

Minutes of the Dornsife College Faculty Council Meeting

March 2, 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, Lori Mesrobian, Nathalie Burle, Dana Johnson, Lowell Stott, Giorgio Coricelli

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

2. Academic Senate meeting summary: Council members provided a summary of the February Academic Senate Retreat. The Retreat focused on diversity and inclusion for students, staff, and faculty. George Sanchez, the Vice Dean for Diversity and Strategic Initiatives and the Dornsife diversity liaison, provided a 90-page document on current diversity programs at USC. Retreat attendees strategized on how to improve and expand these programs.

3. Discussion Points: President Ruddell led a discussion on current DFC Resolutions, the status of the DFC election, and the progress of individual caucuses. Highlights included:

--The number and composition of TT and RTPC faculty in both Dornsife and the university as a whole have been requested by President Ruddell, who will be meeting with Interim Dean Dani Byrd and Vice Provost of Academic and Faculty Affairs Elizabeth Grady.

--Candidates for the DFC election were asked to write a 1-2 sentence blurb about what they would like to address on the council, a change that the Executive Board would like to see continue in future elections. Polls close 3/9; results will be announced on 3/11. Concern was raised that candidates were overwhelmingly RTPC faculty and that TT faculty should not feel alienated from joining faculty governance in Dornsife.

--The DFC has migrated to a Resolution format in order to address some of the faculty's major concerns. Resolution 15/16-001: Change to Faculty Titles and Resolution 15/16-002: Faculty Development Grants have already been voted upon; others, on Data Transparency, Base Salary, Smoke-Free Dornsife, Budget, Elimination of Divisions, and Pedestrian Safety must still be drafted.

--The Research caucus has reached out to faculty on the council for their input on problems with the Business Office. The RTPC caucus has been working on multiple resolutions, particularly one on promotional guidelines and what constitutes "teaching" research. The Curriculum caucus plans to develop a resolution regarding interdisciplinary minors in Dornsife as well as RTPC faculty being able to lead undergraduate research initiatives.

4. Meeting with Interim Dean Byrd: Council members met with Interim Dean Dani Byrd and Steve Mackey in the Business Office to discuss the resolutions that the council has drafted.

--On computer support for TT faculty, Interim Dean Byrd can extend the funding of computers for TT faculty who have less than \$5,000 in available grant funding and who have the oldest computers, on a three-year cycle. Concern was raised that TT faculty *with* grants cannot use computers for teaching and service; Interim Dean Byrd is aware of this issue but would like to prioritize those who don't have grant funding because of limited resources. The three-year cycle of replacement will begin this summer.

--On base salary for Dornsife faculty, Interim Dean Byrd informed the council that USC does have a floor for incoming faculty on a 9-month contract (\$47,500) and a 12-month contract (\$50,440), but not for the promoted ranks, as those are based on individual merit. It was remarked that female and minority colleagues are consistently paid less than their white male colleagues at the promoted ranks, so the validity of individual merit becomes murky when salaries aren't made public. Interim Dean Byrd countered that USC won't disclose individual salaries and that doing so would not benefit the faculty. She also believes that there are no current disparities in salary.

--On the DFC annual operating budget, President Ruddell would like a \$10,000 programming budget set aside in order to host speakers and lead special events for faculty and campus enrichment. Steve Mackey has requested a proposed budget before proceeding. Though he can't commit to \$10,000, he can make some funding available.

--On creating a Dornsife Budget Committee, Steve Mackey is eager to receive faculty input on how Dornsife's budget will be impacted by changes to GE. Interim Dean Byrd would like to see more definitive charges from the council on what they would like to address when it comes to budget issues. Steve Mackey recognizes that the current reimbursement process is problematic and needs adjustment.

--On the RTPC promotional track, Interim Dean Byrd stated that certification isn't necessary for promotion in the Languages, though certification is necessary in some of the Languages in order to receive positive merit evaluations. Further, USC is considering only hiring Ph.Ds in the Languages from now on. In Dornsife, except for PE and Writing, the terminal degree is the Ph.D. It was brought up that the distinction between a Lecturer with an MA and a Lecturer with an Ed.D. is unclear, as the latter took much more time to complete the degree. For Interim Dean Byrd, however, time to completion of degree is irrelevant, as the Ph.D is the terminal degree.

--On Resolution 15/16-001: Change to Faculty Titles, Interim Dean Byrd agreed that the parentheses for RTPC faculty are clunky and awkward. Yet only Clinical Scholars can adopt the title of Assistant Professor of X, according to the USC Handbook. It is an issue that Interim Dean Byrd intends to address at the meeting with President Ruddell and Vice Provost of Academic and Faculty Affairs Elizabeth Grady.

--On Resolution 15/16-002: Faculty Development Grants, Interim Dean Byrd informed the council that, ten years ago, there used to be no distinction between the development grant funding available for TT and RTPC faculty. Now, TT grants have deadlines; RTPC grants have rolling deadlines. There also are additional, competitive funds available for TT faculty in the amount of \$1,000, as their activity profile of 40% research, 40% teaching, and 20% service is more robust than that of RTPC faculty, which is 80% teaching and 20% service. Interim Dean Byrd agrees that there should be more

homogeneity between funds available for TT and RTPC faculty, but there aren't infinite resources. Potential changes to create this homogeneity would include the following: RTPC faculty must have a deadline for applying for funds; the competitive bid for \$1,000 will have to be eliminated; all faculty must keep to the university's per diem; and both RTPC and TT faculty must maintain the same standards for what is considered an "academically meritorious" project worthy of funding.

--On the Resolution format as a whole, Interim Dean Byrd is open to consulting with the President of the Council via phone before resolutions are drafted. In addition, she would like to be able to communicate budget priorities—and limitations—to the council, which can then disseminate this information to the faculty more broadly.

--According to Interim Dean Byrd, Dornsife's budget is precarious. It was mentioned that, according to Provost Quick, the budget is healthy. For Interim Dean Byrd, while the change to GE is something Dornsife *can* handle, the number of students in Dornsife taking courses *in* Dornsife is a problem: it has dropped significantly, causing a loss of \$9 million/year. The college must prioritize capturing as many units as possible from its own students. Interim Dean Byrd also recognizes that Dornsife must create greater pathways to professionalization through a liberal arts degree, as students are more attracted to majors that generate clearer career options.

The meeting was adjourned at 5:05.

Respectfully submitted,
Farida Habeeb
Secretary, Dornsife Faculty Council