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2 **ACADEMIC SENATE**

3 **UNIVERSITY OF SOUTHERN CALIFORNIA**

4 Meeting of December 14, 2022

5 Hybrid Meeting

6 2:00 - 4:00 pm PST

7
8 **Present (Senate Members):** M. Apostolos, N. Ashe-McNalley, C. Barrio, D. Becker,
9 D. Beltran, L. Berntsen, M. Bodie, K. Carlson, T. Church, J. Clements, D. Cole, S.
10 Dughmi, S. Faris, J. Ferris, S. Gruskin, L. Hoffman, K. Imagawa, S. Iqbal, N. Jia, E.
11 Jonckheere, C. Jones, R. Jubran, S. Kim, T. Kirkland, G. Kung (alternate for D.
12 Armstrong), R. Labaree, L. Lewis, C. Lee, F. Liley, J. Matsusaka, T. Mayfield, F. Nadim,
13 C. Neuman, S. Niemiec, S. Nye, J. Nyquist, S. Niemiec, L. Olvera, R. Pacula, D.
14 Pecchenino, L. Perin Gallandt, S. Rao, C. Resnik, A. Rutkowski, E. Ryo (alternate for S.
15 Altman), A. Sanchez, A. Siegel, C. Smith, C. Soto, T. Tambascia, A. Tzoytzoyrakos, J.
16 Walker, E. Warford, N. Warren, K. Wilber, C. Young

17
18 **Absent:** D. Armstrong, M. Chatterjee, d.S. Grimes, S. Fereshteh, S. Hsu, W. Mack, C.
19 Pantano-Rubino, T. Patel, B. Salhia, O. Trujillo

20 **Guests (Senate Members alternates & invited guests):** F. Bar, J. Dinalo, E. Fife, C. Folt, E. Graddy,
21 H. Jaddoud, A. Imre, J. Keim, M. Levine, J. Moore, K. Savla, A. Stott, M. Vicedo, C. Zachary
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23 **AGENDA**

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25 **Call to Order**

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

27 **Approval of Minutes**

28 Secretary Young presented the November Academic Senate meeting minutes for approval.

29 ***Motion to approve November minutes.*** Seconded and passed. 35 in favor, 0 opposed, 0
30 abstentions.

31 **Executive Board Updates**

32 **Faculty Council Chairs Meeting:** President Pecchenino updated the Senate on the activities of the
33 Executive Board. The Executive Board held its first meeting of Faculty Council Chairs in November
34 2022. FC bylaws were discussed and chairs were encouraged to review existing bylaws against EB-
35 presented required items for inclusion. These items include voting procedures, who can run, term
36 limits, etc. Faculty Councils that currently do not have bylaws will work on drafting a document to
37 have in place by elections in the Spring. The next meeting will center around governance
38 responsibility matrices and how to approach the various Dean relationships that exist in order to
39 gain more consultation consistency across the schools.

40 **SB-1162:** President Pecchenino explained that this new law which will take effect on Jan 1, 2023
41 will create big changes for businesses, including USC. All job ads will need to have an expected
42 salary range (both staff and faculty) and any employee can go to their employer and ask for the
43 current salary range for their current job. Pecchenino believes there's a way for Faculty Councils to
44 be engaged with their Deans to make this as transparent and non-bureaucratic as possible. He

45 suggested that FCs can be conduits of this information and may suggest strategies to disseminate
46 this information in a way that feels more meaningfully transparent. A Senator noted that this
47 seemed more like a faculty affairs issue. President Pecchenino explained that because this
48 question is coming directly from an employee, the FC should be in a position to represent broad
49 faculty needs and proactively come up with ways to make this data readily available with proper
50 context. A Senator asked how this intersects with the Compensation Committee. President
51 Pecchenino explained that the purpose of the Compensation Committee is to gather information
52 about compensation across the university in order to better inform discussions among faculty and
53 among governance bodies. So this committee, at the Faculty Council level, could be the conduit
54 through which these conversations are had with the Dean. A Senator recommended a resolution
55 from the Senate in order to be responsive to faculty requests within the spirit of this law.
56 President Pecchenino stated additional conversations would need to be had in order to not take
57 away potential leverage from some Faculty Councils.

58 **Updates from Faculty Councils on their Fall activities and discussions**

59 President Pecchenino prefaced the updates by reiterating his desire to keep the Senate's focus on
60 and improving school-level governance in order to improve the lives of faculty on day-to-day
61 workplace issues.

62 **Annenberg:** Chris Smith - Their primary goal is to work with the Dean to identify ways to assist in
63 refortifying community at their school in a post-COVID context. They are planning a Faculty/Staff
64 retreat and there is a desire to know what the school will look like in 5 years as well as a 5-year
65 hiring plan.

66 **Architecture:** Lee Olvera - They have been consumed by the previous Dean's departure and are
67 figuring out the best way to work with their interim Dean. They are invested in trying to get both
68 faculty and FC to have a more substantive voice in the Dean search.

69 **Bovard:** Diana Beltran - They are working to update their bylaws to ensure consistent language
70 with other councils. They have had discussions around faculty employment, reappointment,
71 evaluation, and promotion review. While they are a fully online college, they discussed having an
72 in-person graduation.

73 **Marshall:** Christopher Jones - They are reviewing changes to curriculum and academic
74 programs. Three things they are currently working on: 1) They have started a taskforce with
75 administration's cooperation to look into their annual review process to make modifications to
76 it. 2) They are discussing office space usage and contemplating voluntary office sharing. This is a
77 controversial topic that directly affects faculty welfare. 3) They don't yet have bylaws but are
78 hoping to finish it in the Spring and they are reviewing/revising their faculty governance matrix
79 and incorporating it into their faculty handbook.

80 **Kaufman:** Margo Apostolos - They recently worked with the Dean to work on promotion for their
81 part time faculty. They have bylaws that are embedded in their strategic plan. Their goal is to
82 improve and enact the Faculty Council to work with their shared governance and new Dean.

83 **Dornsife:** Jim Clements - They have set up a cross-cultural learning community to provide support
84 and resources for faculty in creating more equitable course assignments in classrooms. They have
85 conducted two surveys and reports on perceptions of the merit review process. As a result, they
86 have put together a set of requests of best practices for future merit review guidelines. They've
87 also been in conversation with the administration about the creation of an additional rank for
88 RTPC faculty on the lecturer stream and have launched a salary and compensation committee that
89 will provide an annual report on budgetary matters.

90 **OT:** Stacey Schepens Niemiec - An inaugural Council, they have been discussing how they are
91 interfacing and engaging with leadership. They are also working to engage faculty in open FC
92 meetings, individual consultations, and surveying of faculty. They are looking at conveying the
93 experiences of faculty and assessing how those issues are relayed to the leadership team. They
94 worked at length on merit review, particularly because they have many faculty who are practicing.
95 They are also exploring compensation issues, reviewing bylaws, and looking at elections in Spring.

96 **PT:** Cheryl Resnik - They are currently in rebuilding mode as they are divided into various types of
97 faculty. They held their first full faculty meeting, separated into faculty groups, to discuss what is
98 going well and where things need to improve. Pain points include rapid growth and the online
99 program. They've had issues with communication, resources, and sharing institutional knowledge.
100 They have created a confidential reporting email link and will use the data gathered to drive
101 activities for the coming year.

102 **Dramatic Arts:** Scott Faris - The Council has been through an administrative restructure due to the
103 school being broken up into departments. Several former FC members have been named
104 department chairs. They hope to begin work in January.

105 **Rossier:** Darnell Cole - They are in the process of building on last year's gain. They have changed
106 the makeup of the executive council. They are moving to redesign the representation of the
107 Faculty Council so that it's more representative and considers a variety of characteristics. The goal
108 is to begin to take on bylaw changes and work in collaboration with their Dean towards strategic
109 vision and strategic planning processes that are designed to be collaborative in nature. The new
110 council will also tackle critical issues of salary, merit pay, etc.

111 **Viterbi:** Edmond Jonckheere - There is concern over DEI, in particular, what other constraints will
112 be placed upon them. Other perceived concerns were the 401A salary freeze, student cheating,
113 confidentiality, and salary benchmarking.

114 **Gerontology:** Kate Wilber - The Council planned and held a mini retreat to look at strategic vision
115 and goals geared towards recruitment decisions. They have been working on the merit and annual
116 review process in order to standardize forms as much as possible.

117 **Iovine/Young:** Aaron Siegel - They approved their faculty documents for RTPC faculty. Their
118 council meetings tend to be centered around addressing time sensitive student issues, curriculum
119 growth, and proposals to create new classes. They established separate committees for
120 curriculum and merit review. They are focusing on their student growth plan and looking at faculty
121 hiring. They are collaborating on a book to publish for their 10 year anniversary.

122 Remaining schools will be placed on the January agenda.

123 **Conversation with Vice Provost and Dean of the Graduate School Andy Stott about PhD**
124 **Outcomes project**

125 Dean Stott presented on [PhD Outcomes Initiative](#). The Graduate School put together a group with
126 the Graduate Deans of various schools to work on identifying whether the documented outcomes
127 of PhD programs align with the content and the stated goals of those programs. The PhD Program
128 Characteristics can be found on [The Graduate School's website](#). This shows anonymized inputs
129 and outputs of graduate school programs and allows interested students to work with mentors to
130 determine what is best for them.

131 Dean Stott provided key recommendations around admissions, outcomes, mentorship,
132 professional development, etc. He will sponsor a series of workshops/symposium/conversations in
133 order to move forward with the best way to apply these recommendations at the local level.

134 **Conversation with President Folt and Executive Vice Provost Graddy**

135
136 President Folt and Executive Vice Provost Graddy spoke about the transition moving into the new
137 year. President Folt started by sharing that the university is at a much better place and a lot of
138 progress has been made. She thanked Provost Zukoski for his work in helping get USC to this
139 better place, and she noted that our intention is to not slow any of our ongoing initiatives as we
140 look for a new Provost. She outlined some of the challenges and opportunities facing USC and
141 higher education. She also discussed the relationship between the Provost position and the Senior
142 Vice President for Health Affairs, reiterating that tenure and promotion would remain the purview
143 of the Provost's Office for all faculty.

144
145 EVP Graddy shared that Kelvin Davies has agreed to serve as the Executive Vice Provost of Faculty
146 Affairs while she works as Interim Provost

147
148 President Pecchenino asked what are we looking for in a new Provost. President Folt stated that
149 the exact same position description will go out and the same search firm will be used. The
150 President will name the committee at the beginning of the new year. In general, the new Provost
151 must be collaborative and understand the size and scale of a place like USC.

152
153 **Closing Remarks**

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155 President Pecchenino thanked everyone for the work they've done over the semester.

156
157 **Adjournment**

158 President Pecchenino adjourned the meeting at 4:05 pm.

159
160 Respectfully submitted,

A handwritten signature in black ink, appearing to read "Christal Young". The signature is fluid and cursive, with a large initial "C" and a stylized "Y".

161
162 Christal Young
163 Secretary General of the Academic Senate

164