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2 **ACADEMIC SENATE**

3
4 **UNIVERSITY OF SOUTHERN CALIFORNIA**

5 Meeting of March 20, 2019

6 Doheny Memorial Library, Room 121

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

9 **Present:** M. Apostolos, J. Armour, F. Bar, Y. Bar-Cohen, R. Beatty, S. Bucher, T. A. Brun, S. Cermak, D.
10 Crombecque, E. Fife, R. Filback, M. Finberg, S. M. Gibson, H. Garry (alternate for S. Altman), A. Gilbert, L.
11 Grazzette, D. Griffiths, J. Israel, A. Imre, A. Justice, R. Labaree, R. Lonergan, A. Mackay, T.J. McCarthy, P.T.
12 McNiff, C. Neuman, J. Parr, D. Pecchenino, P. Rosenbloom, G. Siassi, J. Silvester, A. U. Simon, J. Steele, C.
13 Tucker, T. Tucker, A. G. Wilcox, E. Wojciak

14 **Present Online:** D. Brooks, A. Foster, M. Frey, E. Grossman, G. Ragusa, C. Resnik, P. Riley

15 **Absent:** S. Ahmadi, J. Ailshire, S. A. Altman, S. Asgharzadeh, B. Belcher, J. Cantiello, C. Castro, R. Davila, S.
16 Gruskin, R. MacKenzie, J. M. Gray, M. Mohammadi, J. Musso, D. o'Leary, M. Polikoff, S. Wickersheimer

17 **Guests:** A. Armani, P. Cannon, R. Caruso, C. Folt, J. Moore, C. Zachary
18

19 **AGENDA**

20
21 Yaniv Bar-Cohen, Academic Senate President, called the meeting to order at 2:00 pm.
22

23 **Moment of Silence and Comments for Professor Norman Hollyn**

24 Paul Rosenbloom, Immediate Past President, offered words of remembrance in honor of Norman
25 Hollyn, who passed away while lecturing in Japan on sabbatical this past Sunday. "Norm" held the
26 Michael Kahn Endowed Chair in Editing in the School of Cinematic Arts. He was a true leader in
27 editing, and was known for his work in the films *Hair*, *Sophie's Choice*, and *Cotton Club*. He
28 frequently traveled the world to teach and lecture. Norm served a total of 4 years on the Senate
29 Executive Board, the most recent being last year. He was a wonderful person, colleague, and true
30 friend, and will be greatly missed.
31

32 A member of the School of Cinema stated people in Cinema are in disbelief; she had known him
33 for 13 years, and he was "one of the good ones." He was a world class editor, celebrated teacher,
34 mentor, had no pretenses, and would have coffee with anyone no matter their rank. He was
35 always the first to serve, first to reply, first to volunteer his time, and a member of the institution
36 with his whole heart. His legacy will stick with us.
37

38 A senator added that she served with him on the Executive Board years ago; he was dedicated to
39 our Senate and knew we had good work to do, which is why he came back to serve so many times.
40 He brought humor and common sense to the table.
41

42 A moment of silence was observed.
43

44 **Romantic Relationships Between Faculty and Students**

45 Bar-Cohen opened by stating today's discussion is about whether or not faculty/student
46 relationships should be banned if there exists any supervisory relationship, compared to
47 mandated disclosure. If the Senate were to decide to change any Faculty Handbook policies, there
48 would be a lot that would go into the actual wording of these changes later. The Handbook

49 currently states “the University strongly recommends that the faculty member disclose [the
50 relationship] to the department chair or Dean or Vice Provost” (6-1 (a)). Although there are many
51 voices on this issue, Bar-Cohen stated he would like to see if the Senate can move towards an
52 agreement.

53

54 Bar-Cohen stated he believes mandated disclosure is not enough to protect students who are in a
55 supervisory relationship with faculty, as many instances of harassment occur prior to the point at
56 which a romantic relationship would realistically be disclosed. In his opinion, this makes faculty
57 feel that romantic relationships with students they supervise are acceptable if they believe that
58 the relationship is consensual. However, the student may not reject romantic gestures due to fear
59 of harming their academic careers, which puts the student in a vulnerable position. Bar-Cohen
60 stated he believes it should not be up to the faculty to determine if the student feels the
61 relationship is consensual. Many other universities are moving towards what he is proposing
62 today, or they have exceeded what he is proposing and banned even more; many have banned
63 faculty romantic relationships with all undergraduates, or graduate students they supervise.
64 University of Michigan, Yale, Northwestern, University of Wisconsin, Stanford, University of North
65 Carolina, Harvard, and more all have policies stricter than what we currently have, and are moving
66 in this direction.

67

68 A comment was made that there are those that say bans do not work. A question was asked if
69 mandated reporting covers any faculty/student relationship, or just ones in which there is a
70 supervisory relationship. Bar-Cohen stated this could be another direction the Senate moves
71 towards. A statement was made that if a supervisory relationship develops, it can be managed
72 after disclosure with the current policy. Bar-Cohen responded that managing those relationships
73 tends to adversely affect the student far more than the Faculty member.

74

75 The practicality and reality of a ban were questioned, despite support for the purpose of a ban.
76 Comments were made that people develop feelings, and realistically these romantic relationships
77 cannot be stopped; a ban would drive them further underground. Sexual harassment training is
78 meant to protect students from unwanted sexual advances, so it was stated that a ban would not
79 further protect students from those or other unwanted relationships. It was also stated that there
80 is no empirical evidence that bans work, and that defining what constitutes a romantic overture is
81 impossible, which impacts implementation. Another comment was that in certain schools, there
82 are also older students, which complicates the issue. A senator stated that Keck has a mechanism
83 for reporting relationships that may cause conflict of interest (like romantic or familial
84 relationships) which works well.

85

86 A statement was made that the Daily Trojan just published an editorial about how students were
87 shocked that faculty are allowed to have relationships with students, and that we need to
88 consider this issue from the perspective of students who have been subjected to unwanted
89 romantic gestures from a faculty member.

90

91 A comment was made that mandatory reporting and self-disclosure with nuanced, individualized
92 managed plans to supplement existing sexual harassment policy could be effective. If a faculty or
93 student believes there has been any romantic overture that is unwanted, they should report it. If
94 the overture is unwanted, it would be sexual harassment; if the overture is consensual, then the
95 relationship should be allowed.

96

97 Due to the Presidential Announcement timing, the discussion was not completed (and deferred
98 until the next Senate meeting).

99

100 **Break to attend Presidential Announcement**

101 The Senate suspended the meeting so all Senators could attend the announcement of Carol Folt as
102 the next President of USC.

103

104 **Approval of February 20 Senate meeting draft minutes**

105 Ashley Uyeshiro Simon, Secretary General, presented the February draft minutes for discussion
106 and approval.

107

108 *P.T. McNiff moved to approve the minutes; Adam Gilbert seconded; 23 in favor; 0 opposed; 0*
109 *abstentions.*

110

111 **Dialogue with President-Elect Carol Folt and Chair of the Board of Trustees Rick Caruso**

112 Bar-Cohen introduced President-Elect Carol Folt, and presented her biography. She holds a BA in
113 aquatic biology, an MA in biology, and a PhD in ecology from UC Davis. Most of her faculty life was
114 spent at Dartmouth, studying the role of mercury on aquatic and human health. She was
115 progressively the Associate Dean of Interdisciplinary Programs, Dean of Graduate Studies, Dean of
116 Faculty, became the Provost in 2009, then the Interim President in 2012. In 2013, she became the
117 Chancellor of University of North Carolina Chapel Hill until recently. She did a lot for UNC in
118 advancing teaching, the arts, the medical enterprise, interdisciplinary work, and the people and
119 especially students of UNC, all while dealing with some challenging issues. In the most recent
120 "Silent Sam" controversy, she took a courageous step to do the right thing and that type of
121 courage is what USC needs in its leader.

122

123 Folt thanked the Senate for welcoming her, and remarked that she was looking forward to have a
124 dialogue with faculty. She stated how important it was for her to become a member of a
125 department, continue publishing research, and keep the connection to faculty and their goals. She
126 stated service on the Senate shows the care and desire to do the right thing for the university, and
127 that service ethic and shared governance are very important. She has heard a lot about the
128 Presidential Search Committee, and how important it was that this process of shared governance
129 took place. She stated her husband is also a biologist.

130

131 Bar-Cohen introduced Rick Caruso, Chairman of the Board of Trustees and Chair of the
132 Presidential Search Committee. Bar-Cohen stated the great experience on the Search Committee
133 in which faculty and trustees learned to trust each other was because of Caruso's leadership. He
134 stated that that experience was a crucial step in being able to move forward as a University.

135

136 Caruso stated he was more than thrilled that Dr. Folt accepted the position, and that Bar-Cohen
137 was instrumental in representing the needs of the faculty as they worked through all the
138 candidates. He thanked Bar-Cohen for his hard work, which was critical in getting to the right
139 decision. He stated this change started when the Senate, as representatives of the faculty,
140 reached out to him. Caruso thanked the Senate, stating we would not be here today if not for the
141 Senate and its leadership. He stated the plan moving forward is to have trustees, faculty, and
142 deans all working together as they did in the Search Committee.

143

144 The floor was opened to questions and comments for Folt.

145

146 Comment: the medical school looks forward to working with you.

147 Reply: She is looking forward to working with the medical enterprise, and that we need to find a
148 way to make the distance between campuses not seem so large.

149

150 Q: How did you interact with faculty Senate-equivalent at UNC?

151 A: She chaired the Faculty Council at Dartmouth. At UNC, she had the chance to address the
152 Senate monthly, then would meet with the Executive Board more frequently. She was primarily
153 there to listen, have a dialogue, and see what resolutions passed. She also had a chancellor's
154 advisory committee of the faculty. This may not be exactly the same here, but having contact with
155 the Senate is important to her.

156

157 Q: There is a lot of concern from faculty regarding all the cumulative scandals due to lack of
158 accountability of oversight responsibilities and concern about those who were supposed to be
159 held accountable getting promoted. What are the plans to establish your own team?

160 A: It is essential any leader has a team they can trust. At UNC, she hired 16 out of 18 of her team
161 in the first year; she looked for a mix of people within and externally, always looking for diversity.
162 In many cases, faculty were part of the selection process. She does not have specifics about what
163 positions she needs to fill today, but she does know she needs to move fast.

164

165 Q: After "Silent Sam" was retired, you resigned. What were your thoughts?

166 A: Silent Sam was a confederate monument; when the statue was erected, the Board of Trustees
167 at the time told a story that the statue was meant to keep white supremacy alive. The historians
168 found this story in the archives, and this is what started the issue. Prior to that, she was the first
169 president to change a building name at UNC (from Saunders to Carolina Hall); when people found
170 out the truth about why the name needed to be changed, it was easier to do. Three days after the
171 Carolina Hall name change, North Carolina passed a law saying monuments could not be moved.
172 She had to balance the law with safety; she brought in a safety panel who told her it was not a
173 matter of "if" but "when" there would be a disaster due to confrontations. She then went to the
174 Attorney General, who told her she had the sole authority to move the monument due to safety
175 reasons. Folt stated that she stepped down because if she had stayed, the focus would have
176 constantly been about her, and this needed to be about moving the university forward. She has
177 been at peace with the decision.

178

179 Q: There has been a lot of discussion around missions and stakeholders, but it is easy for people to
180 feel like they are not being listened to or valued. In your previous role and going forward, how do
181 you manage all of these different missions and make sure everyone feels secure, properly funded,
182 and that they have a stake in the university?

183 A: We will never make everyone feel like they have everything they want. It is more about
184 managing expectations instead of curbing them. We need a process that will bring people
185 together around a common mission. UNC was in the midst of a strategic rebuild; they were trying
186 to find common values, and were able to whittle them down to a single page, which was made
187 public. Having a shared mission but seeing that we implement it in different ways was helpful. This
188 also helped with building trust and helped her discover what people really cared about.

189

190 Q: We have 19 schools; and are dealing with siloes. How do you think you will manage this?

191 A: Siloing is one of the biggest issues across higher education, because we start small and
192 add/build. We should ask ourselves what things are done best in a particular school, and what are
193 the elements that need a “fast central flow” to work together as an organization? Most places
194 have not done this analysis; most places do not eliminate processes, but tweak them. We need to
195 find the biggest barriers, identify replication of work, and improve the centralized offices. She
196 would like to know more about what faculty want and need, and any impediments faculty see.

197

198 Q: Do you have family ties back in Akron?

199 A: She went to Lebron James’ elementary school. She still has family back in Akron.

200

201 Comment: Thank you for your approachability, and thanks to Caruso for creating this mechanism
202 for communication.

203 Reply: Caruso has talked to her from the start about his experiences attending town halls, and she
204 is not used to Board Chairs going to town halls. The search process was really strong. She does not
205 like being hidden, and hopes she will be accessible.

206

207 Q: USC takes pride in our connection to the local community. How do you anticipate or plan to
208 engage with the wider community of Los Angeles and Southern California?

209 A: At UNC, she had to meet all the legislators, and work with the local community and politicians.
210 She already has meetings scheduled to meet members of L.A. community.

211

212 Bar-Cohen thanked Folt for coming to the Senate meeting.

213

214 **Announcements**

215 (a) End of the Year dinner will be held on May 1, 2019.

216

217 **Adjournment**

218 Meeting was adjourned at 3:58 pm.

219

220

221 Respectfully submitted,

222

223

224

225

226

227 Ashley Uyeshiro Simon

228 Secretary General of the Academic Senate