reviews of the library spaces (physical, study areas, collaborative areas) and security (particularly around student homelessness). They are connecting with the Research Committee to provide input on bioinformatics as well. In the future, they hope to expand the showcasing of faculty work across ranks and types of faculty, and asked for feedback about the upcoming library website reinvigoration.

Tenured and Tenure-Track Faculty Affairs Committee (TTTFAC)
Randy Beatty and Sharon Cermak, Co-Chairs of the TTTFAC, reported the committee looked at issues related to work-life balance for tenured/tenure-track faculty including family leave and childcare. They recommended USC follow the City of Los Angeles in offering an 18-week parental leave plan. They also recommended a task force be convened to create state-of-the-art facilities for childcare that may also support scholarly research. The committee also revisited the retirement issue from last year, and will be sending a letter following up on their earlier proposal.

Sustainability Committee
Sofia Gruskin and Kyle Konis, Co-Chairs of the Sustainability Committee, stated that their focus this year has been on research and education around sustainability, and less on operations. They held a mini retreat supported by the Provost, that brought student groups, staff, Deans from the Provost’s Task Force on Sustainability, and members of this Senate Sustainability Committee together to collaborate. They reported there has been a lot of follow-up since then, but an issue that remains is needing to show alignment and coordinated activities. The Co-Chairs stated they were unsure of their charge and exact role on campus next year.

Campus Climate Committee (CCC)
Ruth Chung and Renee Smith-Maddox, Co-Chairs of the CCC, stated that their work this year focused on:
1. Hosting educational and training events: bringing in major speakers who helped people think about the complexities of diversity, equity, and inclusion (DEI) work.
2. Reviewing DEI work at exemplary peer institutions including UCLA, Michigan, University of Pennsylvania, Washington University, and others. They looked at features like structure and organization, hiring, leadership, training, and professional programs. They found common strengths such as having someone at the Provost level and/or someone in the Provost’s office, transparent data dashboards, faculty hiring initiatives, training, policies, and programs.
The CCC recommended their committee change its name from “Campus Climate” to “Faculty Equity, Engagement, and Development.”

Research Committee
Andy McMahon, Michelle Povinelli, Suzanne Wenzel, and John Wood, Co-Chairs of the Research Committee, stated that their charge for the year was to enhance and promote USC’s research culture to better engage faculty, staff, and students in research and scholarship. They stated there is great variability across schools regarding the percent of faculty engaged in research, the degree to which people interact, and practical and infrastructural support. Their work focused on the following areas:
1. Research interactions between schools: logistics, budgets, etc.
2. Support of the research career arc: mentoring, onboarding, practical support, and infrastructure is greatly varied between schools
3. Support for undergraduate research
The Co-Chairs also stated they will list observed best practices in their report. However, the challenge will be to think about how to best promote these practices across USC, and the mechanisms that will need to be in place.
Discussion and Questions
A question was asked about whether data will be shared between the Provost’s office and the RTPCFAC regarding salary benchmarking, as both are working on this. Quick stated he was unsure if there had been coordination between the two groups, but hoped there will be more conversation soon.

A comment was made that while starting the search for the new Provost is positive, there has been some concern among faculty about the process by which the Search Committee was created. Bar-Cohen stated that the process for the Presidential Search Committee was necessarily extensive, and that finding a Provost is very important, but it couldn’t be expected to be the same model that was used for the President. He stated President-Elect Folt wants to have a Provost soon, so time is essential. The Senate Executive Board was able to discuss and provide names for the Provost Search Committee, partly based on the list of names previously provided for the Presidential Search Committee, but not every name provided made the Committee list.

Bar-Cohen stated the Committee on Information Services (CIS) was not able to attend the meeting, but they have provided a summary which will be online. The CIS focused on core IT services (including recommendations for how to support faculty with tech support), IT disaster preparedness and response, and virtual integration of geographically dispersed faculty.

Dialogue with Provost Michael Quick
Provost Quick reported he was not involved with the choices of interim Provost Elizabeth Graddy or the Provost Search Committee. He asked the Senate to support Graddy in her continued efforts to better the University. He congratulated the Senate Executive Board winners, thanked the Senate for its work this year, and thanked the Senate for collaborating through the years he has been Provost. Quick stated he feels positive that faculty input has moved forward, and that we need more of it in the future, which he thinks Graddy and President-Elect Carol Folt will continue.

Announcements
a) The ‘End of the Year’ dinner is today at the University Club, with cocktails at 4:30pm, dinner at 5:15pm, and awards presentations at 5:45pm.

Adjournment
Meeting was adjourned at 3:57 pm.

Respectfully submitted,

Ashley Uyešhiro Simon
Secretary General of the Academic Senate