

# Academic Senate

## Proposed Resolution 19/20-02

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4 WHEREAS the Academic Senate believes that open and honest communication  
5 about significant policies, programs, and problems is crucial to create a culture of  
6 trust and an effective system of shared governance at the University of Southern  
7 California;

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9 WHEREAS members of the University's administration and Board of Trustees have  
10 expressed a desire to develop a culture of trust by being more open and candid  
11 about significant policies, programs, and problems;

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13 WHEREAS the University has investigated and plans to continue investigating the  
14 causes of serious management problems at the University over the last few years,  
15 which culminated in a series of scandals relating to the appointment and  
16 reappointment of deans, hiring practices related to groups of faculty from other  
17 universities, and the reporting and investigation of employee misconduct, including  
18 sexual harassment and abuse.

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20 WHEREAS many members of the University community believe that a better  
21 understanding of the causes of these problems will allow the University community  
22 to work with the University administration to avoid future, similar problems;

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24 WHEREAS the Academic Senate recognizes that the University's new leaders are in  
25 the process of reassessing and determining ways to improve the University's  
26 policies, procedures, and programs to avoid similar problems in the future;

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28 Therefore, BE IT RESOLVED that the Academic Senate calls upon the University  
29 administration to prepare and publicly release a written analysis of the root causes  
30 of the recent problems, and the steps that the University has taken and will take to  
31 prevent similar problems and to create a University culture that includes open and  
32 candid communication.

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35 Resolution Number: **19/20-02**  
36 Date: November 20, 2019

Motion by: Executive Board  
(No second required when moved by committee)