

Minutes of the Dornsife College Faculty Council Meeting

February 3, 2016

3:00-5:00 pm

Present: Darren Ruddell (President), Jeff Chisum (Vice President), Farida Habeeb (Secretary), Wiebke Ziebis, Ed McCann, Antoine Bechara, Bob Girandola, Sheila Briggs, David Tomkins, Gerald Davison, Lori Mesrobian, Nathalie Burle, Dana Johnson, Rod McKenzie, Lowell Stott, Giorgio Coricelli

1. Review of prior meeting minutes: The council approved the minutes from the December meeting.

2. Academic Senate 1/20 meeting summary: Council members provided a summary of the January Academic Senate meeting. Highlights included:

--Provost Quick attended the meeting and spoke briefly about unionization. He reiterated his commitment to working with faculty through shared governance.

--The bulk of the meeting was devoted to the proposed Resolution concerning part-time faculty. Discussion centered on part-time faculty being hired for academic need rather than as a cost-saving measure. Some Senators disagreed with this notion, as sometimes cost-saving is necessary and Chairs need flexibility in hiring. The Resolution stalled in the Senate and was sent back to the Part-Time Faculty Committee to revise. The Senate will likely vote on the revised resolution in March.

3. Discussion Points: President Ruddell led the council in a discussion on unionization, pending DFC Resolutions, and Spring 2016 priorities.

--Unionization was rejected by a narrow margin in Dornsife; it was approved in Roski and the International Language Academy (ILA).

--On Resolution 15/16-001, Change to Faculty Titles: concern was raised that removing the Lecturer track and folding it into the rank of Assistant might have financial repercussions, whereas removing the parentheticals doesn't. An RTPC's terminal degree also affects what courses s/he can teach, which the removal of the Lecturer track might obfuscate. Concern also was raised about the rationale for removing parentheticals. Some noted that parentheticals are a demeaning distinction. Others countered that removing parentheticals signals an erosion of tenure and might encourage more hiring of contingent labor at USC. The trend, however, is toward hiring more and more NTT faculty at USC, from 20% to 50%. It was decided that the rate and magnitude of change in NTT hiring needs to be presented statistically, but that removing parentheticals won't have any effect on tenure's erosion. Thus, the council moved that issues around the removal of the Lecturer track should be put into a separate Resolution and that Resolution 15/16-001 should focus only on the removal of parentheticals. In favor: 15. Opposed: 1. Approved.

--On Resolution 15/16-002, Faculty Development Grants: meals have been taken away from NTT faculty who are presenting at conferences; research-based conference papers

by NTT aren't currently supported. Thus, the process for applying should be streamlined and the amount awarded should be amplified. In favor: 16. Opposed: 0. Approved.

--The following priorities for Spring 2016 were identified: the fairness of the process for certification of Language instructors; the rotation of coordinators and directors in the Languages; and inquiries into the Business Office's functionality in Dornsife.

4. Announcements: President Ruddell emphasized the following for the next DFC meeting:

--Dani Byrd will meet with the council on 3/2, from 3:30-4:30pm.

--The council looks forward to caucus updates--activities, efforts, and resolutions.

5. Action Items/Other Business: The Executive Board reminded the council of the following:

--The call for nominations to the DFC will be sent out in late February.

--The Research Caucus asked that council members contact their Business Officer in order to determine the functionality of the Business Office in their respective departments.

--Vice President Chisum will revise Resolution 15/16-001, Change to Faculty Titles.

--Data on USC's hiring practices must be requested from the administration, both in terms of the university more broadly and in Dornsife. Data should be broken down by division (there are many NTT in the Sciences, historically; in the Humanities, NTT hiring is a more recent development).

6. Discussion with Provost Quick and Senate President Ginger Clark: The Provost and the President of the Academic Senate joined the council for an open forum, to which all Dornsife faculty were invited. Faculty raised several concerns. Highlights included:

--Provost Quick spoke about his priorities at USC, which revolve around four large pillars: the Wicked Problems that we are facing in the twenty-first century; increasing our Global Impact; building pipelines to Access and Opportunity; and defining the Value-added nature of a USC degree. USC also must support its faculty; the recent unionization vote suggests that faculty have key needs that still need to be addressed.

--Ginger Clark spoke about her priorities in the Academic Senate. Campus climate issues have been at the forefront. The Senate mini-retreat last year focused on policing and diversity and inclusion concerns at USC. The Campus Climate Committee drafted a resolution that was sent to the Provost; at the same time, USG also drafted a resolution. The Provost has been quite responsive through his creation of the Diversity Task Force. The other main priority has been non-tenure track issues, particularly concerning nomenclature. The Senate settled on RTPC (Research, Teaching, Practice, and Clinical) rather than NTT faculty. In addition, the Faculty Handbook is being revised, such that distinctions between faculty aren't maintained when they are not necessary. Discussion has also centered on removing parentheticals in RTPC faculty's titles. Finally, part-time faculty have been a priority, and a Resolution has been drafted to ensure their equity.

--A question was posed about the elimination of the transit subsidy. The Provost answered that he needed more budget--\$4.5 million--in order to increase faculty hiring. As a result, staffing cuts were made, and the transit subsidy was eliminated. Concerns

were raised that this is a step back for sustainability, and that this cut affects some faculty and staff acutely. The budget for next year is still in flux; reinstating the transit subsidy is under discussion.

--Faculty asked the Provost to comment on changes in GE and their effect on Dornsife staffing and budget. Broadening GE offerings does create tensions between Dornsife and other schools, as Dornsife should be primarily responsible for general education at the university. The focus has been on protecting Dornsife by giving the school the first opportunity to fill seats in GE. Dornsife's budget is still robust, however: over \$400 million. There is greater concern over the small but significant migration of Juniors and Seniors out of Dornsife and into Annenberg and Marshall.

--An attendee inquired about how faculty can engage with Provost Quick's Four Pillars. The Strategic Planning committee will be meeting with faculty in order to begin conversations on how to approach key concerns at USC.

--On the Dornsife Dean search, both internal and external candidates have applied (300 applications in total). The Provost's office is still working on narrowing down the pool to semi-finalists (12-14); by April, finalists will be selected (2-3). President Nikias will ultimately make the selection.

--Concern was raised about USC's plans to address unionization efforts. The Provost responded that USC will negotiate with ILA in good faith, but will not negotiate with Roski because it is contesting the idea that faculty qualify as "workers." Dornsife voted against unionization, of course, and its faculty are still free to work with USC through shared governance. But the slim margin of votes against unionization in Dornsife has sent a message that the Provost hears loud and clear. He plans to meet with major faculty and administrators in Dornsife in order to begin the process of addressing major concerns.

--Senate President Clark believes that USC needs to create greater transparency about trends in TT and RTPC hiring at the university.

--Concerns around the erosion of tenure at USC were raised by several faculty. A larger conversation needs to be had by the faculty at large.

The meeting was adjourned at 5:15.

Respectfully submitted,
Farida Habeeb
Secretary, Dornsife Faculty Council