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2 **ACADEMIC SENATE**

3 **UNIVERSITY OF SOUTHERN CALIFORNIA**

4 Meeting of March 22, 2023

5 Hybrid Meeting

6 2:00 - 4:00 pm PST  
7

8 **Present (Senate Members):** M. Apostolos, C. Barrio, D. Becker, D. Beltran, L.  
9 Berntsen, M. Bodie, K. Carlson, M. Chatterjee (alternate for J. Clements), D. Cole, A.  
10 Das (alternate-V), J. Dopheide, d. S. Grimes, S. Gruskin, S. Hsu, C. Jones, R. Jubran, S.  
11 Kim, T. Kirkland, G. Kung (alternate-V), L. Lewis, T. Mayfield, C. Neuman (alternate-  
12 V), S. Niemiec, L. Olvera, R. Pacula, T. Patel, D. Pecchenino, L. Perin Gallandt, A.  
13 Rutkowski, B. Salhia, A. Sanchez, A. Siegel, K. Subramanyam (alternate for N. Jia), T.  
14 Tambascia, E. Warford, R. Watanabe (alternate-V), K. Wilber, C. Young

15 **Absent:** S. Altman, D. Armstrong, J. Clements, S. Faris, S. Fereshteh, K. Imagawa, S.  
16 Iqbal, E. Jonckheere, F. Liley, W. Mack, M. Nadim, S. Nye, C. Pantino-Rubino, S. Rao,  
17 C. Resnick, C. Smith, C. Soto, O. Trujillo, J. Walker

18 **Guests (Senate Members alternates & invited guests):** N. Ashe-McNalley, R. Cislowski, K.  
19 Culpepper, A. D'Amato, C. El Haddad, R. Enciso, E. Fife, A. Foster, S. Giwa, A. Hasan, A. Imre, H.  
20 Kaslow., J. Keim, A. Coulourides Kogan, R. Labaree, M. Levine, E. Liman, P.T. McNiff, S. Mednick, J.  
21 Moore, J. Nyquist, G. Ragusa, K. Savla, A. Schöenthal, S. Shroyer, E. Tinoco, A. Uyeshiro Simon, N.  
22 Warren, A. Zhumazhanov  
23

24 **AGENDA**

25  
26 **Call to Order**

27 Academic Senate President Pecchenino called the meeting to order at 2:01 pm.

28 **Welcome**

29 President Pecchenino announced that due to some unavoidable issues, the February meeting  
30 minutes will be distributed and voted on along with the March meeting minutes at the April 19th  
31 Senate meeting.

32 **Updates from the Executive Board**

33 President Pecchenino introduced Michele Medina, the Senate's new Office Manager, who joined  
34 the Senate from Viterbi. He also noted that the Executive Board is working on an end-of-year  
35 event to help set up the work of next year's Senate and Faculty Councils.

36 **Presentation from Employee Relations Advisory Group**

37 Co-Chairs Tracy Tambascia, Kristi Culpepper, and Stacy Giwa [presented](#) on the work conducted by  
38 sub-committees and the advisory group on the Employee Relations for both staff and faculty. They  
39 also shared and further explained their [final report and recommendations](#). Discussion included  
40 questions about processes, implementation, and consultation, as well as the relationship between  
41 this body's recommendations and the ongoing work of the Faculty Handbook Committee. One  
42 Senator expressed concerns that perceived power dynamics between faculty and staff can lead to  
43 assumptions about who is at fault in a conflict. This concern was affirmed by other Senators, and  
44 the co-chairs acknowledged it.

45 **Presentation from Research Committee**

46 Co-Chairs Bodour Salhia and Darnell Cole presented [updates](#) on the University Research  
47 Committee and subcommittees. The committee identified areas that impact the efficiency and  
48 fairness of work and research environments across schools. Discussion affirmed the pain points  
49 identified by the committee, including concerns about the need for consistent staffing. President  
50 Pecchenino noted synergies between the committee's work on postdocs and ongoing efforts in  
51 this space being led by Interim Vice Provost for Academic and Faculty Affairs Kelvin Davies.

52 **Presentation from RTPC Faculty Affairs Committee**

53 Co-Chairs Amber Foster and Reyes Enciso presented an update on the [work](#) conducted by the  
54 committee which has focused on opportunities for professional advancement for RTPC faculty.  
55 Their recommendation primarily focused on expansion of sabbatical/paid leave for professional  
56 activities. Discussion touched on how this proposal might impact existing sabbatical opportunities,  
57 what this might look like for different kinds of faculty, and how to ensure consistency across  
58 schools. One faculty member suggested that the committee develop an economic rationale for  
59 the proposal to make the case even more compelling.

60 **Presentation from Faculty Environment and Employment Committee**

61 Faculty Environment and Employee Committee Co-Chair Ruth Cislowski addressed the Senate to  
62 promote the committee's [survey of faculty](#) who primarily work remotely. She noted that the  
63 committee had reached out to Deans of Faculty to obtain lists of remote faculty, and she  
64 encouraged Faculty Council chairs to help ensure that the survey reaches their colleagues who  
65 work remotely.

66 **Adjournment**

67 President Pecchenino adjourned the meeting at 4:04 pm.

68  
69 Respectfully submitted,

70 

71 Christal Young

72 Secretary General of the Academic Senate