Greetings, Senate Members, and Guests.

At 2:02 pm, Academic Senate President Tambascia called the meeting to order. She explained the purposes of the meeting: to have a first reading of the Resolution to modify the Faculty Handbook and to have a second reading, continued discussion, and vote on the resolution.

Jessica Parr, Co-Chair of the Handbook Committee, did the first reading of the Resolution and walked senators through the proposed changes to the Handbook, all of which are in Chapters 6-8. The Resolution involves adding language to the Handbook that references the inclusion of the August 2020 Policy Prohibiting Discrimination, Harassment, and Retaliation in the Faculty Handbook and the processes for resolving cases, which are referred to as the EEO-TIX Policies in the Handbook. The Resolution also involves making other editorial changes to reflect Handbook changes that were approved by the Senate in Spring 2021.
Handbook Committee Co-Chair John Matsusaka provided additional comments related to the overall arc of structuring and modification of the Faculty Handbook that began the previous spring. He also described the concept of “adoption by reference” (in this case, referring in the Handbook to written policies that exist outside the Handbook) and the rationale of incorporating Handbook changes by using the adoption by reference strategy.

Paul Adler, Immediate Past President of the Senate, provided additional background information and the historical context for the Handbook changes, including the need for the University to put into place new policies related to protected class misconduct categories so that our policies are in compliance with federal law and regulations, and that Handbook language reflects recent changes to USC policy.

**Open Discussion**

President Tambascia then opened the floor for discussion about the Resolution and proposed Handbook changes. Concerns expressed during open discussion included those related to

- the concept of adoption by reference;
- not including a live hearing requirement in the sexual misconduct review process;
- the preponderance of evidence standard (for both parties);
- the distinction between consultation and approval of Handbook language by the Senate; and
- that the current appeal processes described in the Faculty Handbook still apply.

**Adjournment**

Meeting was adjourned at 2:55 pm.

Respectfully submitted,

Devon Brooks

Secretary General of the Academic Senate