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ACADEMIC SENATE
UNIVERSITY OF SOUTHERN CALIFORNIA

4 Meeting of February 17, 2021

5 Virtual Meeting

6 2:00 - 4:00 pm PST

7 **Present (Senate Members):** P. Adler, M. Apostolos, D. Armstrong, J. Baker, D. Becker,
8 B. Belcher, M. Bodie, D. Brooks, S. Bucher, A. Cannon, P. Cardon, K. Carlson (alternate for
9 M. Press), B. Carrington, J. Clements, E. Collins, M. Crowley, G. Davison, J. Dopheide,
10 L. Ferguson, R. Filback, G. Giuliano, A. Gross (alternate for R. Brown), L. Gross, S. Gruskin,
11 A. Imre, J. Israel, M. Jacobson (alternate for M. Mather), J. Kirschner, G. Kung, R. Labaree,
12 R. Lonergan, P.T. McNiff, T. Mayfield, J. Moore, T. Mueller (alternate for C. Clerc),
13 C. Neuman, D. O'Leary, N. Olmos, L. Palinkas, S. Payne, D. Pecchenino, G. Polidori, G. Ragusa,
14 A. Rechenmacher, C. Resnik, V. Rindova, A. Samkian, A. Sanchez, T. Sandmeier, T. Tambascia,
15 T. Ton, A. Uyeshiro Simon, A. Van Speybroeck, L. Vest (alternate for T. Kobza), J. Walker,
16 E. Warford, G. Zada, E. Zeamer

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18 **Absent:** T. Wattenbarger

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20 **Guests (Senate Members alternates & invited guests):** M. Blanton, P. Cannon,
21 M. Chodorowska-Pilch, R. Cisowski, E. Fife, C. Folt, L. Gutierrez, M. Karp, M. Levine,
22 J. Loeb, R. MacKenzie, M. Mataric, J. McLaughlin Gray, B. O'Connell, R. Pak, P. Riley,
23 B. Salhia, B. Shuster, C. Spear, R. Turner, F. Washington, J. Wong, C. Young, C. Zukoski

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AGENDA

26 **Call to Order**

27 Academic Senate President Adler called the meeting to order at 2:02 pm.

28 **Approval of Minutes of December Senate Meeting**

29 Academic Senate Secretary General Brooks presented the January 2021 minutes for discussion
30 and approval.

31 ***Motion to approve the January minutes. Seconded and passed: 42 in favor, 0 opposed, and 4***
32 ***abstentions.***

33 **President Folt and Provost Zukoski**

34 President Folt began her remarks by commenting on the challenges she and others face trying to
35 stay connected via Zoom. She expressed feeling hopeful about soon being able to see faculty and
36 students on campus and immense gratitude for all that faculty, staff, and students have done and
37 how they have responded to the challenges of the pandemic. Folt noted that some people at the
38 university feel that they have gotten closer with their colleagues by working with them online and
39 that they have been able to make decisions quickly and thoughtfully online. She then discussed
40 the university's strong sense of service to the community and shared examples of what we are

41 doing to support communities. She discussed the establishment of the USC health system as a
42 functioning subsidiary of the university and provided other important updates:

- 43 • There is strong interest in coming to USC and applications are high. We do have areas where
44 our numbers are low, particularly with our international students and in some master's
45 programs.
- 46 • We plan to return to full operations in the fall. It is possible that the second half of summer
47 could have online instruction but we do not have enough information about that right now.
- 48 • We have hired our first Chief Diversity and Inclusion Officer (CDIO), Christopher Manning, who
49 will start March 1. Manning will report directly to Folt and serve as a member of the Provost's
50 senior leadership team and Felicia Washington's senior leadership team in HR. He will also
51 work with Winston Crisp's team and through that team, with students.
- 52 • The Investment Committee of the USC Board of Trustees voted to freeze and liquidate direct
53 and indirect investments in companies whose primary business is production or extraction of
54 oil, natural gas, or thermal coal, including all investments that are pooled within other
55 investments. Last year, 5% of our investments were in fossil fuels, this year, it is 3%. The
56 divestment could take up to 10 years, although Folt expects the bulk of to happen more
57 quickly. She will also be creating an advisory committee on investment responsibility. It will
58 include faculty, staff, and student representatives.

59 Folt then answered questions from senators and agreed to update the faculty on the agreement
60 that USC entered into with the Department of Education's Office of Civil Rights and on the Clery
61 report.

62 Provost Zukoski began his remarks with an update on the vaccination situation and then discussed
63 the budget situation. We were estimating a deficit of \$300-400 million, but it now appears that
64 the FY21 deficit will be in the \$100-200 million range thanks to the mitigation strategies that were
65 put into place. Zukoski expects there to be a merit salary increase pool in the fall and is now
66 considering what the merit pool will be. He reminded faculty that the first "wellness day" is on
67 March 12 and encouraged faculty to be supportive of students who live in parts of the country
68 that are experiencing power disruptions due to inclement weather. Zukoski then took questions
69 from the floor.

70 **Resolution to Change Senate Constitution's References to Part-time Faculty (1st Reading)**

71 Senate President Adler introduced the first reading of a resolution to give part-time faculty full
72 participation rights in our governance structure. He explained that this resolution builds on a
73 [2015-16 Senate resolution](#) and aims to bring the Senate Constitution into alignment with the
74 Faculty Handbook (Section 4-C(2)c). He further explained that the goal for the day was to identify
75 issues senators might need to consider before the next senate meeting when the resolution would
76 be voted on, and potential amendments. Adler then opened the floor for discussion and
77 questions.

78 **SVP Human Resources, Equity, and Compliance Felicia Washington on OCAP reform and OPE; VP 79 and Title IX Coordinator Catherine Spear on EEO-TIX**

80 Adler introduced Felicia Washington, Senior Vice President (SVP) for Human Resources, Equity and
81 Compliance and provided some context for Washington's visit. Alongside the strengthening of the
82 functions responsible for handling EEO and Title IX concerns, our various scandals made it clear

83 that we also needed a better way for people to raise concerns and file complaints that do not fall
84 under the legal provisions of protected categories. In response, the Office of Conduct,
85 Accountability, and Professionalism (OCAP) was created in 2018. OCAP conducts workplace
86 investigations and makes findings of fact to determine if university policies have been violated; it
87 does not sanction or impose disciplinary measures. Any faculty sanctions or disciplinary measures
88 that flow from OCAP investigations are decided by faculty through the Committee on Professional
89 Responsibility and can be appealed through the grievance process. The OCAP process and the
90 sanctioning mechanisms were put into place quickly and there clearly are weaknesses that need
91 fixing. In June 2020, a university committee offered nine [recommendations](#) for improving OCAP
92 procedures and mechanisms.

93 Washington provided an overview of the reorganization of the HR function at USC, and updates on
94 the progress of the redesign of the Equity, Equal Opportunity, and Title IX (EEO-TIX) and on the
95 ongoing reform of the OCAP functions. She explained how these reforms responded to the
96 recommendations made in the 2020 report. Washington introduced the leadership team who will
97 continue the process of reimagining EEO-TIX and OCAP, including Louis Gutierrez, Vice President
98 HR Services and Employee Relations; Michael Blanton, Vice President of the Office of
99 Professionalism and Ethics; and Catherine Spear, Vice President for Equity, Equal Opportunity, and
100 Title IX, and Title IX Coordinator. Members of the team greeted the Senate and offered remarks
101 about their roles and responsibilities, and about next steps for their respective offices.
102 Washington provided a [link](#) that faculty can use to share their comments, questions, and
103 suggestions. Adler fielded questions from the floor and closed the discussion by expressing the
104 Senate's eagerness to see and discuss further the OCAP reforms as their specifics emerge.

105 **Adjournment**

106 Meeting was adjourned at 4:21 pm.

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108 Respectfully submitted,

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111 Devon Brooks

112 Secretary General of the Academic Senate