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2 **ACADEMIC SENATE**

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4 **UNIVERSITY OF SOUTHERN CALIFORNIA**

5 Meeting of September 13, 2017

6 Cinematic Arts, SCA 255

7 2:00 - 4:00 p.m.

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9
10 **Present:** Y. Bar-Cohen, D. Brooks, R. Broyer, S. Bucher, M. Burgos, P. Cannon, R. Chung, S. Curran,
11 R. Davila, G.P. Francisco, S.M. Gibson, S. Gruskin, L. Hoffman, E. Horowitz, A. Idini, A. Justice, J. Kagan,
12 R. Labaree, G. Painter, J. Parr, D. Pecchenino, G.J. Peters, M. Polikoff, C. Resnik, P. Rosenbloom,
13 D. Ruddell, J. Son, A. Dashiell-Sparks (alternate for S. Shroyer), B. Stiles (alternate for E. Pacifici),
14 N. Stoubis, R. Suro, T. Tambascia, T. Tucker

15 **Absent:** S.A. Altman, M. Apostolos, P. Chang, N. Hollyn, D. Isaacs, R. Jubran, W.M Kast, S. Palmer,
16 K. Servis, J. Steele, A. Uyeshiro, R. Watanabe, A.G. Wilcox.

17 **Guests:** P. Bhatia, G. Condell, S. Dincer, K. Howell, M. Levine, M. Quick, Z. Unno, C. Zachary
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20 **AGENDA**

21
22 Paul Rosenbloom, Academic Senate President, called the meeting to order at 2:01 pm and
23 introduced the guests of the Senate.

24
25 **Dialogue with USC's Provost, Michael Quick**

26 Michael Quick, USC Provost, provided updates on the university.
27

28 Pleased with the work that Senate and Provost has done together since the two years he has been
29 the Provost. Looking forward to the coming years.

- 30
- 31 • Campus Climate – moving hard on diversity and inclusion efforts
 - 32 ○ All schools have been required by him to have a diversity and inclusion plan
 - 33 ○ Provost has met with all schools and their leadership on their plans
 - 34 ○ Plans varied from extremely strong and others not so much
 - 35 ○ He asked every school to do another iteration
 - 36 ○ All 19 plans (20 if counting library) will be posted publicly Spring 2018
 - 37 ○ Views the plans as a strategic advantage for the University, especially in recruiting
 - 38 ○ Diversity and Inclusion Retreat
 - 39 ■ All deans
 - 40 ■ Some executive board
 - 41 ■ Training and discussions
 - 42 • RTPC Faculty – memo to come out shortly
 - 43 ○ Long term contracts for RTPC faculty who primarily teach - including continuing
 - 44 appointments
 - 45 ○ Move the floor of RTPC faculty salary
 - 46 • DACA
 - 47 ○ USC one of the first to get out in front of the DACA announcements (a week ahead
 - 48 of Trump's announcement)
 - 49 ○ President Nikias has published an article on DACA

- 50 • Immigration Ban
- 51 ○ Signed on with amicus brief arguing against the plan
- 52 ○ Put together citizenship training for the community on the classes to become
- 53 naturalization process. Hundreds of people interested
- 54 • Title IX
- 55 ○ Issued a memo that we will continue to do what is best for our students
- 56 • AAU Provost Meeting
- 57 ○ 61 of the provosts from the AAU schools got together
- 58 ○ AAU's interests
- 59 ■ Federal research
- 60 ■ Undergraduate STEM
- 61 ■ Sexual assault survey
- 62 ○ Focus group results were presented
- 63 ■ Result: Less trust of higher education
- 64 ■ 08-09 recession changed the general perception of the populace to focus
- 65 more on jobs
- 66 ■ General population sees higher education as a commodity
- 67 ■ General population views that the opportunities to network as the
- 68 difference between top schools vs lower schools
- 69 • Recent Issues
- 70 ○ Open door policy and has been doing outreach
- 71 ○ Meeting with every department in medical school
- 72 ○ Task force on Workplace Standards and Employee Wellness
- 73 ○ External review is on-going
- 74 ○ Culture of the university
- 75 ■ Leadership has to be held to a higher standard
- 76 ■ Not just accomplishments, but how people treat others should be
- 77 considered
- 78 • In-coming class
- 79 ○ Quarter are from underrepresented categories - largest in history
- 80 ○ 16% first time college
- 81 ○ Highest SAT & GPAs
- 82 • US News
- 83 ○ 21st tied with UCLA & Berkeley
- 84 ○ Highest ranking ever
- 85 • Biotech Park
- 86 • University Strategic Plan
- 87 ○ Draft has been completed
- 88 ○ Will be starting outreach to the university community and plan to talk to as many
- 89 faculty as possible

91 **President's Welcome and Introductions**

92 Paul Rosenbloom welcomed the Senators.

93

94 We will have one Senate meeting in HSC (location TBD) and the rest of the meetings will be in the

95 Scriptorium at the University Club.

96

97 The Senate is primarily comprised of elected faculty. Members of the senate primarily come from

98 the respective faculty councils. Although Chairs and Co-Chairs come from committees.

100 Role of Senators and Committees are to:

- 101 • Advise the university administration
- 102 • Organize various activities (events, retreats, and forums)
- 103 • Make official statements through resolutions
- 104 • Senators: <https://academicsenate.usc.edu/senators/senators/>
- 105 • Committees: <https://academicsenate.usc.edu/committees/>

106

107 Executive Board

- 108 • Does much of the background and preparation for the meetings
- 109 • Meets every week
- 110 • Consists of past President, President, Academic Vice President, Administrative Vice President, Secretary General, and 4 at large meetings
- 112 • Executive Board: <https://academicsenate.usc.edu/senators/executive-board/>

113

114 Senators, chairman/co-chairs, guests, and executive board members in attendance were
115 introduced.

116

117 *Senate Fall Planning Retreat* - <https://academicsenate.usc.edu/meetings/senate-retreat/>

118 Presentations were made by President Max Nikias and Provost Michael Quick. The focus of the
119 retreat were in two major areas:

120

- 121 • “Controversies and Challenges in the Higher Education Community”
 - 122 ○ <https://academicsenate.usc.edu/senate-retreat-controversy-and-challenges-in-the-higher-education-community/>
- 124 • “Teaching 2030” – create the vision of what teaching should look like at USC by 2030
 - 125 ○ <https://academicsenate.usc.edu/senate-retreat-teaching-2030/>

126

127 **Approval of May Senate meeting draft minutes**

128 Mike Lee, Secretary General, presented May draft minutes for discussion and approval.

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130 *Cheryl Resnik moved to approve; Morgan Polikoff seconded; 19 in favor; 0 opposed; 5 abstentions.*

131

132 **Task Force on Workplace Standards and Employee Wellness**

133 Paul Rosenbloom provided an update on task force.

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135 The task force is co-led by the President of the Academic Senate and the President of the Staff
136 Assembly, Jeffrey de Caen. The charge is to look forward and to recommend improvements in our
137 policies, procedures, practices and, institutional culture.

138

139 Task force has been working for the past month and has had four general meetings, mostly in
140 confidential mode. The plan is to put together tentative recommendations and review with the
141 senate and others before recommendations are finalized.

142

143 The task force has broken out into subgroups focusing on:

- 144 • Individual wellness
- 145 • Organization culture – how the university deals with issues

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147 Some of important issues discussed included how can information flow more openly, but protect

148 the rights of individuals.

149

150 They will continue to meet weekly for the next 5 weeks or so to move quickly.

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152 **Update on the USC Health Benefits**

153 Greg Condell, Vice President of Finance, and Prateek Bhatia, Assistant Vice President, USC Health
154 Plans presented the changes to the USC health plans for the 2018 year.

155

156 USC spends annually \$180M on health care. Goals for the USC health plans for 2018 is to make
157 plans more affordable and increase access.

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159 Number of options has increased:

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- Last Year – 3 options

161

- Network Plan

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- Anthem HMO

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- Kaiser HMO

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- 2018 – 4 options

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- USC Trojan Care EPO

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- Single tier network plan

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- Keck and partners

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- USC PPO (formerly NMP)

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- As is (3 tiers)

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- Tier 1: Keck

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- Tier 2: Blue Cross

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- Tier 3: Others

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- USC HMO

174

- Now from Blue Cross

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- Tier 1: HMO

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- Tier 2: Blue Cross

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- Kaiser HMO

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- Single tier

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- Kaiser

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181 Introduction of incentives to lower costs – first of a long-term plan

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- Reduction of \$40/month: Health assessment and screening incentive

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- Employees go in and answer a set of questions – based health lifestyle

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- Screening - -get from onsite screening events or their primary care physicians

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- Height/weight

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- Blood pressure

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- Glucose measurement

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- Annual assessment

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- Confidential and non-personally identifiable (other than you answered and were assessed for incentive purposes)

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- Reduction of \$25/month: Tobacco or Nicotine Free Incentive

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- Reduction of \$10/per doctor visits copays if you select primary care physician in the USC Trojan Care EPO plan

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195 USC PPO

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- Tier 1: Keck (includes CHLA) – as is from last year

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EPO

- Traveling – any emergency care is covered in any plan

Additional Charges

- \$50/month: Working spouse (only if spouses are offered healthcare)
- Data says spouses submits more claims vs employees/child
- USC pays about 75% of the health insurance

Nominating Committee Timelines

Additional nominations can be sent to Connie Roque (croque@usc.edu) up to two weeks before the October 18 meeting. Any senator can nominate. Only Senators can be nominated.

Nominating Committee election will be held at the October 18, Senate Meeting.

Announcements

Paul Rosenbloom, Academic Senate President

- (a) January 17 meeting will be held at HSC
- (b) The remainder of the Academic Senate meetings will be held in the University Club 2nd floor Scriptorium
- (c) There will be a Nominating Committee election (4 Senators will be elected) at the October 18 meeting
- (d) Please hold February 23-24, 2018 for the Joint Provost/Senate Retreat. Venue: The Westin Bonaventure Hotel & Suites, Downtown, LA Topic TBD.
- (e) The Senate meeting schedule and venues for 2017 - 2018 is posted on the Senate website: <https://academicssenate.usc.edu/>
- (f) The roster of Senate members and committee chairs is posted on this link: <https://academicssenate.usc.edu/senators/senators/>
<https://academicssenate.usc.edu/committees>

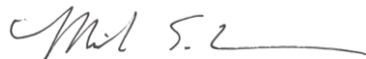
New Business

None stated.

Adjournment

Meeting was adjourned at 3:49 pm.

Respectfully submitted,



Mike S. Lee
Secretary General of the Academic Senate