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2 **ACADEMIC SENATE**
3

4 **UNIVERSITY OF SOUTHERN CALIFORNIA**

5 Meeting of May 1, 2019

6 Doheny Memorial Library, Room 121

7 2:00 - 4:00 p.m.
8
9

10 **Present:** S. Ahmadi, S. Altman, J. Armour, F. Bar, Y. Bar-Cohen, R. Beatty, T.A. Brun, J. Cantiello, A. Capron,
11 S. Cermak, R. Chung, D. Crombecque, R. Davila, K. Davies, E. Fife, D. Griffiths, E. Grossman, S. Gruskin,
12 A. Habibi, A. Imre, A. Justice, R. Labaree, R. MacKenzie, T.J. McCarthy, J. McLaughlin Gray, A. McMahon,
13 P.T. McNiff, S. Murphy, C. Neuman, M. Nichol, J. Nyquist, J. Parr, D. Pecchenino, M. Polikoff, M. Povinelli,
14 G. Ragusa, P. Rosenbloom, B.G. Sheehan, G. Siassi, J. Silvester, A.U. Simon, C. Tucker, T. Tucker, E. Warford,
15 A. Wilcox

16 **Present Online:** A. Gilbert, L. Grazzette, J. Israel, A. Mackay, D. O'Leary

17 **Absent:** J. Ailshire, M. Apostolos, S. Asgharzadeh, B. Belcher, C. Castro, M. Frey, R. Lonergan, M.
18 Mohammadi, J. Musso, J. Steele, S. Wickersheimer, E. Wojciak

19 **Guests:** P. Adler, B. Blair, M. Levine, L. McGinnis, M. Quick, S. Van Orman, N. Warren
20

21 **AGENDA**
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23 Yaniv Bar-Cohen, Academic Senate President, called the meeting to order at 2:04 pm.
24

25 **Approval of February 20 Senate meeting draft minutes**

26 Ashley Uyeshiro Simon, Secretary General, presented the March draft minutes for discussion and approval.
27

28 *P.T. McNiff moved to approve the minutes; Sofia Gruskin seconded; 20 in favor; 0 opposed; 2 abstentions.*
29

30 **2019-2020 Academic Senate Executive Board Officer and At-Large Member Election Results**

- 31
- 32 • Academic Vice President (President-Elect): Paul Adler, Marshall School of Business
 - 33 • Administrative Vice President: Daniel Pecchenino, Dornsife College of Letters, Arts, & Sciences
 - 34 • Members-At-Large:
 - 35 ○ Shafiqah Ahmadi, Rossier School of Education
 - 36 ○ Brent Blair, School of Dramatic Arts
 - 37 ○ Aniko Imre, School of Cinematic Arts
 - 38 ○ Alison Wilcox, Keck School of Medicine

39 These new Executive Board Members will be joined by the officers who are continuing their terms into next year:

- 40 • President: Rebecca Lonergan, Gould School of Law
- 41 • Secretary General: Ashley Uyeshiro Simon, Division of Occupational Science & Occupational
42 Therapy, Ostrow School of Dentistry
- 43 • Immediate Past-President: Yaniv Bar-Cohen, Keck School of Medicine
44

45 **Second read of Proposed Changes to Faculty Handbook**

46 Jessica Parr and John Silvester, Co-Chairs of the Handbook Committee, presented the second read of the
47 proposed changes. They stated there are no significant changes from the first read, aside from modifying
48 some of the language to be less confusing. Next year, the Handbook Committee plans to modify the
49 Handbook in accordance with the upcoming Title IX changes, input any language that the Senate decides
50 upon regarding romantic relationship between faculty and students they supervise, and start reorganizing
51 the Handbook to be more user-friendly.
52

53 There were no questions from the floor.

54

55 A vote on [Resolution 18/19-06](#) was presented. A summary of the proposed changes can be found [here](#), and
56 the red-line version of the Handbook can be found [here](#).

57

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

59

60 **Announcement of Senate Awards**

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

64

65 The 2019 Distinguished Faculty Service awardees were:

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

67 Paul Rosenbloom, Viterbi School of Engineering

68

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

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

73

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

75

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

79

80 **End of year report**

81 Bar-Cohen stated it has been a long and difficult transitional year, and he emphasized the need to keep
82 faculty united. He stated that a united faculty can speak as one group, and is therefore more powerful.

83 Faculty have a tremendous role in the University at the moment, as there is now frequent "checking in"
84 with the Senate, much of which has to do with the fact that we as a Senate have been trying to do the best
85 for the University.

86

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

92

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

96

97 **Student Health Updates**

98 Sarah Van Orman, Chief Health Officer overseeing both Student Health Centers (Eric Cohen on HSC and
99 Engemann on UPC), gave an update on student health at USC. These centers provide many services,
100 including traditional medical services (85,000 visits per year, seeing 63% of students), mental health
101 services (21,000 visits per year, seeing 13% of students), and Relationship and Sexual Violence Prevention
102 Services (RSVP) which does outreach and education (1,000 visits per year, seeing about 1% of students).
103 Student Health also encompasses administrative services for the student insurance plan, and is funded by
104 the student health services fee, which is part of enrollment.

105

106 Organizationally, Student Health is now integrated into the Keck Medical Group. All staff and physicians are
107 part of USC Care, which helps build confidence and trust. Students can now move freely between Eric
108 Cohen and Engemann centers.
109

110 Van Orman stated that the top health issues that make a difference for college students are equity and
111 inclusion, high-risk alcohol consumption, well-being and thriving, and sexual assault/misconduct and
112 healthy relationships. Data from USC show that the top academic impediments to health are stress,
113 anxiety, sleep difficulties, depression, work, and concern for family or friends.
114

115 Van Orman then presented specific data about our students:

- 116 • The sample was a random selection of students at USC, weighted according to available
117 demographic factors to be representative of USC's student population. Survey response rate was
118 30%.
- 119 • Prevalence of at-risk drinking over a 2 week period (Healthy Minds Study, Spring 2018)
 - 120 ○ Up to 45% engaged in "high-risk" drinking (4+ drinks for women, 5+ drinks for men) at least
121 one time (some more than 3 times). High-risk drinking is associated with increased
122 likelihood of injury, sexual assault, and adverse academic outcomes.
 - 123 ○ 10-15% engaged in "problematic" drinking (8+ drinks for women, 10+ drinks for men).
124 Problematic drinking is associated with increased likelihood of serious injury or medical
125 transport.
 - 126 ○ These data vary by race, ethnicity, Greek affiliation, and school. They also show this is not
127 just a problem for undergraduate students, but also for graduate students.
- 128 • Prevalence of depression and anxiety (Healthy Minds Study, Spring 2018)
 - 129 ○ Bachelor students: 36%, Master students: 23%, PhD students: 20%, MD students: 14%
 - 130 ○ Depression and anxiety correlate with academic performance.
 - 131 ○ These data vary by race, ethnicity, program of study, international status, and more.
- 132 • 32.3% of students strongly agreed they have needed help for mental health or emotional problems
133 in the past year (Healthy Minds Study, Spring 2018)
- 134 • Prevalence of sexual assault and misconduct (AAU Survey 2015)
 - 135 ○ 29.7% of all female undergraduates experienced sexual assault or misconduct
 - 136 ○ 48.9% of female undergraduates with a disability experienced sexual assault or misconduct
 - 137 ○ Students who engage in at-risk drinking, are LGBTQ+ or are heterosexual females have
138 reported higher rates of sexual assault and misconduct
 - 139 ○ 2019 survey is currently being administered, and closes in a few days

140
141 A question was asked about how these data have changed over time. Van Orman stated that the Healthy
142 Minds Study is out of the University of Michigan and that they have longevity data showing that these rates
143 have increased over time. The University of Pennsylvania also has data that show the severity of mental
144 health symptoms has increased over time.
145

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

- 148 • 12 new mental health therapists will be in place by Fall 2019 (they are in the middle of a two-part
149 expansion in counseling and mental health services)
 - 150 ○ The ratio of counselors to students will go from 1:1750 to 1:1000 (which is comparable to
151 other elite private colleges)
 - 152 ○ The focus of counseling will shift from crisis response to short-term care
 - 153 ○ The percent referred out to community therapists will drop from 70% to 20-30%
 - 154 ○ Outreach will expand from minimal to comprehensive
- 155 • They are building a new psychiatry unit on Engemann's 5th floor
 - 156 ○ There will be 6 psychiatrists and 12 therapists
 - 157 ○ Students seeking long-term treatment can be seen here

- 158 ○ They hope to be able to see at least 75% of referred students in the new Psychiatry unit
- 159 (some may not be able to be seen due to insurance)
- 160 ● JED Campus Program establishment
- 161 ○ JED is a national program that looks at policies and programs, mental health first-aid, life
- 162 skills, and more. This program takes a public health approach to mental health
- 163 improvement, rather than an individual approach.
- 164 ● Relationship and Sexual Violence Prevention (RSVP)
- 165 ○ Violence prevention specialists, trainers, and victim advocates have been hired
- 166 ○ Creating a more robust education program
- 167 ■ An in-person consent program will be required for all incoming undergraduate
- 168 students
- 169 ■ They are looking at opportunities for graduate and professional students; this may
- 170 be optional and modularized
- 171 ■ They are working on offering consent training through affinity groups as well
- 172 ● There is a new peer support program for mental health called Trojan Support.
- 173

174 Finally, Van Orman went over Student Health's [policy about medical excuses for students](#). She clarified that

175 Student Health does not provide medical excuses for short-term absences, but they do provide

176 documentation for people with serious (>3-5 days) injuries or illnesses who need disability leave or other

177 support. She encouraged faculty not to ask students to obtain medical excuse notes from Student Health,

178 as this spreads communicable disease, reduces the student's responsibility to communicate with

179 professors, puts stress on the healthcare provider and system, and wastes resources. Van Orman stated

180 that they want to see people seeking medical care, not those who need medical notes. A self-attested

181 [medical absence verification form](#) is available online for students who have short-term absences.

182

183 **End-of-Year Committee Reports and Discussion**

184

185 **Faculty Environment and Employment Committee (FEEC)**

186 Jessica Cantiello and Guilan Siassi, Co-Chairs of the FEEC, reported their primary charge this year was to

187 address inequities about paid parental leave policies. After identifying the most common and pressing

188 issues, the main recommendation to HR was to de-couple parental leave from disability, so all faculty have

189 the same flexibility to choose when they take leave, and so that even during leave it would be possible to

190 visit their labs and do other essential work activities. The Co-Chairs reported HR was amenable to this

191 recommendation, as it aligns with parental leave changes they are already planning to implement.

192

193 The FEEC also started to look into some things that will be followed-through with next year, including

194 bereavement leave, campus safety and use of tasers, and other kinds of dependent care like elder care.

195

196 **Committee on Teaching and Academic Programs (CTAP)**

197 Mike Nichols and Tracy Tambascia, Co-Chairs of CTAP, stated that their charge of thinking about how

198 teaching and education will change by 2030 has yielded two frameworks they are looking at. First,

199 foundational learning will happen through experiences that promote student discovery to become global

200 citizens. Second, technology will drive preferences for student learning and pedagogy, and lifetime learning

201 will become a necessity, requiring industry alliances, infrastructure, faculty development, etc. Our

202 institution must learn how to adapt accordingly.

203

204 **Research, Teaching, Practice, & Clinical Faculty Affairs (RTPCFAC)**

205 TJ McCarthy, Co-Chair of the RTPC FAC, reported the committee's charge this year was to create a feasible

206 model for benchmarking RTPC salaries that would be transferrable across tracks. They did a benchmarking

207 exercise using the English department as an example, and compared their data with those from the UC and

208 CSU systems in which there are comparable tracks. They also recommended benchmarking process

209 guidelines.

210

211 **Task Force on Research-Track Faculty**

212 Kelvin Davies, Chair of the Task Force, stated they looked primarily at employment security and salary
213 security for Research-Track faculty. Their end-of-year report (which will be available on the Senate's
214 website) offers more detail of their recommendations, which include a University-wide promotion system,
215 the potential for multi-year contracts, and researching load profiles of Research faculty for accuracy.

216

217 **Part-Time Faculty Affairs Committee (PTFAC)**

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

223

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

227

228 **Task Force on Interdisciplinary Communities**

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

236

237 **Discussion and Questions**

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

240

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

248

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

252

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

259

260 A concern was shared about certain teaching faculty being told they are not allowed to use the word
261 "professor" in their titles until they reach full professor, and asked the RTPCFAC to address this. Another
262 Senator stated this was also the case in another school. Bar-Cohen replied the RTPCFAC did explore titles
263 and tracks previously, and that title guidelines are stated in the Faculty Handbook, but this example is not

264 the norm.

265

266 **Committee on University Libraries (LC)**

267 Gisele Ragusa and Brett Sheehan, Co-Chairs of the LC, stated they participated in a comprehensive review
268 of an integrated library system (bringing the HSC libraries into UPC), and supported reviews of library
269 faculty. There are ongoing reviews of the library spaces (physical, study areas, collaborative areas) and
270 security (particularly around student homelessness). They are connecting with the Research Committee to
271 provide input on bioinformatics as well. In the future, they hope to expand the showcasing of faculty work
272 across ranks and types of faculty, and asked for feedback about the upcoming library website
273 reinvigoration.

274

275 **Tenured and Tenure-Track Faculty Affairs Committee (TTTFAC)**

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

282

283 **Sustainability Committee**

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

291

292 **Campus Climate Committee (CCC)**

293 Ruth Chung and Renee Smith-Maddox, Co-Chairs of the CCC, stated that their work this year focused on:

- 294 1. Hosting educational and training events: bringing in major speakers who helped people think about
295 the complexities of diversity, equity, and inclusion (DEI) work.
- 296 2. Reviewing DEI work at exemplary peer institutions including UCLA, Michigan, University of
297 Pennsylvania, Washington University, and others. They looked at features like structure and
298 organization, hiring, leadership, training, and professional programs. They found common
299 strengths such as having someone at the Provost level and/or someone in the Provost's office,
300 transparent data dashboards, faculty hiring initiatives, training, policies, and programs.

301 The CCC recommended their committee change its name from "Campus Climate" to "Faculty Equity,
302 Engagement, and Development."

303

304 **Research Committee**

305 Andy McMahon, Michelle Povinelli, Suzanne Wenzel, and John Wood, Co-Chairs of the Research
306 Committee, stated that their charge for the year was to enhance and promote USC's research culture to
307 better engage faculty, staff, and students in research and scholarship. They stated there is great variability
308 across schools regarding the percent of faculty engaged in research, the degree to which people interact,
309 and practical and infrastructural support. Their work focused on the following areas:

- 310 1. Research interactions between schools: logistics, budgets, etc.
- 311 2. Support of the research career arc: mentoring, onboarding, practical support, and infrastructure is
312 greatly varied between schools
- 313 3. Support for undergraduate research

314 The Co-Chairs also stated they will list observed best practices in their report. However, the challenge will
315 be to think about how to best promote these practices across USC, and the mechanisms that will need to
316 be in place.

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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 Uyeshiro Simon
Secretary General of the Academic Senate