

# USC Academic Senate

## Fall 2021 Annual Planning Retreat

**Tuesday, August 17, 9 am - 4 pm PST**

**For Retreat Materials, click [here](#).**

### Retreat Description

Following an unprecedented school year and in response to issues raised by faculty over the past few years, the Fall Retreat will address two critical and often interconnected topics: faculty well-being and shared governance at the school level.

In the morning session, attendees will be invited to dive into some of the findings from a large survey conducted by last year's Faculty Environment and Employment Committee (FEEC), which sought to better understand how remote work, caregiving responsibilities, social and political changes and conflict were impacting our faculty both personally and professionally. We have invited panelists to focus on issues of burnout and stress, and ways we can address the systemic causes of these problems, as we prepare for what is sure to be another complex year for faculty, staff, and students.

The afternoon session will look at findings from a second survey from last year, this one of Faculty Council chairs, as a jumping off point for a discussion about school-level shared governance. While the survey found some common experiences and concerns for those leading Faculty Councils, it also revealed a good deal of variance in how Faculty Councils work with Deans, engage with their constituents, and interact with the Academic Senate. Attendees will hear from some of last year's Faculty Council chairs about their experiences and participate in a conversation about how the Senate can support Faculty Councils in their efforts to have a more prominent role in developing and revising the school-level policies that affect our work and well-being on a daily basis.

## Schedule Overview

- 9:00-9:20 Welcome (Academic Senate President Tracy Tambascia)
- 9:20-9:45 Opening Comments (President Carol Folt)
- 9:45-9:50 *Session I: Faculty well-being at USC: Systemic issues & what to anticipate for Fall 2021* (Alisa Sánchez and Elisa Warford, Senate Executive Board members)
- 9:50-10:05 Observations from Faculty Environment & Employment (FEEC) Committee report  
Jennifer Ailshire and Laura Serna, Faculty Environment and Employment Committee, 2020-21
- 10:05-10:30 Panelists: Ways to create healthier environments for faculty, increase well-being and address systemic causes of burnout and stress; engaging FEEC Committee report recommendations:
- Quade French, Ph.D., Clinical Psychologist and Consultant, USC Campus Wellbeing & Education
  - Chantal Young, Assistant Professor of Clinical Psychiatry and the Behavioral Sciences, Chair of the Keck Wellness Council (Keck)
- 10:30-10:45 BREAK
- 10:45-11:30 Small Group Discussion ([discussion prompts](#) and [small group reports](#))
- We encourage faculty to spend some time sharing and supporting one another.
1. With this year's complicated return to in-person classes, what are immediate steps we can take to ease faculty burnout and stress or otherwise support faculty in their return?
    - a. Faculty needs:
      - What do caregiving faculty need?
      - What do BIPOC faculty need?
      - What do RTPC faculty need?
      - What do TT faculty need?
      - What other faculty groups should we consider that we haven't yet discussed?
    - b. Actions:
      - What can Faculty Councils do?
      - What can deans do?

What can the Senate do?  
What can central administration do?  
What are other models at USC or other institutions?

2. What are intermediate or longer-term steps we can take?

- 11:30-12:00 Report back from Group Spokesperson (please only report responses not previously reported) (facilitated by Sofia Gruskin, Senate Executive Board member)
- 12:00-1:00 LUNCH
- 1:00-1:20 Afternoon Remarks (Provost Chip Zukoski)
- 1:20-1:25 *Session II: Strengthening shared governance through Faculty Councils* (Dan Pecchenino and Devon Brooks, Senate Executive Board members) (for Session II materials, [click here](#))
- 1:25-1:40 Observations on Shared Governance at USC (Immediate Past President Paul Adler)
- 1:40-2:20 Panelists: Exemplars of Effective Approaches to Shared Governance and Faculty Councils
- Els Collins, Professor of Theatre Practice in Production (Dramatic Arts)
  - Rob Filback, Professor of Clinical Education (Rossier)
  - Larry Gross, Professor of Communication (Annenberg)
  - Jennifer Israel, Clinical Associate Professor of Obstetrics and Gynecology (Keck)
- 2:20-2:35 BREAK
- 2:35-3:20 Small Group Discussion ([discussion prompts](#) and [small group reports](#))
1. Within Schools/Academic units, what strategies can **Faculty Councils** use to achieve the TOP 5 areas in need of strengthening (see attachment)?
  2. Within Schools/Academic units, how can **deans and senior leadership** better support shared governance and the work of Faculty Councils? How can deans and senior leadership help build leadership capacity?
  3. What can the **Academic Senate and university leadership** do to better support shared governance in Schools/Academic Units and the work of Faculty Councils? How can the Academic Senate and university leadership help build leadership capacity?
- 3:20-3:50 Report Back from Group Spokesperson (please only report responses not

previously reported) (facilitated by Ben Carrington, Senate Executive Board Members)

3:50-4:00 Closing Comments (Academic Senate President Tracy Tambascia)