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**ACADEMIC SENATE**  
**UNIVERSITY OF SOUTHERN CALIFORNIA**

4 Meeting of August 19, 2020

5 Virtual Meeting

6 2:00 - 4:00 pm

7 **Present (Senate Members):** C. Adams (alternate for C. Clerc), P. Adler, M. Apostolos, J. Baker,  
8 D. Becker, M. Bodie, D. Brooks, R. Brown, S. Bucher, P. Cardon, B. Carrington, E. Collins,  
9 M. Crowley, G. Davison, J. Dophiede, M. Frey (alternate for D. Armstrong), R. Filback,  
10 G. Giuliano, L. Gross, S. Helfter, A. Imre, J. Israel, M. Jacobson (alternate for M. Mather),  
11 J. Kirschner, G. Kung (alternate for B. Belcher), R. Labaree, R. Lonergan, T. Mayfield, J. Moore,  
12 C. Neuman, D. O'Leary, N. Olmos, L. Palinkas, J. Pascarella, D. Pecchenino, G. Polidori, M. Press  
13 (alternate for L. Grazette), C. Resnik, V. Rindova, A. Samkian, A. Sanchez, T. Sandmeier,  
14 T. Tambascia, T. Ton, T. Tucker, A. Uyeshiro Simon, J. Walker, E. Warford, T. Wattenbarger,  
15 A. Wilcox, G. Zada, E. Zeamer

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17 **Guests (Senate Members alternates & invited guests):** M. Ananny, R. Cislawski,  
18 J. Clemens, A. Crigler, D. Crombecque, C. Folt, C. Jones, B-S. Kim, M. Levine, J. Loeb,  
19 R. MacKenzie, J. McLaughlin Gray, B. O'Connell, R. Pak, A. Rechenmacher, B. Shuster,  
20 A. Van Speybroeck, J. Wong, C. Young, C. Zukoski

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22 **Guests (Faculty At Large):** F. Bar, K. Benzon, P. Cannon, R. Chung, KC. Culver, C. Erman,  
23 S. Gibson, M. Goodman, N. Govil, A. Gross, S. Hudson, A. Kovacs, S. Segal, D. Ghirardo,  
24 S. Gibson, W. Gruner, J. Kagan, H. Kaslow, J. Keim, V. Kuhn, S. Luftschein, G. Munck, M. Papa,  
25 H. Rodman, V. Schwartz, S. Segal, L. Serna, S. Sofian, N. Warren

26  
27 **AGENDA**

28 Paul Adler, Academic Senate President, called the meeting to order at 2:02 pm, and introduced the  
29 guests of the Senate.

30 **Approval of June Urgent Senate Meeting Draft Minutes**

31 Tracy Tambascia, Academic Vice President, presented the June 2020 Urgent Senate Meeting draft  
32 minutes for discussion and approval.

33 *Motion to approve the June minutes was moved and seconded; 23 in favor; 0 opposed; 2*  
34 *abstentions.*

35 **Approval of May Senate Meeting Draft Minutes**

36 Tracy Tambascia, Academic Vice President, presented the May 2020 Senate Meeting draft minutes  
37 for discussion and approval.

38 *Motion to approve the May minutes was moved and seconded; 19 in favor; 0 opposed; 7*  
39 *abstentions.*

40 **President Folt and Provost Zukoski**

41 President Folt expressed her appreciation for how hard everyone is working. Folt then shared a

42 [PowerPoint presentation](#) about some of the issues being addressed by administration, including  
43 those pertaining to health and safety, fiscal sustainability, culture, and governance. She reminded  
44 senators of the three principles that shape her decision-making: (1) health and safety, (2)  
45 advancing our academic mission, and (3) emerging stronger.

46 Folt discussed her strong commitment to not laying people off and explained that USC has been  
47 able to keep most everyone working. This is part of USC's commitment to helping the community,  
48 as is the University's efforts to provide food, pre-packaged meals, and groceries, and the 'Care for  
49 the Caregiver' initiative.

50 Next, Folt described efforts to prepare the campus for the fall, including retrofitting buildings,  
51 classrooms, dormitories, and other spaces throughout the university. She suggested that we are  
52 ahead of other universities in our Restart planning and that we are ready for students to return  
53 whenever the County allows. USC has a robust testing and surveillance strategy in place. Folt  
54 praised the efforts of Dr. Sarah Van Orman (Chief Health Officer, USC Student Health) and her  
55 team for their hard work. Folt explained that although we have low density now, we have capacity  
56 to do more testing as needed.

57 As concerns athletics, Folt continues to believe that we did the right thing in stopping all contact  
58 sports because the risk was too great. She pointed out that students could choose whether to  
59 return to campus and that no student athletes were forced to play or train. If student athletes  
60 chose not to play or train, they nevertheless received their full scholarships and were allowed to  
61 stay on campus if they wanted. The university plans to subsidize athletics as it does other units  
62 order to get through this difficult time. The highest paid coaches have already taken cuts  
63 voluntarily.

64 Folt noted with pleasure that USC reached agreement with SEIU Local 11. Under the new  
65 agreement, employees represented by the union will get a 3% average wage increase, with a  
66 greater increase for employees in the eight lowest paid positions.

67 Folt closed by mentioning that we continue to hire great people, such as Dr. Pedro Noguera (Dean  
68 Rossier School of Education), Dr. Geoffrey Garrett (Dean, Marshall School of Business), Dr. Sarah  
69 Gehlert (Dean, Suzanne Dworak-Peck School of Social Work), Beong-Soo Kim (Senior Vice  
70 President and General Counsel), Dr. Kedra Ishop (Vice President for Enrollment Management),  
71 Catherine Spear (Vice President for Equity, Equal Opportunity & Title IX), and Effie Turnbull (Vice  
72 President for Civic Engagement & Economic Partnerships).

73 Provost Zukoski provided an update on enrollment numbers and Project Restart. He indicated that  
74 we are on track to have a full freshman year and we are ahead of where we were last year with  
75 undergraduate enrollment. We are down at the master's level, however. If our enrollment  
76 situation overall seems strong, it is because of the value students place on higher education and  
77 the excellent quality of education offered at USC.

78 Zukoski then discussed the Fall semester. He began by acknowledging the resilience of the faculty.  
79 At three days into Week 1 of the semester, he has received mostly positive feedback from schools  
80 and units. He described the various forms of supports available for students (e.g., 24/7 IT support,  
81 free laptop loaners, and free hotspots). There are nearly 1,000 students residing on campus, but  
82 8,000 – 10,000 staying in student apartments off campus. This is problematic, he suggested, when  
83 students have parties. He emphasized that the University is serious about enforcing safety policies  
84 and protocols, and that we will hold individuals and organizations accountable. He concluded by  
85 noting that the University is doing a lot with regards to financial aid and affordability initiatives,  
86 and then turned the floor back over to President Folt to comment on where we are with financial  
87 aid.

88 Folt reminded senators that her top priority when she came to USC was affordability and  
89 accessibility. She receives many requests for funding, which she understands and sympathizes  
90 with. Our aid packages remain strong and Folt described several affordability initiatives, most  
91 notably Affordable SC. She expressed concern about the circulation of inaccurate information  
92 about financial aid and support. For example, although some have said that we are giving out less  
93 money to students and that we have cut financial aid packages, we actually are giving out more  
94 money to students than before. Folt explained that if a student's housing costs change, their  
95 financial aid package is adjusted to reflect the change. She further explained that when students  
96 moved home, we gave a COVID cost of living of \$4,000 rather than the federally required amount  
97 of \$1400 (our allotment is one of the top 5 allotments in the country). We also found a way to  
98 provide support to DACA students (using USC funding since CARES Act funding cannot be used),  
99 and to international and graduate students. Folt emphasized that USC is going as far as it can. She  
100 then discussed why the University cannot cut tuition by 35%, as some have recommended. Doing  
101 this, she suggests, would require the University to give back nearly one billion dollars. She also  
102 suggested that cutting tuition would have required laying people off or imposing massive  
103 furloughs. President Folt then asked Provost Zukoski to discuss the budget.

104 Zukoski reported that revenue loss due to COVID is estimated at about \$400 million for FY21. USC  
105 expects revenue losses in different areas including auxiliaries and athletics (\$185 million),  
106 philanthropy (\$60 million), graduate tuition (\$25 million), and "other" (\$25 million). Increased  
107 costs are due to "student centric actions" such as increased financial aid and PhD  
108 support/programming (\$70 million) and Project Restart (\$40 million). For now, Zukoski stated, our  
109 financial position is stable. Zukoski then handed the floor back to President Folt. Rather than  
110 discussing in detail the numerous Diversity, Equity and Inclusion (DEI) initiatives being put into  
111 place, Folt described a few and expressed her hope of coming back to discuss the initiatives in  
112 more detail. She then welcomed Beong-Soo Kim, Senior Vice President and General Counsel,  
113 Office of General Council (OGC).

114 Kim thanked Paul Adler for inviting him to meet with the Senate and proceeded to introduce  
115 himself. After sharing why he came to USC, he explained that he is new to USC and right now  
116 focused on trying to understand the various legal issues that he is responsible for. He expressed  
117 his commitment to addressing and preventing legal issues from occurring in the future.

118 Kim also gave an update on the Varsity Blues matter, announcing that the student reviews have  
119 been completed and that all those involved in the matter are either no longer at USC or have been  
120 disciplined. He stated that USC was a victim, not complicit.

121 Kim also disclosed that the University is responding to an anonymous lawsuit filed in July involving  
122 the Office of Conduct, Accountability, and Professionalism (OCAP). He pointed out that he is not at  
123 liberty to discuss personnel matters or matters that are currently pending litigation. Instead, he  
124 shared what he has learned since arriving at USC about OCAP and the investigation process. Kim  
125 closed by offering to return to discuss the OCAP matter once it is resolved and by taking questions  
126 from senators.

127 A senator thanked Kim and asked how closely Kim's office vets proposed changes to the Faculty  
128 Handbook before they go to the Faculty Handbook Committee. Kim indicated that he was not sure  
129 when the OGC gets involved but that the OGC works very closely on proposed changes with Marty  
130 Levine, Vice Provost and Senior Advisor to the Provost and advisor to the Faculty Handbook  
131 Committee.

132 After thanking Kim for meeting with the Senate and providing an overview, another senator asked  
133 a follow-up question about the Varsity Blues matter: Has the "side door of athletics" (i.e., students

134 getting onto athletic teams as a result of a lack of academic rigor and standards) been closed?  
135 President Folt responded and indicated that a committee was convened to carry out a “20-step  
136 process” to review student athletes and athletics, including whether or not student athletes are  
137 meeting academic standards. Provost Zukoski also responded and pointed out that student  
138 athletes have unusual talents (like dancers, artists, and musicians) and that the definition of  
139 appropriate rigor and standards is complicated and needs to be looked at holistically. Senate  
140 President Adler then suggested that the Provost Zukoski come back at a later date to discuss the  
141 matter given the importance of athletics and the arts to USC.

142 A senator expressed being pleased that the General Counsel met with the Senate. He went on to  
143 point out that there is frustration with the lack of specificity in the Administration’s accounts of  
144 the university’s misadventures. Senators were expecting to hear President’s Folt response to the  
145 November 2019 Resolution. President Folt responded by asking the Senate to understand that  
146 “there is a lot going on” and that the administration needs the help of the Senate in  
147 understanding the “true tsunami of issues that are coming toward us.” She also offered to hold  
148 webinars and meetings outside Senate meetings. Adler closed this part of the meeting and  
149 thanked the guests for their time and attendance.

#### 150 **Orientation of New Senate Members**

151 Adler informed senators that an [orientation document](#) is available to senators. He requested that  
152 senators review materials prepared for Senate meetings prior to attending the meetings. He also  
153 explained that the Executive Board (EB) sets the agenda for Academic Senate meetings but  
154 welcomes input about agenda items.

155 Adler further explained that an important aspect of the Academic Senates involves addressing  
156 issues stemming from Faculty Councils of schools and academic units. He encouraged senators to  
157 contact the EB about issues raised by their Faculty Councils and he described ways to  
158 communicate with the EB and to stay informed about the work of the Academic Senate, including  
159 email, Slack, and the Academic Senate Newsletter. He reminded members about the forthcoming  
160 Planning Retreat and then took questions from the floor.

161 A senator asked if other Faculty Council members can be invited to attend the Planning Retreat.  
162 Rebecca Lonergan, Past President of the Academic Senate and current President Adler suggested  
163 that this would be fine. On behalf of another senator, Tracy Tambascia, Academic Senate Vice  
164 President, asked when committee assignments would be finalized. Adler explained that the  
165 committee co-chairs were nearly finalized, at which point committee membership would be  
166 finalized in turn. Daniel Pecchenino, Administrative Vice President of the Academic Senate,  
167 indicated that most committee assignments should be finalized in the next two weeks.

#### 168 **Resolution 20/21-01 on Support for Caregivers Under COVID Conditions**

169 Academic Senate Vice President Tambascia presented and led a conversation about [Resolution](#)  
170 [20/21 on Support for Caregivers Under COVID Conditions](#). Tambascia explained that although  
171 some schools have adequately addressed dependent care needs, the EB has received numerous  
172 emails expressing concerns about available support. The EB developed the Resolution in response  
173 to these concerns. After reading the Resolution, Tambascia opened the floor for discussion and  
174 amendments. Adler mentioned that administration has agreed to convene a task force to urgently  
175 explore options for caregivers.

176 A senator asked if the Resolution is aimed specifically at faculty. Tambascia said that although our  
177 primary responsibility was to faculty, the Resolution explicitly calls for more support for staff and  
178 students too. Another senator posed questions related to scheduling of classes and plans in the

179 event of class cancellation. Adler suggested that the EB inform the task force being convened of  
180 the issues raised by the senator.

181 A senator offered comments and questions about pods and daycare services. In response, another  
182 member of the Senate suggested that we cannot rely on daycare as an option at this time. A  
183 senator inquired about whether Bright Horizons will be available to provide crisis care. Adler  
184 explained that the EB has encouraged administration to consider this option but that there is little  
185 likelihood that the University will offer this option due to its high cost.

186 A suggestion was then made by a senator to amend the resolution related to provision of  
187 subsidies. Finally, another senator made several recommendations including that the task force  
188 being convened review merit review guidelines and performance standards, and that the task  
189 force survey faculty (as well as staff and students) about their needs. Finishing off discussion  
190 about the resolution, Adler suggested that senators engage in conversations about care with their  
191 Faculty Councils and turn to the Senate for support as needed. *Adler then called for a vote on the*  
192 *amended resolution. The resolution was approved with a vote of 39 in favor, 0 opposed, and 0*  
193 *abstentions.*

#### 194 **Announcements**

195 Before announcements were made, a senator requested that the Committee on Finance and  
196 Enrollment (COFE) make a report at the next Academic Senate meeting. Adler responded that he  
197 hoped the Provost would agree to providing an update at the next meeting. Adler then made a  
198 few announcements: he welcomed Devon Brooks as the new Secretary General of the Academic  
199 Senate and he reminded senators of the Fall Planning Retreat and dates for upcoming Senate  
200 meetings for the year.

#### 201 **Adjournment**

202 Meeting was adjourned at 4:04 pm.

203

204 Respectfully submitted,

205

206



207 Devon Brooks

208 Secretary General of the Academic Senate