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2 **ACADEMIC SENATE**  
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4 **UNIVERSITY OF SOUTHERN CALIFORNIA**  
5 Urgent Meeting of June 23, 2020  
6 Virtual Zoom Meeting (due to COVID-19)  
7 4:00 – 5:00 p.m.  
8

9 **Present (Senate Members):** P. Adler, S. Ahmadi, M. Apostolos, D. Armstrong, Y. Bar-Cohen, B. Belcher,  
10 B. Blair, R. Brown, T. Brun, S. Bucher, A. Cannon, P. Cannon, J. Cederbaum, C. Clerc (alternate for A. Zoto),  
11 H. Choi, A. Crigler, D. Crombecque, M. Crowley, G. Davison, E. Fife, R. Filback, L. Ferguson, M. Finberg  
12 (alternate for S. Wickersheimer), S. Gibson (alternate for M. Daniels-Rauterkus), D. Griffiths, L. Gross,  
13 S. Gruskin, S. Gupta, S. Helfter, A. Imre, J. Israel, M. Jacobson (alternate for C. Pike), K. Konis, G. Kung,  
14 R. Labaree, R. Lonergan, A. Mackay, T.J. McCarthy, J. McLaughlin Gray, D. O'Leary, C. Park,  
15 J. Parr, J. Pascarella, D. Pecchenino, J. Perren Cobb, G. Polidori, M. Press, G. Ragusa, C. Redfearn,  
16 A. Samkian, T. Sandmeier, C. Tucker, A. Uyeshiro Simon, A. Van Speybroeck (alternate for L. Gazette),  
17 J. Walker, E. Warford, T. Wattenbarger, A. Wilcox, A. Wu, G. Zada  
18

19 **Absent:** G. Ulkumen  
20

21 **Guests (Senate Members alternates and newly elected for 2020-21):** P. Cardon, B. Carrington, R Cislowski,  
22 J. Clemens, E. Collins, J.D. Connor, S. Dincer, T. Kata, K. Kulig, M. Levine, L. Matchison, T. Mayfield, C.  
23 Neuman, B. O'Connell, N. Olmos, R. MacKenzie, L. Matchison, T. Mayfield, J. Mutlow, B. O'Connell, N.  
24 Olmos, C Resnik, T. Tambascia, L. Palinkas, S. Wickersheimer, C. Young, E. Zeamer, and 66 additional guests  
25  
26  
27

28 **AGENDA**  
29

30 Rebecca Lonergan, Academic Senate President, called the meeting to order at 4:00 p.m.  
31

32 **Approval of May 26, 2020 Urgent Senate Meeting Draft Minutes**

33 Ashley Uyeshiro Simon, Secretary General, presented the May 26, 2020 draft minutes for discussion and  
34 approval.  
35

36 *Paul Adler moved to approve the minutes; Brent Blair seconded. Motion passed with 32 in favor, 0 opposed,*  
37 *and 3 abstentions.*  
38

39 **First read of Handbook Amendment re: Emergency changes to the Academic year of service**

40 Sandeep Gupta, Chair of the Handbook Committee, presented the first read of [Resolution 19/20-09](#) which  
41 adds on to the existing language about faculty contracts and the academic calendar in Section 3-B(5). He  
42 stated these changes would allow the Provost, in the case of an emergency such as the COVID-19  
43 pandemic, and after consultation with the Senate and academic units, to temporarily move the dates of the  
44 period of service for academic-year faculty and faculty on one-semester contracts as long as these  
45 modifications will not adversely affect students' academic experience or faculty compensation (including  
46 part-time faculty) for that semester.  
47

48 Lonergan clarified that these changes may not apply to some graduate school programs, as they have  
49 different start dates than the undergraduates. She also clarified that the Provost's announcement to move  
50 the first day of classes up to August 17<sup>th</sup> was within the existing period of service range as stated in the  
51 Handbook (August 16 through May 15), but that allowing the Provost to start faculty contracts earlier on

52 August 1<sup>st</sup> (only in emergency situations like the current pandemic) would allow them to be paid sooner for  
53 course preparation. Gupta and Lonergan stated the period of service is an operational decision, so the  
54 committee felt Senate “consultation” was appropriate as opposed to “approval.”  
55

56 A question was raised about whether starting the period of service earlier would also mean faculty  
57 contracts end earlier, possibly causing misalignment with the actual end of classes, or if this change also  
58 means the Provost can decide to lengthen or shorten the length of the period of service during  
59 emergencies. Gupta stated he would work on clarifying this language with the Handbook Committee for  
60 the second reading tomorrow.  
61

#### 62 **Discussion re: report from the Joint Task Force to Review OCAP Processes and Practices**

63 Lonergan gave a brief overview of the [report](#) created by the Joint Task Force to Review OCAP Processes and  
64 Practices, which formed this past Spring due to many concerns around the Office of Conduct,  
65 Accountability, and Professionalism (OCAP). Lonergan stated the task force basically recommended OCAP  
66 not continue to exist in its current form, but that there continue to be a formal investigative unit in its place  
67 to investigate the types of cases OCAP covered, but with certain key changes. She then reviewed the  
68 report, including four guiding principles for all investigations and nine specific recommendations (read full  
69 report for details). Lonergan stated Felicia Washington, Senior Vice President for Human Resources, has  
70 said she understands the import of these recommendations, and that we are asking for more consistency,  
71 transparency, and fair process across all units and all types of investigations.  
72

73 Some questions were posed about specific language used in certain areas of the report. Paul Adler,  
74 Academic Vice President, stated the Senate will deliberate further after hearing back from Felicia  
75 Washington. Lonergan added that there will be opportunities to discuss this further as the  
76 recommendations are translated into policy.  
77

#### 78 **Discussion re: Black Lives Matter and Diversity, Equity, and Inclusion at USC**

79 Paul Adler, Senate Academic Vice President, stated that in response to [President Folt’s letter](#) to the USC  
80 community about actions she plans to take to confront anti-Blackness and systemic racism, the Executive  
81 Board of the Senate aimed to quickly respond, and sent a [letter back to President Folt](#) about further actions  
82 they recommend the university pursue. He invited questions, concerns, thoughts, and guidance for the  
83 Executive Board as it continues its work on these issues and actions.  
84

85 A Senator from Dornsife stated their department of American Studies and Ethnicity had a task force on  
86 anti-racist education, which communicated a [report](#) to the Senate leadership that included  
87 recommendations to establish an interdepartmental Black studies center, restore and expand the general  
88 education (GE) diversity requirement, and establish a university-wide anti-racist recruitment and retention  
89 platform that would include lifting the hiring freeze for faculty of color.  
90

91 Other suggestions included ensuring a systematic approach to assessing and changing nomenclature or  
92 other things that honor or showcase people who were overtly racist, dedicating more resources – funding  
93 in particular – to diversity, equity, and inclusion (DEI) efforts, and infusing all curricula and syllabi with DEI  
94 themes.  
95

96 A request was made of the Executive Board to reiterate to Senior Administration that DEI initiatives are  
97 essential at the university level (e.g., modifying the GE requirements, changing of hiring policies), not just  
98 the school level. A recommendation was made that the Administration should ensure DEI support and  
99 training for hiring committees, including committees that may currently be in progress, and to embed  
100 diversity components into promotion and curriculum review.  
101

102 More suggestions were made to clarify what “real oversight” of DPS means in the Executive Board’s  
103 recommendations, to be more specific about “student spaces” (e.g., state how many counselors would  
104 need to be hired), to be sure to include HSC in these discussions, and to recommend that the Chief  
105 Diversity, Equity, and Inclusion Officer be a nationally recognized scholar who specializes in anti-racism.  
106

107 **Announcements**

- 108 (a) Next Senate meeting: Weds June 24, 2:00 – 4:00pm  
109 (b) Weds June 24, 4:00-4:30 pm: Distinguished Faculty Service Awards ceremony for 2019-20 recipients  
110 Yaniv Bar-Cohen, Tracy Tambascia, Gerald C. Davison; and Academic Senate’s Walter Wolf Award for  
111 the Defense of Academic Freedom and Faculty Rights recipient Charles Gomer  
112

113 **Adjournment**

114 Meeting was adjourned at 5:04 pm.  
115

116 Respectfully submitted,  
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119  
120  
121

122 Ashley Uyeshiro Simon  
123 Secretary General of the Academic Senate

APPROVED