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ACADEMIC SENATE
UNIVERSITY OF SOUTHERN CALIFORNIA

4 Meeting of August 19, 2020

5 Virtual Meeting

6 2:00 - 4:00 pm

7 **Present (Senate Members):** C. Adams (alternate for C. Clerc), P. Adler, M. Apostolos, J. Baker,
8 D. Becker, M. Bodie, D. Brooks, R. Brown, S. Bucher, P. Cardon, B. Carrington, E. Collins,
9 M. Crowley, G. Davison, J. Dophiede, M. Frey (alternate for D. Armstrong), R. Filback,
10 G. Giuliano, L. Gross, S. Helfter, A. Imre, J. Israel, M. Jacobson (alternate for M. Mather),
11 J. Kirschner, G. Kung (alternate for B. Belcher), R. Labaree, R. Lonergan, T. Mayfield, J. Moore,
12 C. Neuman, D. O'Leary, N. Olmos, L. Palinkas, J. Pascarella, D. Pecchenino, G. Polidori, M. Press
13 (alternate for L. Grazette), C. Resnik, V. Rindova, A. Samkian, A. Sanchez, T. Sandmeier,
14 T. Tambascia, T. Ton, T. Tucker, A. Uyeshiro Simon, J. Walker, E. Warford, T. Wattenbarger,
15 A. Wilcox, G. Zada, E. Zeamer

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17 **Guests (Senate Members alternates & invited guests):** M. Ananny, R. Cislawski,
18 J. Clemens, A. Crigler, D. Crombecque, C. Folt, C. Jones, B-S. Kim, M. Levine, J. Loeb,
19 R. MacKenzie, J. McLaughlin Gray, B. O'Connell, R. Pak, A. Rechenmacher, B. Shuster,
20 A. Van Speybroeck, J. Wong, C. Young, C. Zukoski

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AGENDA

23 Paul Adler, Academic Senate President, called the meeting to order at 2:02 pm, and introduced the
24 guests of the Senate.

25 **Approval of June Urgent Senate Meeting Draft Minutes**

26 Tracy Tambascia, Academic Vice President, presented the June 2020 Urgent Senate Meeting draft
27 minutes for discussion and approval.

28 *Motion to approve the June minutes was moved and seconded; 23 in favor; 0 opposed; 2*
29 *abstentions.*

30 **Approval of May Senate Meeting Draft Minutes**

31 Tracy Tambascia, Academic Vice President, presented the May 2020 Senate Meeting draft minutes
32 for discussion and approval.

33 *Motion to approve the May minutes was moved and seconded; 19 in favor; 0 opposed; 7*
34 *abstentions.*

35 **President Folt and Provost Zukoski**

36 President Folt expressed her appreciation for how hard everyone is working. Folt then shared a
37 [PowerPoint presentation](#) about some of the issues being addressed by administration, including
38 those pertaining to health and safety, fiscal sustainability, culture, and governance. She reminded
39 senators of the three principles that shape her decision-making: (1) health and safety, (2)

40 advancing our academic mission, and (3) emerging stronger.

41 Folt discussed her strong commitment to not laying people off and explained that USC has been
42 able to keep most everyone working. This is part of USC's commitment to helping the community,
43 as is the University's efforts to provide food, pre-packaged meals, and groceries, and the 'Care for
44 the Caregiver' initiative.

45 Next, Folt described efforts to prepare the campus for the fall, including retrofitting buildings,
46 classrooms, dormitories, and other spaces throughout the university. She suggested that we are
47 ahead of other universities in our Restart planning and that we are ready for students to return
48 whenever the County allows. USC has a robust testing and surveillance strategy in place. Folt
49 praised the efforts of Dr. Sarah Van Orman (Chief Health Officer, USC Student Health) and her
50 team for their hard work. Folt explained that although we have low density now, we have capacity
51 to do more testing as needed.

52 As concerns athletics, Folt continues to believe that we did the right thing in stopping all contact
53 sports because the risk was too great. She pointed out that students could choose whether to
54 return to campus and that no student athletes were forced to play or train. If student athletes
55 chose not to play or train, they nevertheless received their full scholarships and were allowed to
56 stay on campus if they wanted. The university plans to subsidize athletics as it does other units
57 order to get through this difficult time. The highest paid coaches have already taken cuts
58 voluntarily.

59 Folt noted with pleasure that USC reached agreement with SEIU Local 11. Under the new
60 agreement, employees represented by the union will get a 3% average wage increase, with a
61 greater increase for employees in the eight lowest paid positions.

62 Folt closed by mentioning that we continue to hire great people, such as Dr. Pedro Noguera (Dean
63 Rossier School of Education), Dr. Geoffrey Garrett (Dean, Marshall School of Business), Dr. Sarah
64 Gehlert (Dean, Suzanne Dworak-Peck School of Social Work), Beong-Soo Kim (Senior Vice
65 President and General Counsel), Dr. Kedra Ishop (Vice President for Enrollment Management),
66 Catherine Spear (Vice President for Equity, Equal Opportunity & Title IX), and Effie Turnbull (Vice
67 President for Civic Engagement & Economic Partnerships).

68 Provost Zukoski provided an update on enrollment numbers and Project Restart. He indicated that
69 we are on track to have a full freshman year and we are ahead of where we were last year with
70 undergraduate enrollment. We are down at the master's level, however. If our enrollment
71 situation overall seems strong, it is because of the value students place on higher education and
72 the excellent quality of education offered at USC.

73 Zukoski then discussed the Fall semester. He began by acknowledging the resilience of the faculty.
74 At three days into Week 1 of the semester, he has received mostly positive feedback from schools
75 and units. He described the various forms of supports available for students (e.g., 24/7 IT support,
76 free laptop loaners, and free hotspots). There are nearly 1,000 students residing on campus, but
77 8,000 – 10,000 staying in student apartments off campus. This is problematic, he suggested, when
78 students have parties. He emphasized that the University is serious about enforcing safety policies
79 and protocols, and that we will hold individuals and organizations accountable. He concluded by
80 noting that the University is doing a lot with regards to financial aid and affordability initiatives,
81 and then turned the floor back over to President Folt to comment on where we are with financial
82 aid.

83 Folt reminded senators that her top priority when she came to USC was affordability and
84 accessibility. She receives many requests for funding, which she understands and sympathizes
85 with. Our aid packages remain strong and Folt described several affordability initiatives, most
86 notably Affordable SC. She expressed concern about the circulation of inaccurate information
87 about financial aid and support. For example, although some have said that we are giving out less
88 money to students and that we have cut financial aid packages, we actually are giving out more
89 money to students than before. Folt explained that if a student's housing costs change, their
90 financial aid package is adjusted to reflect the change. She further explained that when students
91 moved home, we gave a COVID cost of living of \$4,000 rather than the federally required amount
92 of \$1400 (our allotment is one of the top 5 allotments in the country). We also found a way to
93 provide support to DACA students (using USC funding since CARES Act funding cannot be used),
94 and to international and graduate students. Folt emphasized that USC is going as far as it can. She
95 then discussed why the University cannot cut tuition by 35%, as some have recommended. Doing
96 this, she suggests, would require the University to give back nearly one billion dollars. She also
97 suggested that cutting tuition would have required laying people off or imposing massive
98 furloughs. President Folt then asked Provost Zukoski to discuss the budget.

99 Zukoski reported that revenue loss due to COVID is estimated at about \$400 million for FY21. USC
100 expects revenue losses in different areas including auxiliaries and athletics (\$185 million),
101 philanthropy (\$60 million), graduate tuition (\$25 million), and "other" (\$25 million). Increased
102 costs are due to "student centric actions" such as increased financial aid and PhD
103 support/programming (\$70 million) and Project Restart (\$40 million). For now, Zukoski stated, our
104 financial position is stable. Zukoski then handed the floor back to President Folt. Rather than
105 discussing in detail the numerous Diversity, Equity and Inclusion (DEI) initiatives being put into
106 place, Folt described a few and expressed her hope of coming back to discuss the initiatives in
107 more detail. She then welcomed Beong-Soo Kim, Senior Vice President and General Counsel,
108 Office of General Council (OGC).

109 Kim thanked Paul Adler for inviting him to meet with the Senate and proceeded to introduce
110 himself. After sharing why he came to USC, he explained that he is new to USC and right now
111 focused on trying to understand the various legal issues that he is responsible for. He expressed
112 his commitment to addressing and preventing legal issues from occurring in the future.

113 Kim also gave an update on the Varsity Blues matter, announcing that the student reviews have
114 been completed and that all those involved in the matter are either no longer at USC or have been
115 disciplined. He stated that USC was a victim, not complicit.

116 Kim also disclosed that the University is responding to an anonymous lawsuit filed in July involving
117 the Office of Conduct, Accountability, and Professionalism (OCAP). He pointed out that he is not at
118 liberty to discuss personnel matters or matters that are currently pending litigation. Instead, he
119 shared what he has learned since arriving at USC about OCAP and the investigation process. Kim
120 closed by offering to return to discuss the OCAP matter once it is resolved and by taking questions
121 from senators.

122 A senator thanked Kim and asked how closely Kim's office vets proposed changes to the Faculty
123 Handbook before they go to the Faculty Handbook Committee. Kim indicated that he was not sure
124 when the OGC gets involved but that the OGC works very closely on proposed changes with Marty
125 Levine, Vice Provost and Senior Advisor to the Provost and advisor to the Faculty Handbook
126 Committee.

127 After thanking Kim for meeting with the Senate and providing an overview, another senator asked
128 a follow-up question about the Varsity Blues matter: Has the “side door of athletics” (i.e., students
129 getting onto athletic teams as a result of a lack of academic rigor and standards) been closed?
130 President Folt responded and indicated that a committee was convened to carry out a “20-step
131 process” to review student athletes and athletics, including whether or not student athletes are
132 meeting academic standards. Provost Zukoski also responded and pointed out that student
133 athletes have unusual talents (like dancers, artists, and musicians) and that the definition of
134 appropriate rigor and standards is complicated and needs to be looked at holistically. Senate
135 President Adler then suggested that the Provost Zukoski come back at a later date to discuss the
136 matter given the importance of athletics and the arts to USC.

137 A senator expressed being pleased that the General Counsel met with the Senate. He went on to
138 point out that there is frustration with the lack of specificity in the Administration’s accounts of
139 the university’s misadventures. Senators were expecting to hear President’s Folt response to the
140 November 2019 Resolution. President Folt responded by asking the Senate to understand that
141 “there is a lot going on” and that the administration needs the help of the Senate in
142 understanding the “true tsunami of issues that are coming toward us.” She also offered to hold
143 webinars and meetings outside Senate meetings. Adler closed this part of the meeting and
144 thanked the guests for their time and attendance.

145 **Orientation of New Senate Members**

146 Adler informed senators that an [orientation document](#) is available to senators. He requested that
147 senators review materials prepared for Senate meetings prior to attending the meetings. He also
148 explained that the Executive Board (EB) sets the agenda for Academic Senate meetings but
149 welcomes input about agenda items.

150 Adler further explained that an important aspect of the Academic Senates involves addressing
151 issues stemming from Faculty Councils of schools and academic units. He encouraged senators to
152 contact the EB about issues raised by their Faculty Councils and he described ways to
153 communicate with the EB and to stay informed about the work of the Academic Senate, including
154 email, Slack, and the Academic Senate Newsletter. He reminded members about the forthcoming
155 Planning Retreat and then took questions from the floor.

156 A senator asked if other Faculty Council members can be invited to attend the Planning Retreat.
157 Rebecca Lonergan, Past President of the Academic Senate and current President Adler suggested
158 that this would be fine. On behalf of another senator, Tracy Tambascia, Academic Senate Vice
159 President, asked when committee assignments would be finalized. Adler explained that the
160 committee co-chairs were nearly finalized, at which point committee membership would be
161 finalized in turn. Daniel Pecchenino, Administrative Vice President of the Academic Senate,
162 indicated that most committee assignments should be finalized in the next two weeks.

163 **Resolution 20/21-01 on Support for Caregivers Under COVID Conditions**

164 Academic Senate Vice President Tambascia presented and led a conversation about [Resolution](#)
165 [20/21 on Support for Caregivers Under COVID Conditions](#). Tambascia explained that although
166 some schools have adequately addressed dependent care needs, the EB has received numerous
167 emails expressing concerns about available support. The EB developed the Resolution in response
168 to these concerns. After reading the Resolution, Tambascia opened the floor for discussion and
169 amendments. Adler mentioned that administration has agreed to convene a task force to urgently

170 explore options for caregivers.

171 A senator asked if the Resolution is aimed specifically at faculty. Tambascia said that although our
172 primary responsibility was to faculty, the Resolution explicitly calls for more support for staff and
173 students too. Another senator posed questions related to scheduling of classes and plans in the
174 event of class cancellation. Adler suggested that the EB inform the task force being convened of
175 the issues raised by the senator.

176 A senator offered comments and questions about pods and daycare services. In response, another
177 member of the Senate suggested that we cannot rely on daycare as an option at this time. A
178 senator inquired about whether Bright Horizons will be available to provide crisis care. Adler
179 explained that the EB has encouraged administration to consider this option but that there is little
180 likelihood that the University will offer this option due to its high cost.

181 A suggestion was then made by a senator to amend the resolution related to provision of
182 subsidies. Finally, another senator made several recommendations including that the task force
183 being convened review merit review guidelines and performance standards, and that the task
184 force survey faculty (as well as staff and students) about their needs. Finishing off discussion
185 about the resolution, Adler suggested that senators engage in conversations about care with their
186 Faculty Councils and turn to the Senate for support as needed. *Adler then called for a vote on the*
187 *amended resolution. The resolution was approved with a vote of 39 in favor, 0 opposed, and 0*
188 *abstentions.*

189 **Announcements**

190 Before announcements were made, a senator requested that the Committee on Finance and
191 Enrollment (COFE) make a report at the next Academic Senate meeting. Adler responded that he
192 hoped the Provost would agree to providing an update at the next meeting. Adler then made a
193 few announcements: he welcomed Devon Brooks as the new Secretary General of the Academic
194 Senate and he reminded senators of the Fall Planning Retreat and dates for upcoming Senate
195 meetings for the year.

196 **Adjournment**

197 Meeting was adjourned at 4:04 pm.

198

199 Respectfully submitted,

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201



202 Devon Brooks

203 Secretary General of the Academic Senate