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2 **ACADEMIC SENATE**
3 **UNIVERSITY OF SOUTHERN CALIFORNIA**

4 Meeting of November 18, 2020

5 Virtual Meeting

6 2:00 - 4:00 pm PST

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

16
17 **Absent:** D. Brooks

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19 **Guests (Senate Members alternates & invited guests):** K. Carlson, R. Cislowski, G. Clark, W. Crisp,
20 D. Crombecque, C. Folt, (check if she's an alternate G. Kung), M. Levine, J. Loeb, M. Mataric,
21 J. McLaughlin Gray, T. Mueller, R. Pak, A. Rechenmacher, B. Shuster, C. Spear, J. Wong, C. Young,
22 C. Zukoski

23
24 **AGENDA**

25 **Call to Order**

26 Academic Senate President Adler called the meeting to order at 2:02 pm and introduced guests of
27 the Senate.

28 **Approval of Minutes of October Senate Meeting**

29 Adler presented the October 2020 minutes for discussion and approval.

30 *Motion to approve the October minutes was moved and seconded; 37 in favor; 0 opposed; 0*
31 *abstention.*

32 **President Folt and Provost Zukoski**

33 President Folt began by thanking the Senate, faculty, students, and staff for their work and
34 dedication this semester. Other important updates include:

- 35 • She is heartened by what appears to be progress on vaccines. Still, vaccines will not be
36 available immediately and we probably will be deeply involved in testing for more months
37 ahead. Our health team is developing a plan for distributing vaccines once they are available
38 and the team continues to implement our testing and surveillance strategy. We have the
39 capacity to implement up to 100,000 tests a week even though we do not need that right now.
40 We continue to meet with the county and Folt has been in direct contact with the supervisors.

41 She believes if we were not surging we would be receiving more permissions to return to
42 campus.

- 43 • Folt provided an overview of the Culture Commission’s work to date.
 - 44 ○ Folt, the leadership team, and the Board of Trustees have all signed on to the hard
45 work of the Commission. Over the past year, over 24,000 faculty, staff and students
46 participated in the poll conducted by the Commission or by participating in Culture
47 Sessions carried out across campus. Folt acknowledged Stacy Giwa, Vice President of
48 Ethics and Compliance and Senate President Adler for their efforts, as well as members
49 of the Senate who contributed their insights and perspectives.
 - 50 ○ Six University unifying values were identified: integrity; diversity, equity and inclusion;
51 open communication; excellence; well-being; and accountability. These values are
52 reflected in our University’s unifying values statement: “We act with integrity in the
53 pursuit of excellence. We embrace diversity, equity and inclusion and promote well-
54 being. We engage in open communication and are accountable for living our values.”
55 Folt is committed to these values and asks Senators, as leaders, to commit to them as
56 well. She believes that if we all commit to the values it will help rebuild trust and
57 provide us with a strong foundation for advancing the University.
 - 58 ○ The Commission recommended actions for improving systems and processes, some of
59 which she hopes will be integrated into the work of the Diversity, Equity and Inclusion
60 (DEI) Task Force. By Spring 2021, we would like to incorporate the unifying principles
61 and values statement into a re-imagined USC Code of Ethics.
- 62 • Folt reminded faculty that they can get free COVID testing and wished everyone Happy
63 Thanksgiving.

64 Provost Zukoski thanked Senators for all they have done and then provided important updates.

- 65 • The deadline for students to choose the pass/no pass option was extended this semester so
66 that students could decide on an option through the last day of the semester, after grades
67 have posted. This alleviated stress for students.
- 68 • It is becoming increasingly clear that we are unlikely to bring large numbers of students back
69 to campus in the beginning of the spring semester. We may be able to open the campus more
70 and to bring students back partway through the spring semester. There will be no Spring Break
71 in order to cut down travel and wellness days will be incorporated throughout the spring
72 semester.
- 73 • Zukoski explained that USC is committed to and require by law to have equal opportunity and
74 pay equity. Every year we examine pay equity and this year we worked with an outside law
75 firm that conducted a series of regression analyses. Results revealed no statistically significant
76 differences by gender or majority status. The analyses only examined protected classes and
77 included full-time faculty at UPC and both full- and part- time faculty at the Keck School of
78 Medicine. Separate analyses were carried out by academic unit and division, and for RTPC and
79 non-RTPC faculty, controlling for numerous factors such as rank. Zukoski emphasized that this
80 is a systemic analysis. If individual faculty members feel they are not paid appropriately, they
81 should go to faculty affairs to address individual pay issues.

82 **Task Force Report on 2019 AAU Survey of Campus Climate and Sexual Assault and Misconduct:**

83 **Sarah Van Orman and Winston B. Crisp**

84 Co-chairs of the 'USC Task Force on the 2019 Association of American Universities (AAU) [Survey](#) on
85 Campus Climate on Sexual Assault and Sexual Misconduct' Sarah Van Orman, USC Chief Health
86 Officer and Winston B. Crisp, Vice President of Student Affairs presented highlights from the Task
87 Force [Report](#). They were joined by Catherine Spear, Vice President for Equity, Equal Opportunity,
88 and Title IX/Title IX Coordinator. Van Orman described the Task Force's extensive efforts to
89 engage students, schools, and colleges in reviewing results and exploring solutions. Ultimately, the
90 Task Force formulated a series of nine recommendations and action steps which Van Orman
91 outlined briefly. Crisp expressed concerns about the high numbers and percentages of people who
92 do not report or seek help, the role of alcohol, and particularly vulnerable population. Spear
93 discussed various strategies being implemented by her office including trainings designed to
94 prevent sexual assault and misconduct, to demystify the reporting process and investigative
95 measures, and to raise awareness about support options.

96 **Open Discussion**

97 The floor was opened for discussion about issues presented earlier in the Senate meeting. A
98 Senator expressed concern about the trauma-informed approach reported to be used in
99 investigations of sexual assault and misconduct. Another Senator asked about opportunities for
100 Ming Hsieh, a member of the Board of Trustees, to meet with the Academic Senate or the
101 Executive Board. Another Senator expressed support of a Senator's earlier suggestion to survey
102 the faculty about their position on salary transparency, and concerns about results from the AAU
103 Survey. Finally, a Senator recommended that we explore creating a faculty listserv in order to
104 enhance communication among faculty. Senate President Adler indicated that he and the
105 Executive Board would follow up on these issues. He also encouraged Senators to propose ideas
106 for enhancing communication amongst faculty.

107 **Announcements**

108 Adler noted that there will be a Senate meeting in December.

109 **Adjournment**

110 Meeting was adjourned at 3:59 pm.

111

112 Respectfully submitted,

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114



115 Devon Brooks

116 Secretary General of the Academic Senate