

USC Staff Assembly

UNIVERSITY OF SOUTHERN CALIFORNIA
General Assembly Meeting – Friday, January 31, 2020
Michelson Hall (MCB) Room 101
University Park Campus

Present:

Acevedo-Lam, Tanya
Adcook, Steve
Aguilar, Carmen
Akulov, Anton
Almassizadeh, Renee
Arce, Bertha
Boeck, Kathleen
Bonagofsky, Kathleen
Brown, Amber
Chesley, Erika
De Vera Mata, Nicole
Estrada, Laura
Halfacre, Gloria
Hinojosa, Shannon
Jebavy, Erin
Jones, Michelle
Kidder, Eric
Kirchner, Jake
Lewis, Kierra

Lynn, Crystal
Malan, Mark
Martinez, Naomi
Mico, Brian
Mizushima, Linda
Morataya, Claudia
Nieto, Lou
Olivos Romero, Deborah
Ortiz, Bryan
Reano, Cory
Sandhu, Juggy
Schroth, Richard
Sinclair, Sandry
Turner, Philip
Vazquez, Lydia
Wang, Jonathan
Welch, Ryan
Welch, Zelinda
Williams, Even
Yu, Jenny

Absent:

Acosta, Dulce
Alarcon, Patricia
Biddlecomb, Susan
Castaneda, Agustin
Culpepper, Kristi
Gallegos, Lisa
Hoang, Queena
Jones, Michelle

Excused:

Andalon, Tiffany
Ault, Vannesa
Boyd, Robert
De la Rosa, April
Gorse, Michael
Jacobs, Anette Jeltsje
Lee, Paul
Low, Theodore
Luna, Sarah
Ochoa-Springer, Liliana
Ramirez, Sergio
Rivera, Lillian
Williams, Debbie

1 Erika Chesley, Staff Assembly President, called the meeting to order at 9:02AM.

2
3 Words of welcome were extended to all assembled. Chesley remembered past Staff
4 Assembly member Janet Prince who recently passed away. A moment of silence was
5 held.

6
7 Mark Malan asked in the future if that the verbiage that we are voting on could be sent
8 out to the assembly beforehand so people have time to review. Chesley agreed going
9 forward it will be done.

10 11 **New Members**

12 Chesley introduced four new members. Natasha Reyes, Jake Kirchner, Evan Williams,
13 Dulce Acosta.

14 15 **January Staff Monthly Recognition Award**

16 Gloria Halfacre, Scholarship and Awards Committee Chair, introduced Joe Froom and
17 Rita Gonzalez who introduced and shared very kind words and sentiments on the
18 January awardee Fernando Esquivel, Electrician, in Facilities Management Services.

19
20 USC Staff Club Member, Gonzalez, presented Gomez with a \$100 honorarium. Chesley
21 presented Esquivel with a plaque and an awardee packet that included
22 recommendation letters and complimentary parking instructions.

23 24 **Approval of December 5, 2019 General Assembly Meeting draft minutes**

25 Katie Boeck, Secretary, referenced the minutes that were distributed to the members in
26 advance of the meeting for discussion and approval.

27
28 The minutes were approved by unanimous consent.

29 30 31 **Guest Speaker – ITS Leaders- Jennifer Ferry, Lucy Avestain, Susan Tincher,** 32 **Veronica Garcia and Gus Anagnos**

33 ITS gave an update about their Digital Transformation Rationale. In 2018 they did a
34 survey about their services, and out of it came 8 initiatives and a new organization was
35 created. 160 new job descriptions and benchmarking compensation to match Los
36 Angeles. The organization transition started in February 2019. New ITS will be unveiled
37 February 4, 2020.

- 38 • ITS Vision
- 39 • Customers include students, staff, faculty, community, alumni, patients,
40 researchers and parents.
- 41 • Staff
 - 42 ○ Remove IT pain points; increase efficiency; ensure easy, secure access to
43 data; protect the University's integrity
- 44 • Communication and Collaboration

- 45 ○ Slack and Zoom; review and implement voice cloud services for improved
- 46 communication capabilities; provide up-to-date digital signage across
- 47 campus; campus and classroom technology.
- 48 ● Network and Connectivity
- 49 ○ Ensure quicker online access; expand smart campus through campus
- 50 wide 5-G and secure wireless; enable better systems reliability
- 51 ● Application and Reporting
- 52 ○ Innovate our administrative applications; deliver accurate, timely and
- 53 useful information; adopt cloud-based technology
- 54 ● Information Security
- 55 ○ Protect what matters most; manage risk at the right level; right access at
- 56 the right time to the right people; inspire security awareness.
- 57 ● Trojan Learn is now Trojan Secure
- 58 ● Can provide feedback <https://itservices.usc.edu/feedback/>
- 59
- 60
- 61

62 **Guest Speaker- Dr. Ilene Rosenstein, Associate Provost Office of Campus**

63 **Wellbeing and Education**

64 Dr. Rosenstein gave a presentation about wellbeing

- 65 ● What is wellbeing?- help a workforce and individuals thrive
- 66 ○ Positive Emotions
- 67 ○ Engagement
- 68 ○ Relationships
- 69 ○ Meaning
- 70 ○ Accomplishment
- 71 ● When wellbeing matters, everybody matters
- 72 ● Many paths to progress
- 73 ○ Consultations and Interventions
- 74 ○ Classes and Courses
- 75 ○ Workshops and Retreats
- 76 ○ Initiatives and Incentives
- 77 ○ Apps
- 78 ● Phone 213-740-0411
- 79 ● CWCI <https://cwcs.usc.edu/>
- 80 ● CWE <https://wellbeing.usc.edu/>
- 81 ● CSI <https://campussupport.usc.edu/>
- 82
- 83

84 **New Business**

- 85 ● Please attend a Culture Network Town Hall, Session and Unit discussion.
- 86 ● Don't have a quorum so we can't vote on the Trojan Council verbiage.
- 87 Information will be sent out and we will vote in February
- 88 ● Space at Doheny
- 89 ○ Challenges with the space. Only allows 49 people.
- 90 ○ Academic Senate has a lot of people who don't attend or attend online.

- 91
- 92
- 93
- 94
- 95
- 96
- 97
- 98
- 99
- 100
- 101
- 102
- 103
- 104
- 105
- 106
- 107
- 108
- 109
- 110
- 111
- 112
- 113
- 114
- 115
- 116
- 117
- 118
- 119
- 120
- 121
- 122
- 123
- 124
- 125
- 126
- 127
- 128
- 129
- 130
- 131
- 132
- 133
- 134
- 135
- We have an average of 52 people who attend.
 - Discussion about allowing people to attend online and not always physically
 - Suggestion to televise this to guests. Would have closed sessions for votes.
 - With Zoom we could monitor who joins the meeting.
 - Difference between live streaming and video recorded. Concern about statements being used later.
 - Wouldn't record sessions.
 - Don't want people to have a different experience and not feel a part of the group if they were online. Process will need to be in place to avoid exclusivity.
 - Majoring of the group likes being in the same room but the majority of the group would also like Zoom to be available.
 - Brian Mico explained how Zoom would look.
 - Schedule to have our first meeting in Doheny in March.
 - Friday Meetings
 - Have some members who cannot attend due to standing departmental meetings.
 - Staff Appreciation Week
 - Waiting for final approval from senior administration.
 - Proposal is to have a major event on HSC and UPC as part of a bigger week.
 - If can't do it in the spring, then will move to the fall and our Staff Appreciation Committee will move forward with the ice cream social.
 - Diversity Week March 2-6, 2020
 - Been asked to sponsor an event but may not be enough time to do something this year.
 - Been asked to have a volunteer sit on a panel by the Emeriti Center called "Okay Boomer"
 - Onboarding
 - Next event is February 10, 2020
 - So far the Executive Committee has been handling staffing
 - Thank you to Halfacre who has been spearheading it and providing gifts.
 - Two a month.
 - Looking at having Communications Committee be in charge but maybe each member could give one day to go and work the table.
 - Open Floor
 - A member voiced concern with the recent terminations in Athletics. Did it stem from an investigation or complaint? And if there was an investigation, what is changing? Chesley agreed to follow up with senior admin in their monthly SA officers meeting.
 - Safety at the CAL building

136
137
138
139
140
141
142
143
144
145
146
147
148
149
150
151
152
153
154
155
156

- Erin Jebavy reported that a staff member had brought to our attention there is a giant tent city near CAL and when people walk to the parking garage they have been accosted or attacked.
- Looking at more DPS officers or more transportation.
- Jebavy is working with the employee to get more information.
- Child Care Survey
 - Jebavy reported that it's for all care whether children or aging parents. Please fill it out by February 6, 2020 and encourage others to do so as well.

Adjournment

Meeting adjourned at 11:02 AM.

Next Meeting

February TBD

Respectfully submitted,

Katie Boeck
USC Staff Assembly Secretary

