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2 **ACADEMIC SENATE**
3

4 **UNIVERSITY OF SOUTHERN CALIFORNIA**

5 Meeting of December 5, 2018

6 Vineyard Room, Davidson Continuing Education Center

7 2:00 - 4:00 p.m.
8

9 **Present:** S. Ahmadi, J. Ailshire, S. A. Altman, J. Armour, F. Bar, Y. Bar-Cohen, R. Beatty, B. Belcher
10 (Virtually), M. Bodie (alternate for A. Imre), S. Bucher, T. A. Brun, J. Cantiello, C. Castro, S. Cermak, R.
11 Chung, D. Crombeque, R. Davila, E. Fife, A. Gilbert, L. Grazzette (Virtually), D. Griffiths, E. Grossman, S.
12 Gruskin, A. Justice, S. Little, R. Lonergan, R. MacKenzie (Virtually), T.J. McCarthy, A. Mackay (Virtually),
13 P.T. McNiff, M. Mohammadi, S. Murphy (Virtually), M. Nichol, J. Parga (Virtually), J. Parr, D. Pecchenino,
14 M. Polikoff, M. Povinelli, G. Ragusa, P. Rosenbloom, G. Siassi, J. Silvester, A. Uyeshiro Simon, R.S.
15 Maddox, C. Tucker, T. Tucker, M. Winder, R. Wood

16 **Absent:** M. Apostolos, S. Asgharzadeh, J. M. Gray, J. Musso, J. Steele, S. Wickersheimer, A.G. Wilcox, E.
17 Wojciak

18 **Guests:** A. Amoni, S. Fried-Gintis, E. Graddy, B.P. Jones, R. Jubran, M. Levine, B. Marcus, C. Neuman, K.
19 O'Connor, D. O'Leary, M. Quick, A. Sankiah (Virtually), I. Spatz, J. Walker, D. Whitsett
20

21 **AGENDA**
22

23 Yaniv Bar-Cohen, Academic Senate President, called the meeting to order at 2:05 pm and
24 introduced the guests of the Senate.
25

26 **Approval of October Senate meeting draft minutes**

27 Ashley Uyeshiro Simon, Secretary General, presented the September draft minutes for discussion
28 and approval.
29

30 *P.T. McNiff moved to approve the minutes; Rebecca Lonergan seconded; 21 in favor; 0 opposed; 2*
31 *abstentions.*
32

33 **Second reading and votes on Senate Executive Board election changes**

34 [Resolutions 18/19-001, 18/19-002, and 18/19-003 were voted on.](#) The proposed resolutions were
35 first reviewed. A clarification was made that the language being voted on in 18/19-002 and 18/19-
36 003 is in addition to the current language in the Bylaws, and that these would not replace any of
37 the existing language.
38

39 *A motion to approve Resolution 18/19-001 was made by the Executive Board; 24 in favor; 0*
40 *opposed; 0 abstentions.*
41

42 *A motion to approve Resolution 18/19-002 was made by the Executive Board; 23 in favor; 2*
43 *opposed; 1 abstention.*
44

45 *A motion to approve Resolution 18/19-003 was made by the Executive Board; 21 in favor; 5*
46 *opposed; 0 abstentions.*
47

48 **Romantic relationships between faculty and students**

49 Bar-Cohen presented the possibility of a policy change to prohibit certain romantic relationships
50 between faculty and students. Reasons for prohibiting these faculty/student relationships include

51 inherent power imbalances that compromise the concept of consent, and potential harm done
52 while decisions about mutual consent are being navigated. Bar-Cohen specifically raised the
53 concern that allowing these relationships to be managed after they are disclosed sends the
54 message to Faculty that as long as they believe that the relationships are mutual, they can
55 proceed. Disadvantages of prohibiting certain relationships include interference with people's
56 personal lives, and possibly causing these relationships to go further underground. There are
57 other universities setting policies to ban relationships now with varying degrees of restrictions,
58 including banning any romantic relationships between Faculty and students in the same program,
59 banning romantic relationships between Faculty and students where a supervisory relationship
60 exists, and banning all romantic relationships between Faculty and undergraduate students.

61
62 It was stated that the current Faculty Handbook chapters that deal with this issue are 3G, 3I, and
63 6I. However, there appear to be potential inconsistencies in these sections. The Sexual
64 Harassment Task Force has been discussing the pros and cons of policy changes as well.

65
66 Defining which students a revised policy may cover (e.g., direct supervision, in the same school,
67 department, and/or program, undergraduates in general) was discussed, as was whether
68 educational opportunities and hiring/firing decisions could be influenced. A point was made that
69 an unintended consequence of a ban may include a hesitation to hire women in heavily male-
70 dominated fields.

71
72 It was stated that in addition to discussing how to change these policies, it was also important to
73 determine how to enforce these policies.

74
75 Next steps were discussed. It was proposed that the Senate use a modular approach to voting on a
76 resolution for this issue, as this issue is very complex and faculty have varying views on where to
77 draw the line regarding which types of relationships to ban.

78
79 **Committee presentations (with Provost Michael Quick and Executive Vice Provost Elizabeth**
80 **Graddy)**

81 Provost Michael Quick and Executive Vice Provost Elizabeth Graddy were present for the
82 presentations to allow for greater timely collaboration. [See the charges that were read in the](https://academicsenate.usc.edu/files/2019/01/Dec-2018-Senate-Meeting-Committee-Reports-and-Charges.pdf)
83 [meeting here](https://academicsenate.usc.edu/files/2019/01/Dec-2018-Senate-Meeting-Committee-Reports-and-Charges.pdf). (LINK: [https://academicsenate.usc.edu/files/2019/01/Dec-2018-Senate-Meeting-](https://academicsenate.usc.edu/files/2019/01/Dec-2018-Senate-Meeting-Committee-Reports-and-Charges.pdf)
84 [Committee-Reports-and-Charges.pdf](https://academicsenate.usc.edu/files/2019/01/Dec-2018-Senate-Meeting-Committee-Reports-and-Charges.pdf))

85
86 **Campus Climate Committee**
87 The co-chairs stated they are helping with the development of the Diversity, Equity, and Inclusion
88 (DEI) Center, as well as with the DEI Council (a subcommittee of this Council will spearhead the
89 proposal for the Center). The various groups have been intentional about the division of labor so
90 as to not replicate work. A comment was made that the school Diversity Liaisons and Diversity
91 Recruitment Advisors need more training.

92
93 **Committee on Information Services**
94 In addition to the topics stated in their written charge, the co-chairs added a fourth topic that they
95 plan to address this year, which is the utilization of technology to assist with the detection of
96 cheating, specifically in online programs. A comment was made that the committee should
97 collaborate with the developers of a Faculty app that is currently in Beta version.

98
99 **Faculty Environment and Employment Committee**

100 The co-chairs stated that parental leave restricts women who have given birth from entering the
101 labs they supervise, and that this is an issue that will be discussed. The FEEC also continues to
102 monitor childcare issues, in addition to a separate committee that has been set up to deal with
103 child care issues.

104

105 **Research Committee**

106 It was clarified that there are 4 co-chairs to deliberately include different types of researchers.
107 Comments were made about promotion and access to resources, lack of clarity around titles and
108 loads, and eligibility for fellowships.

109

110 **Committee on Teaching and Academic Programs**

111 The committee this year is focusing on the vision for the Teaching 2030 Plan. A question was
112 asked about why 2030 was chosen as the target year, and comments were made both for and
113 against setting a later date. Some Senators felt a plan for 2030 was too short-term for overarching
114 teaching goals, and encouraged the committee to look out even further. Others argued that
115 teaching is changing very rapidly, and this makes it too difficult to predict anything too long from
116 now.

117

118 **Dialogue with Provost Michael Quick**

119 Provost Quick reported that, although there have been concerns about bias, recent statistics from
120 his office about people of color and/or women achieving tenure are encouraging. Executive Vice
121 Provost Elizabeth Graddy stated that these data (available in UCAPT) covered the last 12 years
122 with controls for field and demographics. They have also tried to collect data on faculty who have
123 left during the years prior to when they would have been considered for tenure, but the n is too
124 small, so they have been trying to follow up with faculty who have recently left without tenure to
125 provide more insight. Quick asked the Senate to think about how we can give people more
126 opportunities to get their feet on the ground prior to the tenure clock starting (e.g., the post-doc
127 in humanities).

128

129 A question was asked about the news today announcing that Dean James Ellis's term as dean
130 would be ending early. Quick stated we have been discussing more transparency, shared
131 governance, and more faculty participation in Deans' reviews, but sometimes these conflict with
132 personnel issues, which often involve sensitive private information that cannot or should not be
133 publicly disclosed. In this case, President Austin invoked her right to end Dean Ellis's term early
134 after wrestling with the decision and being presented all the information so she could make the
135 best decision. It was not a decision she took lightly. We need to figure out how to balance people's
136 right to privacy with the calls for more transparency, and he is open to discussing this. He will be
137 meeting with the Marshall Faculty Council later today to talk about how we can move forward.

138

139 A question was asked about whether the Marshall Faculty Council was consulted in this decision.
140 Quick replied that the Faculty Council was not consulted in this case, as the information the
141 President was working with was not information she felt could be shared. A comment was made
142 by a faculty member that encouraged consultation with elected representatives (Senate, Faculty
143 Council) in the future to promote more buy-in. Quick responded that in other circumstances (e.g.,
144 dean evaluations, dean hiring), shared governance needs to be better and we are working on this.
145 But, we still need to discuss what to do when these decision involve private employment
146 information.

147

148 A comment was made that Marshall Faculty are confused and many don't understand this

149 decision, which has been affecting trust due to lack of buy-in. Another comment was made about
150 the need for improved communication around these matters.

151
152 A question was asked about the role the Provost's office has played in pay discrepancy issues, as
153 there seem to be improvements happening that should be shared. Quick shared that both salaries
154 and review of salaries have been enhanced, but we need to think about this more. Graddy stated
155 communication around these improvements needs to be better. A follow-up question asked if
156 there could be a released statement about how these issues are addressed that explains the
157 process, as many faculty do not understand it. Graddy clarified that for personal salary issues,
158 faculty can go to their dean, and if that is not satisfactory they can go to Graddy's office. Quick
159 stated a communication to clarify the process can be created.

160
161
162 A question was asked if we are moving towards a dashboard type of communication to share both
163 good news and challenges. Quick affirmatively responded we are moving towards this in a few
164 areas, particularly concerning diversity data, anonymized data from Title IX and OED results, and
165 more. They are currently working on this.

166
167 **Announcements**

168 (a) Please hold February 22 - 23, 2018 for the Joint Provost/Senate Retreat. Venue: The
169 Westin Bonaventure Hotel & Suites, DTLA; Topic TBD.

170 (b) The Senate meeting schedule and venues for 2018 - 2019 is posted on the Senate website:
171 <https://academic senate.usc.edu/>. Next meeting is Jan 16 possibly in Doheny Library; Bar-Cohen
172 will send communications about this before then.

173 (c) The roster of Senate members and committee chairs is posted on this link:
174 <https://academic senate.usc.edu/senators/senators/>

175
176 **New Business**

177 No new business was presented.

178
179 **Adjournment**

180 Meeting was adjourned at 4:01 pm.

181

182

183 Respectfully submitted,

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185

186

187

188 Ashley Uyeshiro Simon

189 Secretary General of the Academic Senate

190