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2 **ACADEMIC SENATE**

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4 **UNIVERSITY OF SOUTHERN CALIFORNIA**

5 Meeting of February 21, 2018

6 University Club, Scriptorium Room

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

8  
9 **Present:** J. Ailshire (alternate for S. Curran), L. Bahn, Y. Bar-Cohen, D. Brooks, R. Broyer, S. Bucher, P.  
10 Cannon, L. Castaneda, P. Chang, R. Davila, E. Fife, K. Finney, N. Hollyn, E. Horowitz, R. Jubran, A.  
11 Justice, J. Kagan, M. Lee, S. Little, J. McLaughlin Gray (alternate for C. Resnik), P.T. McNiff, J. Parr,  
12 D. Pecchenino, G. Polidori, M. Polikoff, G. Ragusa, R. Randhawa, P. Rosenbloom, J. Son, N. Stoubis, T.  
13 Tambascia, T. Tucker, A. Uyeshiro

14 **Absent:** S.A. Altman, M. Apostolos, S. Asgharzadeh, D. Crombeque, S. Daneshmand,  
15 M. Frey, S.M. Gibson, A. Goldkorn, L. Grazzette, S. Gruskin, E. Pacifici, G. Painter, K. Servis, S.  
16 Shroyer, J. Steele, A.G. Wilcox, G. Zada.

17 **Guests:** M. Levine, R.S. von Alen, J. Brodhead, T. Capretta, E. Currid-Kalkett, T. Pinkston, M. Todd,  
18 L. Golubchik

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21 **AGENDA**

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23 Paul Rosenbloom, Academic Senate President, called the meeting to order at 2:03 pm and  
24 introduced the guests of the Senate.

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26 **Approval of December & January Senate meeting draft minutes**

27 Mike Lee, Secretary General, presented the December & January draft minutes for discussion and  
28 approval.

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30 *Jeremy Kagan moved to approve December minutes; Norman Hollyn seconded; 25 in favor; 0*  
31 *opposed; 1 abstentions.*

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33 *P.T. McNiff moved to approve January minutes; Rebecca Broyer seconded; 25 in favor; 0 opposed;*  
34 *0 abstentions.*

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36 **Vanderbilt Co-worker Reporting System (CORS)**

37 John Brodhead, Chief of Medicine at the Keck Hospital of USC, and Tammy Capretta, Chief  
38 Administrative Integration and Risk Officer, Keck Medicine of USC, presented the Vanderbilt Co-  
39 Worker Observation and Reporting System (CORS).

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41 “The Vanderbilt Program facilitates the delivery of patient and coworker complaints through a  
42 peer to peer delivery system and offers the professional the opportunity to self-correct. A tiered,  
43 graduated coaching model provides a progressive pathway to allow the professional to correct a  
44 high complaint pattern through the following: peer to peer coaching; joint action planning; and  
45 referral to peer review.” This system is used at many institutions including Stanford, the UC  
46 system, Yale, Emory, John’s Hopkins, University of Pennsylvania, Cornell, Columbia, and Loyola.

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48 Keck Medical System has recently implemented the CORS system at the hospitals and is about  
49 30% of the way through a 4-year implementation. They are considering deploying across the  
50 whole HSC campus.

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The driving premise was that professionals will self-correct. Key elements of the implementation included the creation of a statement of professional standards, peer-to-peer coaching and a commitment to an intervention model. The peer-to-peer coaching themes are: disrespectful/unkind communication; failure to comply with policy and procedures that might impact the safety of the environment; and failure to be accessible. Over 2000 inputs were collected by physicians who staffed a traveling board which asked “what exhibits professionalism to you.” This became the statement of professional conduct – “[Keck Commitment.](#)”

Tiers of the program are: “Cup of Coffee” – peer-to-peer coaching; Level 1 – “Cup of Espresso” – awareness peer coaching; Level 2 – “Guided Authority” Coaching; and level 3: Referral to Peer Review. As of February 2018, there are 69 peer coaches trained, 84 out of 900 physicians have been addressed by peer coaches, 18 providers elevated to Level 1, 5 providers elevated to Level 2, 3 providers elevated to level 3, and 2 providers have departed.

Reference link:

[https://academicsenate.usc.edu/files/2018/02/Professionalism-Presentation Academic-Senate-2-23-18.pptx](https://academicsenate.usc.edu/files/2018/02/Professionalism-Presentation%20Academic-Senate-2-23-18.pptx)

#### **Update on False Active Shooter Incident**

Norman Hollyn, Executive Board At Large Member, provided a summary of the false active shooter situation that occurred on October 2, 2018 at Fertitta Hall. This summary was based on a discussion with John Thomas, Chief of the Department of Public Safety, and Deputy Chief David Carlisle.

On October 2, 2017, Department of Public Safety (DPS) received calls that there was an active shooter at Fertitta Hall. DPS looked at closed caption video and saw nothing to corroborate. They sent officers to confirm in person. DPS notified LAPD of the situation and LAPD dispatched officers to USC. The LAPD officers broke into groups of five to perform searches, which found no evidence of an active shooter. Within an hour of the initial calls, DPS sent out a message, through Trojan Alert, that there was no evidence of gunfire and campus activities may resume.

This incident provided an opportunity to test USC’s preparation for crisis.

What worked well was the communication between DPS and LAPD. LAPD officers were onsite within minutes after the first call.

What didn’t work included internal communications. Trojan Alert was turned on by 30% of students and lower levels for faculty. There were some students that arrived after the incident started and there was no way of alerting them. Some faculty ban smart phones in classroom, so those students would not have known even if they activated Trojan Alert.

Additional issues included reports of people being locked out of buildings and faculty not knowing what to do. Students seemed to know better than faculty concerning what to do. Some faculty just told the students to run away.

Senators provided feedback that faculty need training on how to respond during crises, DPS’s alerts should be more informative (e.g. give more details on location), and the need for location specific information (e.g. do the doors lock).

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101 **Viterbi Child-Care Subsidy Program**

102 Elizabeth Currid-Halkett, Chair, Work and Family Life Committee, and Timothy Pinkston, Vice Dean  
103 for Faculty Affairs, Viterbi School of Engineering presented the Viterbi Childcare Subsidy Initiative.

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105 A group of Viterbi faculty came to the dean and presented the need and concerns about  
106 sustainable childcare for new born or newly adopted. They isolated the real problem – gap  
107 between when the child is ready for UPC/HSC childcare centers and when a slot is available for the  
108 child to attend. Waiting time to enroll a new child in a center can still be significant – from weeks  
109 to months. During these wait times, parents oftentimes must engage other individualized  
110 childcare options which costs more than a traditional childcare center.

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112 The Viterbi Childcare Subsidy Initiative provides “financial assistance during the initial temporary  
113 period of transitioning into a stable state of childcare” for up to 6 months of \$1000 to \$2000 a  
114 month (lower the rank, the higher the subsidy). To qualify for the full 6 months of subsidy, faculty  
115 needs to be full-time, must be on the wait-list at one of USC’s (or any approved) childcare center  
116 at least six months prior to the estimated date of birth or adoption, and the child must be 5 or  
117 younger. The subsidy will terminate once the parent is removed from the wait-list or if child is  
118 enrolled. If a faculty member is on the wait-list less than 6 months, they still qualify for 3 months  
119 of subsidy.

120

121 This initiative is being presented to the Academic Senate to see if this should be made university-  
122 wide.

123

124 Senators expressed concern that the number of births were underestimated, especially if this  
125 becomes available as a subsidy (e.g. people who take paternity leave). Additional concern was  
126 that faculty may put their future kids on the daycare waitlist just to get the subsidy and they opt  
127 out after they get offered a spot. Timothy Pinkston responded that Viterbi is taking the approach  
128 that they trust the faculty to not game the system. Senators also expressed concern about how  
129 such a program would be funded if offered university-wide.

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131 Paul Rosenbloom thanked them for their presentation and stated that executive board will keep  
132 this under consideration.

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134 Reference link:

135 [https://academicsenate.usc.edu/files/2018/02/MEMO-Viterbi-Childcare-Subsidy-Assistance-](https://academicsenate.usc.edu/files/2018/02/MEMO-Viterbi-Childcare-Subsidy-Assistance-Initiative_Faculty_02-01-2018.pdf)  
136 [Initiative Faculty 02-01-2018.pdf](https://academicsenate.usc.edu/files/2018/02/MEMO-Viterbi-Childcare-Subsidy-Assistance-Initiative_Faculty_02-01-2018.pdf)

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138 **Conversion of Doheny Library Reading Room into a Hall of Faculty**

139 Marty Levine, Vice Provost and Senior Advisor to the Provost presented the conversion of Doheny  
140 Library Reading Room to a Hall of Faculty.

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142 Provost has been very interested in recognizing the work of faculty. A Hall of Faculty to honor  
143 faculty was discussed to be used for faculty exhibits and events. Provost was able to make a  
144 Doheny Library Reading Room (DML 121) available for this purpose. Currently this room is used as  
145 a periodicals room. An outside design firm has been brought in to do the design and perform a  
146 feasibility analysis. The university club was also considered for this purpose.

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148 Uses for this hall will include recruitment of faculty and students, faculty meetings (e.g. Academic

149 Senate meetings), and permanent/temporary exhibits honoring faculty. Think of this as what  
150 Heritage Hall is for sports, this will be for faculty.

151  
152 Physical construction in Doheny should be done this fiscal year. Goal is to have something by the  
153 beginning of the next academic year.

154  
155 Contact Marty Levine directly with any questions or suggestions.

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157 Reference link:

158 [https://academicsenate.usc.edu/files/2018/03/2018-01-22\\_USC\\_DML121\\_SD-](https://academicsenate.usc.edu/files/2018/03/2018-01-22_USC_DML121_SD-Presentation_FINAL.small_.pdf)  
159 [Presentation\\_FINAL.small\\_.pdf](https://academicsenate.usc.edu/files/2018/03/2018-01-22_USC_DML121_SD-Presentation_FINAL.small_.pdf)

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161 **Provost Office Update (not on agenda)**

162 Marty Levine provided brief updates from the Provost office on faculty sanctioning committee and  
163 investigative unit for non-protected classes that was presented in the January senate meeting.

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165 As a prototype, a faculty sanctioning committee has been appointed, but has not had a case yet.  
166 Provost authorized the funds to hire two investigators to handle cases involving non-protected  
167 classes. Those jobs are posted, but not yet filled.

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169 **Joint Provost/Senate Retreat**

170 Paul Rosenbloom announced that the main topic for the Joint Provost/Senate Retreat in February  
171 will be a subset of the topics addressed by the [interim recommendations from the Task Force on](#)  
172 [Workplace Standards and Employee Wellness](#).

173

174 Speakers and sessions will address values and culture, addressing concerns, and strengthening our  
175 shared governance and leadership. Sessions include a panel and break out group/Q&A sessions.

176

177 Reference link:

178 <https://academicsenate.usc.edu/meetings/joint-provostacademic-senate-retreat/>

179

180 **New Business**

181 Motorized vehicles on campus. This topic is currently being looked at by the Faculty Environment  
182 and Employment Committee.

183

184 Request for update on Project Renewal. This topic was going to be discussed in this meeting but  
185 was deferred to a later meeting due to lack of time.

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187 **Adjournment**

188 Meeting was adjourned at 3:55 pm.

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191 Respectfully submitted,

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194

195 Mike S. Lee

196 Secretary General of the Academic Senate