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ACADEMIC SENATE
UNIVERSITY OF SOUTHERN CALIFORNIA

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Emergency Meeting of August 4, 2021

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Virtual Meeting

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2:00 - 4:00 pm PST

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Present (Senate Members): C. Adams (alternate for A. Campbell), P. Adler, T. Allen (alternate for T. Kobza), M. Apostolos, D. Armstrong, J. Baker, D. Becker, C. Beckman, B. Belcher, D. Brooks, P. Cardon, K. Carlson (alternate for M. Press), B. Carrington, J. Clements, D. Cole, E. Collins, E. Fife (alternate for J. Moore), C. Finch, L. Gross, S. Gruskin, S. Gupta, A. Imre, J. Israel, L. Klerman, R. Labaree, K. Lincoln, A. Mackay (alternate for J. Dopheide), J. Matsusaka, T. Mayfield, J. McLaughlin Gray (alternate for C. Resnik), C. Neuman (alternate for A. Rechenmacher), J. Nyquist, J. Parr, S. Payne, D. Pecchenino, G. Ragusa, B. Salhia, A. Sanchez, T. Sandmeier, T. Tambascia, T. Ton (alternate for S. Zweig), A. Uyeshiro Simon, A. Van Speybroeck, J. Walker, E. Warford, R. Watanabe (alternate for G. Kung), A. Wilcox, R. Wood, C. Young, G. Zada, E. Zeamer, S. Zweig (attended part of the meeting)

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Absent: M. Crowley

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Guests (Senate Members alternates & invited guests): G. Davison, L. Gale, M. Levine, R. Lonergan, S. Narayanan, A. Rutkowski, R. Turner

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AGENDA

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Call to Order

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Academic Senate President Tambascia called the meeting to order at 2:02 pm.

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Establishing Quorum

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Academic Senate Secretary General Brooks established that a quorum had been met for the emergency meeting.

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Introduction of Faculty Handbook Resolution #21-22-01 and First Reading: Handbook Committee Co-Chairs

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Senate President Tambascia welcomed Senators and thanked them for making time to attend two emergency Senate meetings. She then explained the twofold purposes of the meetings: in the first meeting, to have a first reading and initial discussion of a [Resolution](#) to modify the Faculty Handbook, and in the second meeting, to have a second reading, continued discussion, and vote on the resolution.

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Jessica Parr, Co-Chair of the Handbook Committee, did the first reading of the Resolution and walked senators through the proposed changes to the Handbook, all of which are in Chapters 6-8. The Resolution involves adding language to the Handbook that references the inclusion of the August 2020 Policy Prohibiting Discrimination, Harassment, and Retaliation in the Faculty Handbook and the processes for resolving cases, which are referred to as the EEO-TIX Policies in the Handbook. The Resolution also involves making other editorial changes to reflect Handbook changes that were approved by the Senate in Spring 2021.

43 Handbook Committee Co-Chair John Matsusaka provided additional comments related to the
44 overall arc of structuring and modification of the Faculty Handbook that began the previous
45 spring. He also described the concept of “adoption by reference” (in this case, referring in the
46 Handbook to written policies that exist outside the Handbook) and the rationale of incorporating
47 Handbook changes by using the adoption by reference strategy.

48 Paul Adler, Immediate Past President of the Senate, provided additional background information
49 and the historical context for the Handbook changes, including the need for the University to put
50 into place new policies related to protected class misconduct categories so that our policies are in
51 compliance with federal law and regulations, and that Handbook language reflects recent changes
52 to USC policy.

53 **Open Discussion**

54 President Tambascia then opened the floor for discussion about the Resolution and proposed
55 Handbook changes. Concerns expressed during open discussion included those related to

- 56 • the concept of adoption by reference;
57 • not including a live hearing requirement in the sexual misconduct review process;
58 • the preponderance of evidence standard (for both parties);
59 • the distinction between consultation and approval of Handbook language by the Senate;
60 and
61 • that the current appeal processes described in the Faculty Handbook still apply.

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63 **Adjournment**

64 Meeting was adjourned at 2:55 pm.

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66 Respectfully submitted,

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69 Devon Brooks

70 Secretary General of the Academic Senate