Thursday, November 7 Meeting Highlights

1. Formation of Senate Ad Hoc Committees on Campus Climate and Engaged Scholarship
2. Presentation by Andrew Allen, VP Institutional Effectiveness and Strategic Planning
3. Senate Resolution Regarding Hate Crime

Thursday, November 21 Meeting Highlights

1. Presentation by Elazar Harel, Interim Chief Information Officer
2. Discussion of Faculty Salary Policy

Thursday, December 5 Meeting Highlights

1. Presentation by Eileen Fry-Bowers, Chair of Faculty Gender Equity Working Group
2. Presentation by William McGillis, AVP & Executive Director of Athletics
3. Approval of Faculty Salary Policy

I. Key Senate-Related Updates / Announcements

- A Senate Ad Hoc Committee on Engaged Scholarship is currently being formed. This committee will work jointly with the Provost's office to determine the wide range of scholarly activity currently at USD across all units, to identify resources and incentives in order to enhance this activity and future activity and to determine how to raise the scholarly reputation of USD.

- A joint University Senate - Associated Student Government Task Force on Campus Climate (Hate Crimes, Acts of Intolerance, Bullying, and Harassment) has been convened. The goal is to determine specific ways to continue to make our campus a safe and welcoming environment for all individuals, particularly those who belong to traditionally marginalized groups. The taskforce will identify topics for campus conversations on campus climate particularly related to matters of hate, acts of intolerance, bullying, and harassment with a focus on marginalized groups including but not limited to groups based on gender identity, sexual orientation, race/ethnicity, religion, and disability status. The taskforce will also evaluate policies and procedures related to the response to and reporting of hate crimes, hate speech, acts of intolerance, bullying and harassment, and to propose amendments as appropriate. The group will include faculty, students, staff, and administrators and will be co-chaired by ASG President Marion Chavaria-Rivera and University Senate Chair Aarti Ivanic.

- Per the recommendation of the Academic Calendar Committee, the Fall Holiday be permanently eliminated to allow the semester to end earlier (i.e. not be so close to Christmas).

II.   Senate Business

Senate Resolution Regarding Hate Crime: In response to the hate crime in October targeting a USD student who identifies as gender non-binary, the Senate unanimously passed a [resolution](#) on Hate Crime. This resolution emphasized that these types of acts have no place at USD, offered support for targets of hate speech or action, called on the USD community to engage in dialog on how to make campus a safer and more welcoming place, and urged University administration to review policies regarding these actions and make amendments as needed. This resolution was sent to the USD Community.

Faculty Salary Policy Approval: Over the course of two meetings, the University Senate discussed and approved a Faculty Salary Policy. This policy sets for a procedure by which every five years, a Task Force will be convened to review the current salary framework and recommended changes for the following five-year period. The policy seeks transparency while the University strives to pay its faculty a just and livable salary. The policy has been sent to President Harris for his approval.

III.   Presentation by Andrew Allen, VP Institutional Effectiveness and Strategic Planning

Allen presented [updates](#) in four areas, Envisioning 2024, StrideTo2024, the Urgent Challenges Collective, and the 2019-2020 Strategic Initiatives Funding Cycle.

- For Envisioning 2024, Allen indicated that the steering group is working on refining Goals 3 (Care for our Common Home) and 4 (Elevating Faculty & Staff Engagement) including introducing key targets.
- For StrideTo2024, Allen announced that as of September USD has put in place measures to realize $8.4M of the target $15M by 2024. Of this, $5.9M will come from changes brought about by the Comprehensive Administrative Review while the remainder is mostly operational savings from various Stride initiatives.
- For the Urgent Challenges Collective, USD is seeking to identify the urgent challenges that faculty staff are currently working on and any additional ones that they could be working on. Several areas have been identified, e.g. Homelessness / Food Insecurity, Human Trafficking, Migration, and Sustainability / Climate Change.
- For Strategic Initiatives Funding, Allen reminded the Senate that pre-proposals for this years round of funding were due on Monday, December 2.

IV.   Presentation by William McGillis, AVP & Executive Director of Athletics

McGillis [presented](#) a SWOT (Strengths, Weaknesses, Opportunities, and Threats) analysis of at USD's athletics. Strengths included quality of students, USD's strong reputation, and prominent alumni (e.g. Kris Bryant). Weaknesses included low campus engagement, some inadequate facilities, and limited operating and scholarship budgets. Going forward, opportunities included increasing campus engagement while threats included increasing financial aid needs (from increased tuition), and the transition of UC San Diego to Division I athletics.

McGillis described USD's goals of WINNING in the classroom, on the playing field, and in the community. The first is to ensure that USD's scholar-athletes perform well academically and are well prepared for careers after graduation. The second is to improve USD's competitive in all sports and build a championship-quality team in Men's Basketball as well as some other sports. The third is to positively impact the locality community through changemaking and to increase the prominence of USD's athletics both on campus and locally/regionally/nationally.

V.   Presentation by Elazar Harel, Interim Chief Information Officer

ITS now reports to Academic Affairs, a move which Harel believe is beneficial.

Harel reported that roughly 50% of courses make use of Blackboard, and ITS is taking steps to ease the process of setting up a course, including automatically setting up Blackboard for every course rather than "on demand" as well as making it easier to publish grades directly from Blackboard. Several faculty members relayed their disapproval of Blackboard, from its poor features to its walled-off nature. Harel mentioned that USD is currently in the 2nd year of a 5 year agreement with Blackboard, thus the focus on making it easier to use.

Harel made several other announcements / reminders, including: a University-wide site license for Zoom; a recent update of USD's internet connection from 2Gbps to 10Gbps; and a goal to be a cloud-first campus by 2024, with almost no servers on campus. ITS is also seeking feedback from faculty about potential needs for Virtual, Augmented, or Extended reality software.

In response to concerns about the switch from 3-year to 5-year computer leases, Harel reassured senators that ITS guarantees the operation of their computer for the full five years. If a computer becomes inoperable, it will either be fixed or replaced (at no cost to the faculty member).

VI.   Presentation by Eileen Fry-Bowers, Chair of Faculty Gender Equity Working Group

Fry-Bowers presented the recommendations of the Faculty Gender Equity Working Group. The working group had charges related to three areas: (1) Faculty Hiring/Retention, (2) Faculty Education, and (3) Faculty Workload Allocation. The working group made numerous recommendations for each charge, including (but not limited to): examining and updating USD's Faculty Recruitment and Retention Toolkit; requiring use of the Toolkit by all departments and requiring training in the use of the Toolkit for key faculty, staff, and administrators; requiring workplace civility training and implicit bias training at the department level for individuals (e.g., Dean's, department chairs, members of the Rank & Tenure committee, members of hiring committees) responsible for hiring, evaluation, rank and tenure; hiring externally-trained facilitators for faculty education; and creating a new working group to specifically look at Faculty Workload Allocation. The recommendations will come to the Senate floor for further discussion and endorsement in February 2020.

Senate Materials are available to all University of San Diego Faculty Members. Please access the materials at www.sandiego.edu/senate using your USDOne login and password.

Spring 2020 Senate Schedule: 2/6, 2/20, 3/12, 3/26, 4/16, 4/30, 5/14 from 12:15-1:45 in KIPJ Manchester Board Room. Senate meetings are open to all members of the University community.

Please contact the following individuals if you have any questions:

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