

1 **ACADEMIC SENATE**

2 **UNIVERSITY OF SOUTHERN CALIFORNIA**

3 January 17, 2024
4 Hybrid Meeting
5 2:00 - 4:00 pm PST
6

7 **Present (Senate Members):** P. Adler, S. Altman, M. Apostolos, J. Bankard, M. Bayiz, D. Becker,
8 K. Carlson, A. Cannon, M. Chatterjee, T. D. Church, J. Dinalo, S. Dughmi, N. Duquette, C. El-
9 Haddad, D. S. Grimes, S. Gruskin, N. Houser, S. Hsu, K. Imagawa, J. Israel, R. Jubran, S. Kim, M.
10 Kong, V. Kuhn, G. Kung, R. Labaree, M. Mather (V-Alternate for D. Lee), C. Neuman, S. Niemiec,
11 S. Nye, L. Olvera, T. Patel, D. Pecchenino, L. Perin Gallant, M. Philadelphia, S. Rao, A. Samkian, K.
12 Savla (V-Alternate for E. Fife), S. Shroyer (V-Alternate for S. Faris), A. Siegel, B. Swartout J. Swift
13 (V-Alternate for G. Botana), L. Turcotte, A. Tzoytzoyrakos, J. Walker, E. Warford, A. Yang, C.
14 Young

15 **Absent:** S. Aguilar, M. Aranda, J. Armour, S. Barbot, C. M. Beckman, S. Bradforth, D. Brooks, J.
16 Condon, A. Das, A. Dukes, S. Faris, E. Fife, A. Imre, S. Iqbal, J. Kirschner, C. Lee, D. Lee, L. Lewis, J.
17 Lin, T.J. McCarthy, W. Mack, L. Matchison, J. Matsusaka, M. Nadim, R. Parke, J. Parr, G. Prieto
18 Botana, B. Salhia, T. Sandmeier, G. Sanchez, C. Soto, M. Turner, J. Urbano, A. Uyeshiro Simon, K.
19 Wilber, J. Wild

20 **Guests (Senate Members alternates & invited guests):** M. Andersen, F. Bar, E. Bayrak, C.
21 Bresnahan, M. Burroughs, P. Cannon, J. Dopheide, S. Enguidanos, A. Hollingshead, E. Johnson,
22 H. Kaslow, B. Soo Kim, S. Kumar, B. Lemgruber, M. Levine, M. Levy, Gautam Malhotra, L. Mann,
23 L. Martin, J. Moore, R. Newmyer
24

25 **AGENDA**

26
27 **Call to order: Margo K. Apostolos, Senate President**

28 Academic Senate President Apostolos called the meeting to order at 2:03pm.

29 **Approval of the November and December Meeting Minutes; Cristal Young, Secretary**

30 **General**

31 Secretary Young presented the [November](#) and [December](#) Academic Senate meeting minutes for
32 approval.
33

34 ***Motion to approve November minutes.*** Seconded and passed. 23 in favor, 1 opposed, 1
35 abstention.

36 **Motion to approve December minutes.** Seconded and passed. 27 in favor, 0 opposed, 1
37 abstention.

38

39 **Presentation from Office of Culture, Ethics and Compliance**

40 Michael Burroughs, Executive Director, and Llanet Martin, Culture Program Director, gave a
41 [presentation](#) on the process of launching the 2024 Culture Survey. The goal of this project is to
42 identify collaborative opportunities to make sure that the survey has the largest impact
43 possible. The survey will run from Jan 22 through February 16, 2024. The Office of Culture,
44 Ethics and Compliance will be working with individual units and schools to provide report-back
45 sessions to discuss results and inform action planning. Survey participation incentives are
46 available.

47

48 Q&A

- 49 ● A guest asked about the process for selecting the 6 unifying values.
 - 50 ○ Director Burroughs shared that the selection process was a collection of the data
 - 51 that came out of the survey in a range of top selections across faculty, staff, and
 - 52 students. There were between 20 to 30 top values that came out of that data;
 - 53 many of which overlapped or were closely related. There were 175 town halls
 - 54 and discussion sessions held university-wide and for all communities to define
 - 55 and prioritize the values after the survey. The guest shared that The Office was
 - 56 confident that there will be themes that will bubble up that will inform
 - 57 conversations.
 - 58 ○ The guest indicated that he disagreed with many of the unifying values and
 - 59 thought there would be more agreement across the university community if
 - 60 these values were expressed in higher level terms. He reported that he had a
 - 61 number of libertarian or conservative colleagues who believed they could not be
 - 62 public about their viewpoints because they felt it would not be in their
 - 63 professional interest to do so.
 - 64 ○ Director Burroughs shared that it was important for the University to assess
 - 65 where we are on the values that were defined in 2019 and agreed that it may be
 - 66 worth considering whether these values are comprehensive or whether there
 - 67 need to be changes made moving forward in the future.
- 68 ● A senator asked what efforts would be made to convey anonymity of respondents?
 - 69 ○ Leader letters and communications toolkit includes language that stresses and
 - 70 reinforces anonymity. An external vendor was selected to ensure anonymity.
- 71 ● A senator suggested Faculty Councils ask to join the briefing of their school's dean. This
- 72 generated useful discussions during the initial survey.
- 73 ● A senator asked about the plan for putting things into action as a result of responses.

- 74 ○ The office is developing values and actions workshops and identifying ‘continue,
75 stop, start’ conversations around areas of change in response to survey findings.
76

77 **LA General Hospital Contract Update**

78 Beong-Soo Kim, Senior Vice President and General Counsel, provided an update regarding the
79 LA General Hospital relationship. In early 2023, the University initiated a negotiation process to
80 renew the contract that was entered into in 2019. There has been good progress on these
81 negotiations. In their ideal state, LA General would like more of their staff to be direct county
82 pays. The University is working with KSOM to come up with a ration/allocation of direct county
83 pays to USC employees. The contract terminates in 2025 but all parties are incentivized to
84 complete negotiations in 2024.

85

86 **Q&A**

- 87 ● A senator asked if a majority of faculty will be transitioned to paid-by-County model or if
88 there will still be a percentage who will remain as contracted as consultant faculty.
89 ○ VP Kim shared If we’re able to finalize the contract in a way that parties are
90 thinking, a significantly greater number will maintain some form of faculty
91 affiliation. It is very department dependent. Faculty are encouraged to speak to
92 their department chair if there are any questions as there will be a lot of
93 variability within departments.
94 ● A senator asked about the impact on medical students.
95 ○ VP Kim noted that one of our goals is not to make casualties out of our
96 residencies or medical students which has been a priority. It is always important
97 to take moments like this in order to step back and reassess the best residency
98 program and consider the role of LA General therein.
99 ● A senator asked How does this affect training programs that need an academic
100 affiliation?
101 ○ VP Kim responded that every program needs an academic affiliation. An
102 underlying understanding is that faculty will maintain some form of faculty
103 affiliation. The structure of the residency would remain unchanged.
104 ● President Apostolos shared that contracts have been extended through 2025.

105

106 VP Kim continued by addressing Academic Freedom in the aftermath of congressional hearings
107 on Free Speech on College Campuses. Important notes he shared:

- 108 ● Some universities that were under attack are considering pulling back some of their
109 freedom of speech policies to evaluate whether they could be more protective of
110 certain groups that did not want to be subjected to hate speech, which is generally
111 protected by the first amendment.

- 112 ● Private universities in California are governed by the Leonard Law, which incorporates
113 the first amendment to protect student-against-student discipline. The Leonard Law
114 protects students' freedom of speech.
- 115 ● There are no plans for USC to move away from our longstanding commitment to
116 academic freedom and freedom of speech. The university also has a speech policy to
117 protect faculty.
- 118 ● There have been conversations at a national level in Congress to impose greater
119 restrictions on freedom of speech. This has created tensions given the university's
120 importance on protecting students from speech that they could consider discriminatory.
121 The university is trying to navigate these tensions.

122 VP Kim pointed out the [USC Freedom of Speech](#) website which includes resources and
123 information for faculty and students.

124

125 Q&A

- 126 ● A guest asked whether retired faculty have academic freedom. He posited that since
127 retired faculty are still members of the faculty assembly, they have academic freedom.
- 128 ○ VP Kim responded that academic freedom may not apply as is fully to active
129 faculty.

130

131 **Introduction of Nominating Committee ballot and voting: Rima Jubran Academic VP**

132 Academic Vice President Jubran presented the purpose and slate for the Nominating
133 Committee for the 2024-2025 Academic Senate Executive Board. The committee includes the
134 four nominees that will be elected at this meeting along with four members of the Executive
135 Board: Apostolos (President, Kaufman), Jubran (Academic Vice President, Keck), El Haddad
136 (Administrative Vice President, Marshall), and Young (Secretary General, Libraries). She shared
137 her plan to meet with the members in order to identify qualified candidates from across the
138 campus who will be placed on the ballot to serve on the Executive Board for 2023-2024.

139 Apostolos also explained that anyone, including those not on the Nominating Committee, can
140 recommend themselves or others to a slate. Jubran presented nominees for the Nominating
141 Committee: Marion Philadelphia (Marshall), William Mack (Keck), Anastassia Tzoytzoyrakos
142 (Dornsife), and Shaddin Dughmi (Viterbi).

143

144 ***Motion to approve proposed Nominating Committee.*** Seconded and passed. 22 in favor, 0
145 opposed, 3 abstentions.

146

147 **Group Discussions on RTPC Titles**

148 The Senate broke into breakout sessions to discuss the variety of RTPC titles. Across the 22
149 schools exists a large number of levels of ranks that are different between the schools and titles

150 being used in ways they were not originally intended to be used. The breakout sessions were
151 used to identify and discuss these differences, understand how faculty are classified and
152 whether they're properly classified, and consider consistency across the schools.
153

154 **Announcements**

- 155 ● There will be a joint Provost and Academic Senate webinar: "AI and the Future of Higher
156 Education" on February 28, 2-4pm.
- 157 ● The March Academic Senate Meeting will take place on the Health Science Campus on
158 Wednesday, March 20th.

159
160 **Adjournment**

161 President Apostolos adjourned the meeting at 4:03pm.

162 Respectfully submitted,

163 
164 

165 Christal Young

166 Secretary General of the Academic Senate

167

APPROVED