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**ACADEMIC SENATE**  
Meeting of March 23, 2016

School of Dentistry, Blaire Rooms (A, B, and C)  
925 W. 34<sup>th</sup> Street, 90089-0641  
2:00 - 4:00 p.m.

**AGENDA**

**Present:** M. Apostolos, Y. Bar-Cohen, D. Brabham, T. Brun, M. Burgos, J. Cain, P. Cannon, J. Chisum, G. Clark, E. Collins, S. Curran, B. Danner, R. Davila, R. Garett, B. Girandola, H. Greenwald, F. Habeeb, A. Hancock, J. Kagan, R. Labaree, R. Lonergan, S. Palmer, J. Parr, M. Pensavalle, A. Renteln, C. Resnik, P. Rosenbloom, D. Ruddell, K. Servis, S. Shroyer, J. Silvester, R. Smith, J. Steele, N. Stoubis, C. Truhan, C. Wang

**Absent:** D. Elliott, B. Jansson, R. Jubran, R. Paulson, A. Ouellette, R. Rajagopalan, B. Stiles, C. Templeman, L. Unterman, R. Watanabe, W. Ziebis

**Guests:** M. Eshaghian-Wilner, M. Levine, J. McLaughlin-Gray, M. Quick, C. Zachary

Ginger Clark, Academic Senate President called the meeting to order at 2:01 pm.

The Senate observed a moment of silence in honor of former Provost Elizabeth Garrett, who passed away from colon cancer on March 6, 2015.

**Dialogue with Provost Quick:**

Provost Quick thanked the Academic Senate for its resolution to transform the nomenclature for faculty who serve in research, teaching, clinical and practice roles. He has been collaborating with Marty Levine on incorporating that initiative into the faculty handbook. Moreover, Provost Quick and his team just completed all of the budget hearings for the academic year, and hearings with deans specifically focused on how to benchmark salaries for faculty across tracks, including RTPC and tenure-line faculty.

Provost Quick also updated the Senate on further progress regarding the Academic Senate's resolution on Campus Climate, which fits under the topics of Access and Opportunity. The Provost's office has replied to several of the Task Force's recommendations:

Regarding the request for data transparency – faculty and student diversity data for 2013 will be available on the Institutional Research website the first week of April. See: [http://oir.usc.edu/wp-content/uploads/2016/04/Faculty\\_Student\\_Diversity.pdf](http://oir.usc.edu/wp-content/uploads/2016/04/Faculty_Student_Diversity.pdf) Due to the transition to Workday, the data are less reliable for 2014, but 2015 data will also hopefully be available soon.

- Regarding the request for the creation of a community/citizens' oversight committee for the Department of Public Safety, he reported that DPS Chief John Thomas is supportive of this initiative. Provost Quick will send out a memo to the community reporting that this recommendation of the Diversity Task Force will be implemented in coordination with Todd Dickey and Chief Thomas.
- Regarding the request for a Chief Diversity Office, Provost Quick has implemented a different model, that of school-specific Diversity Liaisons. The first meeting of the

48 Diversity Liaisons occurred and both the job description and their position in the  
49 organizational chart was reviewed. Deans were also asked to demonstrate allocations of  
50 resources in their budget hearings to staff for diversity.  
51

- 52 • Regarding the enhancements for graduate student diversity, Elizabeth Graddy's office  
53 has released a memo outlining a robust diversity graduate fellowship program that  
54 includes some top-offs for funding but also grad school readiness boot camps, extensive  
55 outreach to talented underrepresented undergraduates, and other methods to attract  
56 outstanding diverse candidates to graduate programs at USC.  
57

58 A second agreement has been made with CONOCyT (the Mexican Council on Science and  
59 Technology). CONOCyT will improve upon the last year's agreement to provide 50% of  
60 funding for postdoctoral scholars across the university (last year it was 11).

61 There has also been discussion of whether sabbatical (as a benefit) should be open to RTPC  
62 faculty. Provost Quick reported that this is a topic of discussion, and the questions are mostly  
63 about money, and how do we think about that. Do we put more into the benefits pool, do we  
64 raise external money (that's a difficult lift for a development office). So right now we have to  
65 think about what are some creative ways to think about this?  
66

#### 67 **Approval of February Senate meeting minutes**

68 *The minutes were approved 29 in favor; 0 opposed, 1 abstention.*  
69

#### 70 **Second Read, Resolution 15/16-004: Proposal on Change in Part-Time Faculty Policies and** 71 **Practices**

72 Discussion of the revised version of the resolution followed up on concerns enumerated at the  
73 first reading of the resolution during the March meeting. The purpose of the resolution is to  
74 encourage hiring to be consistent with sound academic need rather than solely as a cost-saving  
75 mechanism. It is not intended to ban all part-time faculty hiring.  
76

77 In a similar vein, the idea that part-time faculty should be involved in faculty meetings and other  
78 committee work should be a school-level decision in order to avoid overburdening part-time  
79 faculty in some schools but encouraging their invitation when they have relevant expertise and  
80 when their input would be valuable.  
81

82 *The Resolution was put to a vote and passed 27 in favor; 0 opposed; 4 abstentions*  
83

#### 84 **Comments from the Provost-Senate Retreat Summary**

85 President Clark reminded the Senate that they received the retreat summary and requested  
86 feedback that should be passed on to the Provost or to the Strategic Planning Committee.

87 Questions were raised about a campus climate survey – it looks like that matter will be rolled  
88 over to next year. One of the main issues is whether to create a USC-specific survey tool rather  
89 than one used at a different campus. Each school is actually free to conduct its own survey; but  
90 the university-wide survey will be implemented next year, possibly by a committee that has  
91 higher numbers of faculty membership than the Diversity Task Force.  
92

93 **Update on the Nominating Committee/Preliminary Report**

94 Paula Cannon, Chair and Academic Vice President presented the slate of candidates nominated  
95 to be officers for next year. She also noted that there is a write-in process for candidacy.  
96 Candidates will speak at the April Senate meeting, in advance of the election. All members of the  
97 Senate are encouraged to vote to avoid prior years of low turnout.

98

99 **Announcement:**

100 The 'End of the Academic Year' Senate dinner will be held on May 11<sup>th</sup> at the University  
101 Religious Center, Fish Bowl and Patio. Appetizers and drinks will begin at 4:15pm and  
102 dinner will be served at 5:30pm. All Senate members, past presidents, and spouses are  
103 invited. Please RSVP by April 27<sup>th</sup> to Connie Roque at croque@usc.edu or 213-740-7169

104

105 The meeting adjourned at 3:20 pm.

106

107 Respectfully submitted,

108

109 Ange-Marie Hancock, Ph.D.

110 Secretary General of the Academic Senate

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