

1 **ACADEMIC SENATE**

2 **UNIVERSITY OF SOUTHERN CALIFORNIA**

3 May 10, 2023
4 Hybrid Meeting
5 2:00 - 4:00 pm PST
6

7 **Present (Senate Members):** S. Altman, M. Alavi (alternate-V), M. Apostolos, D. Armstrong, C.
8 Barrio, D. Becker, D. Beltran, L. Berntsen, M. Bodie, D. Brooks, J. Cantiello, K. Carlson, M.
9 Chatterjee, P. Chang (alternate-V), T. Church, J. Clements, D. Cole, J. Dinalo (alternate-V), C. El-
10 Haddad, R. Enciso, S. Fereshteh, E. Fife (alternate-V), N. Houser (alternate-V), S. Hsu, K.
11 Imagawa, J. Israel (alternate-V), H. Jaddoud (alternate 1), C. Jones, E. Jonckheere, R. Jubran, S.
12 Kim, T. Kirkland, M. Kong (in person alternate-V), R. Labaree (alternate-V), C. Lee, L. Lewis, P.T.
13 McNiff, J. Matsusaka, T. Mayfield, C. Neuman (alternate-V), S. Nye, J. Nyquist, L. Olvera, R.
14 Pacula, D. Pecchenino, L. Perin Gallandt, S. Rao, C. Resnick, A. Rutkowski, B. Salhia, K. Savla,
15 (alternate-V), A. Sanchez, S. Schepens Niemiec, A. Siegel, C. Smith, C. Soto, A. Tzoytzoyrakos, E.
16 Warford, R. Watanabe (alternate-V), K. Wilber, R. Wood, and C. Young.

17 **Absent:** J. Armour, N. Ashe, P. Burch, M. Cheng, R. Ciscowski, J. Condon, P. Crispen, A. Das, A.
18 Dashiell Sparks, J. Dopheide, O. El Sawy, S. Faris, A. Foster, L. Ferguson, L. Hoffman, S. Iqbal, N.
19 Jia, T. Kirkland, T. Kobza, G. Kung, C. Lee, L. Leeman, L. Lemarchand, F. Lilley, R. Mackenzie, W.
20 Mack, M. Nadim, E. Ochi, Carlos Pantano Rubino, L. Picus, V. Rindova, D. Sabela Grimes B.
21 Salhia, G. Sanchez, T. Sandmeier, B. Sheehan, KR Subramanayam, O. Trujillo, A. Uyeshiro Simon,
22 J. Walker, and A. Yang.

23 **Guests (Senate Members alternates & invited guests):** Eric Brink, P. Cannon, S. Dughmi, Carol
24 Folt, Elizabeth Graddy, A. Imre, R. Jain, E. Johnson, Beong-Soo Kim, J. Lantz, TJ McCarthy, P.
25 Mills, A Moore, Jim Moore, Rene Pak, T. Patel, A. Penkova, S. Shoyer, A. Speights, James Staten,
26 J. Swift, M. Thom, H. Thompson, Miki Turner, H. Wang, N. Warren, J. Wild, Felicia Washington,
27 and C. Zachary.
28
29

30 **AGENDA**

31 **Call to Order: Dan Pecchenino, Senate President**

32 Academic Senate President Pecchenino called the meeting to order at 2:05pm.

33 **Approval of March and April meeting minutes: Christal Young, Secretary General**

34 Secretary Young presented the [March](#) and [April](#) Academic Senate meeting minutes for
35 approval.

36 ***Motion to approve March minutes.*** Seconded and passed. 29 in favor, 0 opposed, 1
37 abstention.

Motion to approve April meeting minutes. Seconded and passed. 31 in favor, 0 opposed, 0 abstentions.

The minutes from the May meeting will be voted on in the Fall at the September Senate meeting.

Introduction of 2023-24 Academic Senate Executive Board: Margo Apostolos, Academic Vice President

Academic Vice President Margo Apostolos announced [results of the election for the 2023-2024 Academic Senate Executive Board](#). Rima Jubran (Keck School of Medicine) was elected Academic Vice President for 2023-2024 and will go on to serve as Senate President for 2024-2025. Christine El Haddad (Marshall School of Business) was elected to serve a two-year term as Administrative Vice President. Elected to serve a one-year term as members-at-large were Sofia Gruskin (Gould School of Law and Keck School of Medicine); John Matsusaka (Marshall School of Business); Lorraine Turcotte (Dornsife College of Letters, Arts, and Sciences); and Miki Turner (Annenberg School of Communication and Journalism).

President Pecchenino also acknowledged and thanked the outgoing Executive Board members for their service: Tracey Tambascia, Immediate Past President; Alisa Sanchez, Administrative Vice President; and Lavonna Lewis, Member At Large.

Discussion with President Folt and Members of the Senior Administration

President Folt began her remarks by acknowledging that this was her first full academic year in person. She went on to discuss progress in the work being done across the university over the last 5 months. This includes the launch of the \$1 billion advanced computing initiative (Frontiers of Computing) which was the culmination of 3 1/2 years of planning; the launch of the new Washington D.C. Campus; the Center for Generative AI, the first in the country; the opening of the Allyson Felix Field and the naming of the Alfred Mann School of Pharmacy. She shared that the university was able to pay off \$2.5 billion in debt while facing other costs and still providing the first tranche of increasing compensation, which the university is committed to continuing.

The President acknowledged the many changes happening including Elizabeth Graddy stepping down as Interim Provost. President Folt thanked Interim Provost Graddy for doing a wonderful job and making a smooth and beautiful transition for our incoming Provost Andrew Guzman. President Folt also shared her excitement for incoming Provost Guzman and all of the new leadership on the Senate. She acknowledged the importance of faculty governance and that we are lucky compared to many other parts of the country and expressed worry about what the future will bring with regards to the current politics of the nation. President Folt added that this is another reason why the Washington D.C. campus is so important now and stated that D.C. needs the voices of great research universities to be speaking out.

President Folt addressed a request from the Senate regarding access to historical archival material. She shared that the university will make Board of Trustee member minutes and Presidential materials available for the campus community, and eventually public record. Beong-Soo Kim, Senior Vice President and General Counsel, added that minutes would be

available 35 years after the creation of those materials and Presidential archives would become available 35 years after the end of the President's term.

Felicia Washington addressed recent potential changes in the daycare policy with Bright Horizons. She explained that the University will continue to subsidize those tuition increases that have occurred since 2018. The University will work with the families that use this program to discuss options to move forward.

Erik Brink, Interim CFO, provided a high-level financial overview of the University. He shared that the University is in a strong financial position. In addition to making the final legacy payments for legal and Covid expenses, Moody's and Standard & Poors' has improved our credit rating from a negative outlook to stable. The University has grown top-line revenue by over 53% since 2017. This was accomplished through increased research growth, student body interest, stable earnings of the health care system, and fundraising growth. Interim CFO Brink also shared a snapshot of the University's financial statement for fiscal year 2022. Of the \$6.1 Billion operating budget, \$314 Million (5%) comes from the distribution of endowment spending. This is in comparison to many smaller ivy league institutions where 40% of their operating budget comes from their endowment. President Folt emphasized that the endowment helps the university do great things but it does not sustain the operations.

A Senator asked a question whether there was concern regarding the sustainability of student tuition increases. President Folt shared that the University is 80th on net tuition and gives out more financial aid than most of our peers on a per capita basis. Tuition raises go directly into financial aid as well as faculty raises. President Folt also stated her goal to raise \$1 Billion into the endowment to help offset financial aid assistance.

Presentation from Merit Review Task Force

Co-chair Jessica Cantiello gave a [presentation](#) based on the [Report from the Annual/Merit Review Task Force](#). Co-chair Cantiello shared findings and recommendations based on a survey of all schools surrounding the merit review process, clarity, transparency, and communication. The recommendations seek to promote consistency across the University, ensure fairness and trust within the system, and encourage faculty buy-in.

Approximately half of the schools surveyed were already explicitly making the connection between merit score and pay but were not communicating that out. For those not following this process, additional conversations with those decision makers may need to be had in order to understand what is determining merit increase if it is not the merit score.

Final Discussion of Faculty Handbook Amendments

Co-chairs John Matsusaka and Ruth Wood facilitated a second read and final discussion for the [Faculty Handbook Amendments](#). They added that there were three additional amendments from the Administration including language that adds "except as required by law." There was a question from the floor regarding friendly amendment #5. Vice Provost and Senior Advisor Martine Levine explained that there is a position in the Handbook that addresses what may happen in the event that the University is ever in extreme financial crisis to the point that everyone would be fired; this is called "indefinite suspension without pay." The friendly

117 amendment seeks to provide a lesser alternative that is pro rata pay cuts. President Pecchenino
118 and co-chairs agreed to pause incorporation of friendly amendment #5 for further discussion
119 during next year's committee. Motion from Academic Senate Executive Board to approve
120 resolution with friendly amendments #6 and #7. Motion passed: 40 in favor, 0 opposed, 0
121 abstentions.

122 **Remarks from President Pecchenino**

123 President Pecchenino thanked the Senate and shared that he enjoyed working with everyone
124 this year.

125 **Adjournment**

126 President Pecchenino adjourned the meeting at 4:03pm.

127 Respectfully submitted,

128 

129 Christal Young
130 Secretary General of the Academic Senate

APPROVED