

Minutes of the Dornsife Faculty Council Meeting

Date: December 4, 2019

Room: Irani Hall, Room 321

Present (13): David Crombecque, Gerald “Jerry” Davison, Antonio Elefano, Bob Girandola, Devin Griffiths (*president*), Sri Narayan, Yuka Kumagai, Jessica Parr, Michael Petitti, Gioia Polidori (*vice president*), Alisa Sánchez, An-Min Wu (*secretary*), Emily Zeamer.

Absent (6): Marianna Chodorowska-Pilch, Melissa Daniels-Rauterkus, David Ginsburg, Shannon Gibson, Joe Palacios, Andrea Parra.

November meeting minutes approval (with 5 amendments)

- 12 of the DFC present voted to approve the minutes, zero oppose, and one abstain.

Updates

- Updates on Senate Resolution and discussion with Provost & Dean about Budgeting

Devin reported that Senate voted unanimously to approve the updated Resolution (Misconduct Investigation 19/20-02). Devin thinks it’s a success. In parts it involves shared governance including the Concerned Faculty and DFC etc.

Provost talked about six priority areas he’ll be focused on during the Senate meeting:

1. Affordability for students, particularly for undergraduate students
2. Sustainability research, education and operations
3. Lord Foundation of California gift (\$260M) – will target the money for big data research, but not only thinking for Viterbi, but also Dornsife and another schools.
4. Support student crisis. Ramping up the counseling services on campus.
5. Problems on scandal investigations
6. Budget Cycle. For a question about student tax, the provost said it is an ‘exciting time’ right now because he’s on the change. **Devin** said he got nervous on this. In the meeting, Devin asked about how #1 and #6 intersects, but provost did not address it.

Discussion about the budget was continued:

Devin reported that he wrote a letter to Dean Miller and Stott about whether raising the taxation in Dornsife will hurt Dornsife the most. Dean Miller followed it up quickly and said that she has the initial budget talk with the provost. **Devin** concluded that the budget shake-up is going to happen and we need to learn more on this.

Gioia said that a question was raised in the Senate meeting about the problems of RTPC salary around the high cost of living in LA. Provost believes it is the dean’s responsibility to set up salary floors. **David C.** commented that we are getting two different stories from two

sources. **Devin** responded that taxation is set by provost but it is unclear if the rule is changing due to the new administration.

Jessica said that a question about merit pool vs. promotion pool was also raised during the meeting, and provost responded that is decided by the deans. But dean has said that is decided by provost, and also heard from departmental chairs that chairs have some say on salaries. So, there are many layers and lots of places about why we don't get the merit pool increase. **Devin** said that we received inconsistent information about who sets the merit pool. **Gioia** added that dean has said that separating merit pool and promotion pool is not feasible, and that the two pools are thought together for long-term budget outlook.

Jerry stated that the budget is ultimately owned by president and provost. They can find infinite ways to move it. Grants and tuition are the most secure ways instead of relying on budget; Marshall School, for example, does not need to worry about how much it gets back from provost. They (central) taxed it and parsed some back.

For getting convergence of the budget, **Devin** said that we need to figure out what piece we can try to push on. **David C.** mentioned that there are budget committees with faculty in other universities. In the long run, we should push to have faculty in the budget committee. **Jerry** confirmed that there used to be a university budget committee at USC and anyone in the university can join the meeting to learn about budgeting once a month. **Devin** concluded that we need to figure out how to weigh in on the budget committee; Dornsife tends to underrepresent in the makeup of university committees, or having junior faculty in so hard to weigh in.

Gioia mentioned that there were two university budget talks for Rossier. We could ask for the same talk for DFC. **Emily** added that it'll be also useful for chairs.

Other related comments about provost's priority:

Jerry said that provost's comments about the student crisis -- tried to release the pressure in the macro level so students are not stressed -- was positively received. On the other hand, while student health center is hiring more people for counseling services, we need to ask what kind of services are actually being provided. Just using the term 'counseling' is too vague.

- Updates on Discussion with Dean Stott

(Devin / Gioia) The university gets re-accreditation every 10 years by Western Association of Schools and Colleges. The university is just beginning to prepare for that. It allows to focus on three themes, which would be 'convergence', 'diversity, equity, and inclusion' and 'governance'). Dornsife college is heavily involved, with Kimberly Freeman leads the DEI topic, Dean Stott leads the Convergence discussion while Elizabeth Graddy leads the Governance discussion. As Dean Stott leads the effort, we imagine the his part will touch heavily on undergraduate education.

Dean Stott also mentioned that there is no directive merit setting policy for people to revise. DFC can create the guidelines – All caucuses should work together to create these; dean can then transmit the guidelines to departments.

New Businesses

- Student counseling services

Alisa said that students raised the issues on the difficulty to receive counseling/therapy; long-term counseling is off campus and traffic/commute has been a problem. She asked if students in other institutions need to go off campus. A long-term counseling on campus would be good. **Emily** added the system is convoluted and students are confused; we need to help students to find the way for counseling. **Devin** said that we need to ask for effort in building services as well as locating existing practitioners on campus (e.g. Psychologist in the teaching clinic in Department of Psychology). **Jerry** suggested that we ask for counselors to come see students one day on campus and the university to heavily subsidize the costs. **Emily** agreed and said that group therapy would also be useful. **Devin** will bring this up and make sure this to be on Senate agenda in the spring.

- Curriculum committee

Gioia said that Mark Grimes from Jane Cody's office is looking for three volunteers to be on the curriculum committee. **David C, Emily and Alisa** agreed to be on the committee. **Gioia** will respond this to Mark and cc'ed the 3 reps.

Updates from Caucuses and Task Forces

- DEI Caucus

(**Alisa**) As each department is coming up or revising the bylaws, how and what (DEI related information) should be incorporated into the bylaws. Devin will find out the deadline on the bylaws.

- Salary and Merit Taskforce

Devin reported that the caucus got pushed back from Dean's office to share salary data. In the meantime, the taskforce will still draft the recommendations, targeted at the end of January. Devin talked about this in the last chair's meeting (with Dean's presence). will be having a meeting with Rebecca at Dean's office in December.

- Part-Time Caucus

Jessica reported that the PT caucus will be redistributing the survey from last year (distributed after the academic year and only 13 responses). There are 30 questions. The caucus will see what we get. If not responding well, we can shorten the surveys.

Discussion of Events and Budgeting

Devin confirmed this year's budget is \$9,500, including \$600 already spent so far. **Gioia** said that the RTPC Mentoring Panel (Nov. 4) was paid by Dean Stott's Office. More will be scheduled but waiting longer for divisional workshops (targeted next January) because: (a) John Holland will be available then (b) discussing promotion dossiers soon after submission may be more detrimental for those awaiting a result. Last year the boxed lunches were paid by Dean Cody's office. If we do it, planned for \$500.

In addition, around \$200 catering for fruits and coffee in each DFC meeting (\$200 x 5). About \$7,500 left with consideration of the above spending. We also need to keep the money for the end of year dinner. **An-Min** will find out last year's dinner budget.

The remaining budget we can plan for:

- Town Halls and social events.
 1. Reading groups to foster departmental collaboration
 2. Peer mentoring/observations: To make connections and help learning from colleagues. **Gioia** hopes this can help set up for an effective peer observation system. e.g. Observed by colleague from a different department. **Emily** suggested to have an application system. **Devin** followed to suggest a CFP for 10 trial-run grants (for a total of \$1,500).
 3. **Gioia** suggested that we have one event for research faculty.

- Awards

Jessica suggests call for nomination on two service awards to recognize people that serve to others, with one outside DFC. **Devin** thinks that we should bar current DFC members from receiving awards (previous members okay). **David C.** said the description needs to be written. **Jessica** suggested the total monetary awards to be \$1000, and can promote both tracks. Devin concurred for 2 \$500 awards given to faculty at least in two tracks. Maybe also invite the award winners to DFC dinner.

- Sustainability Conference

Interdisciplinary 19th-Century Studies Conference, March 5-8, 2020 at Sheraton Grant DTLA. **Devin** commented that humanity is not in dean's current discussion in sustainability. **Bob** said that DFC should engage in sustainability and the connection to the support can be more direct than giving the keynote sponsorship of \$1000 suggested earlier. Something we can bring back to DFC. **David C.** suggested and **Devin** agreed to provide a list of events that need sponsorship for during the conference, so it's easy to make a vote what DFC to sponsor. **Alisa** said maybe we can have some incentive to encourage people to join the conference with a follow-up conversation. **Bob** then suggested to sponsor the conference an amount (e.g. \$1500) with an agreement of 5 free registrations of faculty and/or students. Devin added that CFP for the conference still opens. **David C.** concluded that we might allocate this fund to similar events/initiatives in the future.

Discussion of Dornsife HR and OPE Resolution

- Discussion with Deans about specifics of OPE resolution & Coordination

Devin reported that Dean Miller suggests us to identify the specific problems we know so we can pressure the issue. **Devin** also had conversations with Rebecca Lonergan (Senate President) to support the resolution. All the deans and deans from other schools also applaud with this so it is a general concern. The question is how much details we want to go with this.

Our new Vice President of Human Resources will oversee the school's HRs and identify if some problems are fixed. While there should be a committee to make sanction recommendation and agreement, **Devin** has also heard that there might be only one administrator to look at appeals – will the person have time to pay attention to these appeals is the question. **Devin** said that Gretchen Means (OED) and Mike Brenton (OCAP) are willing to talk with us. The question would be whether it worth time to work on the specifics. **Jerry** commented in the Senate meeting it was mentioned that the appeal to be 30 days already, but it is actually still 7 days; it is clear what is wrong and the process should be suspended immediately.

Devin asked if we move this resolution to other councils as well. **Jerry** suggested to finalize the draft and Devin to send to other councils. **Jessica** reminded that Gretchen and maybe someone from OCAP will come to next week's Senate meeting to talk about the process. We can send it to them. The Faculty Handbook committee has asked for clarifications multiple times.

- Problems within Dornsife HR.

Devin talked about Dornsife human resource (HR) issues. With OCAP/OPE spinning, it will increase the workload to college HR. Should we raise the issues and have this on the spring agenda? **David C.** suggested to invite Dornsife HR to talk about it. **Devin:** We will and will ask for updates for now.

Next DFC meeting will be postponed (from January 8) to January 22, after the spring semester starts.

Meeting adjourned at 4:30 pm.

Respectfully,

An-Min Wu