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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

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

Updates from Faculty Councils on their Fall activities and discussions

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Remaining schools will be placed on the January agenda.

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

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

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

Conversation with President Folt and Executive Vice Provost Graddy

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

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

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

Closing Remarks

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

Adjournment

President Pecchenino adjourned the meeting at 4:05 pm.

Respectfully submitted,



Christal Young

Secretary General of the Academic Senate