ACADEMIC SENATE

UNIVERSITY OF SOUTHERN CALIFORNIA

Meeting of December 16, 2020

Virtual Meeting

2:00 - 4:00 pm PST

Present (Senate Members): P. Adler, J. Ailshire, M. Apostolos, D. Armstrong, J. Baker, D. Becker, B. Belcher, D. Brooks, R. Brown, S. Bucher, A. Cannon, B. Carrington, J. Clements (alternate for G. Polidori), C. Clerc, E. Collins, M. Crowley, G. Davison, J. Dopheide, L. Ferguson, C. Finch (alternate for M. Mather), G. Giuliano, L. Gross, S. Gruskin, S. Helfter, A. Imre, J. Israel, C. Jones (alternate for P. Cardon), J. Kirschner, G. Kung, R. Labaree, R. Lonergan, T. Mayfield, J. Moore, C. Neuman, J. Nyquist, D. O'Leary, N. Olmos, L. Palinkas, D. Pecchenino, M. Press, G. Ragusa, C. Resnik, B. Salhia (alternate for G. Zada), A. Sanchez, T. Sandmeier, T. Tambascia, T. Ton, A. Uyeshiro Simon, A. Van Speybroeck, J. Walker, E. Warford, T. Wattenbarger, E. Zeamer

Absent: R. Filback

Guests (Senate Members alternates & invited guests): S. Bradforth**,** K. Carlson, R. Cislowski, T. Kobza, M. Levine, J. Loeb, R. MacKenzie, J. McLaughlin Gray, A. Motamed, T. Mueller, B. O'Connell, A. Rechenmacher, L. Serna, R. Turner, J. Wong, C. Young, C. Zachary

AGENDA

Call to Order

Academic Senate President Paul Adler called the meeting to order at 2:03 pm.

Approval of Minutes of October Senate Meeting

Academic Senate Secretary General Devon Brooks presented the November 2020 minutes for discussion and approval.

Motion to approve the November minutes. *Seconded and passed: 24 in favor, 1 opposed, and 0 abstentions.*

Call for Nominations to the Distinguished Faculty Service Award

Professor Julie Nyquist introduced the call for nominations for the Distinguished Faculty Service Award and Walter Wolf Award. She described selection criteria and procedures and encouraged faculty to submit nominations by the due date of March 2, 2021.

COVID 19 Impact Statement for Junior Faculty

Steve Bradforth (Dornsife Divisional Dean for the Physical Sciences and Mathematics) presented a COVID19 impact statement template designed by Dornsife initially with tenure track junior faculty in mind. The Provost has decided that impact statements should be optional and individual faculty should determine whether they want to include them in review materials. Further, the Provost decided that each school should determine whether/how they want to adapt the Dornsife template and approach for different faculty tracks and different reviews. The template has been shared with Deans of Faculty, and the Executive Board (EB) encourages Senators to engage with their Deans of Faculty around implementation.

43 **FEEC Survey Results**

44 In November, the EB asked the Faculty Environment and Employment Committee (FEEC) to survey
45 the faculty so that we can better understand their experiences working under COVID conditions. It
46 is hoped that results of the survey will be used to inform advocacy on behalf of faculty. Professors
47 Ashley Uyeshiro Simon, Jennifer Ailshire, and Laura Serna described methods used to conduct the
48 survey and initial university-wide findings based on data from 1,345 respondents. A full report is
49 forthcoming, and school-level data will be made available where sample size permits.

50 **Draft Resolution on Senate Representation (First Reading)**

51 Recently, the EB has been asked to increase the number of Senators representing certain schools
52 due to the growth in their faculties, but the Senate Constitution does not stipulate how to
53 determine the number of Senators for each school. In response, Adler presented for a first reading
54 a draft resolution detailing proposed changes to the representation of schools on the Academic
55 Senate. He also described the principles used to determine the proposed changes. The proposal
56 does not change the number of Senators for most schools but adds Senators for five schools. The
57 Senate will vote on the Resolution at the January Senate meeting.

58 **Draft Resolution on Retirement Benefits and Merit Increases**

59 The Engineering School Faculty Council brought a draft Resolution on retirement benefits and a
60 draft Resolution on merit increases. Adler moved to table both resolutions for two reasons. First,
61 the Senate passed a Resolution in October that affirmed the premise of the draft Resolutions—
62 that faculty want retirement benefits and merit pay increases restored in FY22. Second, the new
63 elements— that retirement benefits be incorporated into employment contracts and that the
64 implementation date for the merit raise freeze could be deferred if circumstances justify it—
65 require more exploration and vetting before the Senate considers them as Resolutions.

66 *Motion to table the Resolutions. Passed: 36 in favor, 4 opposed, and 0 abstentions.*

67 **Draft Resolution on Puliafito Report**

68 The Annenberg School Faculty Council proposed a draft Resolution on the Puliafito report, asking
69 the Administration to release the report. (Its authors offered to amend the Resolution to allow
70 redaction of the report if necessary.) Adler proposed tabling the draft Resolution because the
71 early drafts of the Senate's November 2019 Resolution asked for this same report and after
72 lengthy discussion, Senators decided instead to ask for an analysis of the "root causes" underlying
73 USC's recent scandals and an explanation of how the Administration proposes to overcome them.
74 President Folt has apologized for the delay in preparing this analysis and indicated that it is
75 forthcoming. Some Senators argued that a new Resolution was needed given an apparent
76 contradiction between the Administration's assertions that there was no written report and a
77 recent LA Times story suggesting that such a report exists. Adler moved to table the Resolution
78 until the Senate has heard President Folt's response to the November 2019 Resolution.

79 *Motion to table the Resolution. Seconded and passed: 33 in favor, 5 opposed, and 0 abstentions.*

80 **Draft Resolution on Divestment**

81 The EB brought a draft Resolution on Divestment in support of a recent Resolution passed by the
82 Undergraduate Student Government Senate that urges USC to commit to a transparent and rapid
83 sale of its investments in the fossil fuel industry, to reinvest the freed funds in clean technologies
84 and renewable energy, and to consider climate risk in its investing strategy. This request is
85 consistent with the Academic Senate's 2018 Resolution on USC's commitment to sustainability.
86 *Motion to support the Undergraduate Student Government Senate Resolution on Divestment.*

87   *Passed: 34 in favor, 2 opposed, and 4 abstentions.*

88   **Announcements**

89   Adler followed up on issues raised in the November Senate meeting:

90   • Questions were raised about the trauma-informed approach used by staff working in our
91   central EEO-Title IX and OPE offices. Adler forwarded the concerns to Vice President Catherine
92   Spear who has agreed to address these questions at a Spring Senate meeting.

93   • Some Senators have asked if the Senate could hear from the Board of Trustees. Adler plans
94   to invite the Chair of the Board of Trustees and the newly-formed Medical Enterprise Board to
95   meet with the Senate.

96   • The EB has convened a Task Force to more deeply examine salary equity and transparency.

97   • Adler will forward concerns related to the connection between sexual assault and Black at
98   USC to Sarah Van Orman, Chief Health Officer of USC Student Health, whom he expects to invite
99   back to a future Senate meeting.

100   • The EB is exploring the viability of hosting a Faculty listserv or bulletin board.

101   A Senator expressed hope that the EB and EB members serving on CoFE will share with
102   administration that the Senate has offered ideas for saving costs and generating revenue.

103   **Adjournment**

104   Meeting was adjourned at 4:10 pm.

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106   Respectfully submitted,

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109   Devon Brooks

110   Secretary General of the Academic Senate