

MEMORANDUM

To: The Faculty
From: C. L. Max Nikias *C. L. Nikias*
Date: December 5, 2005
Subject: Faculty Growth and Family-Friendly Initiatives

Office of the Provost

C. L. Max Nikias
Provost and
Senior Vice
President for
Academic Affairs

The cornerstone of all my academic initiatives is the faculty of the University. In my meetings with the Academic Senate, deans, and trustees, I have emphasized that a scholarly faculty is the foundation of the strategic plan. I have also made clear my commitment to working together with the faculty, especially through the Academic Senate.

I am now embarking on a set of new initiatives specifically for faculty. I have sought the advice of Senate leaders, other faculty, and the deans on what initiatives are necessary to make USC a role model for other institutions in providing faculty the best possible work environment. I am announcing two initiatives now, and will make subsequent announcements later in the academic year after additional consultation with the Academic Senate.

Faculty Growth and Development Initiative

At the proposal of the Academic Senate, I will increase our programs that support faculty growth and development, which will be coordinated by the Academic Leadership and Development Committee chaired by **Deborah MacInnis**, with the advice of the Senate Faculty Growth Coordinator, **Julie Nyquist**. The membership roster for the ALD committee appears at the end of this memorandum. These programs will include:

- a wider range of faculty development workshops, including new programs to assist department chairs — supplementing the help on the Faculty Portal, www.usc.edu/faculty at “Especially For”/ “Department Chairs.”
- encouragement of mentoring for junior faculty and others, building on our mentoring grant from the Mellon Foundation housed in the Center for Excellence in Teaching, under a committee chaired by **Bruce Zuckerman**.
- encouragement of faculty networking, including get-acquainted meetings for potential faculty research clusters.

A survey of faculty has highlighted the need for better opportunities for faculty interaction. Therefore, these measures are being taken:

- a university-wide faculty data base to help faculty find research collaborators being developed by a task force led by **Cauligi Raghavendra**.
- increased freedom for UPC and HSC faculty to park at the other campus, so as to make it easier to participate in cross-disciplinary seminars and committee meetings.

To support faculty in their research, I am also implementing these development steps:

- establishment of facilities for cross-campus video conferencing of seminars and meetings.
- enhanced availability of Zumberge funding for senior faculty who seek to contribute in another discipline.
- training programs in writing and seeking grants, led by **Randolph Hall**, to supplement the links and advice on the Faculty Portal at “Research”/ “Funding Opportunities.”

Family-Friendly Initiative

To further improve the quality of life of USC faculty and to promote health and wellness, I am establishing a **Center for Work and Family Life** based on the existing Staff/Faculty Counseling and Consultation Center. A committee chaired by **Donna Elliott** has been asked to advise the Center. The membership roster for this committee appears at the end of this memorandum.

The committee will also explore ways to enhance current childcare benefits and services, working with Senior Vice President **Todd Dickey** and his staff on a needs and feasibility analysis to explore expansion of those benefits and services.

As part of the family-friendly initiative,

- To assist on problems of work/family life balance, I will establish a fund to provide temporary support of lab technicians or graduate assistants.
- For faculty concerned with caring for elderly relatives, referrals will be provided of sources for advice on obtaining adequate care.
- I will also ask the Academic Senate to endorse changes in the Faculty Handbook concerning automatic extension of the tenure deadline, availability of a two-year extension, and eligibility for teaching relief and a part-time option.

cc: Steven B. Sample
Dennis Dougherty
Todd Dickey
Martha Harris
Tom Katsouleas
Martin Levine

Academic Leadership and Development Committee

Chair

Deborah MacInnis, Charles L. and Ramona I. Hilliard Professor of Business Administration, Marshall School of Business

Members

Nelson Eugene (Gene) Bickers Jr., Professor of Physics, College of Letters, Arts and Sciences

Devon Brooks, Associate Professor of Social Work

Ann Crigler, Professor of Political Science, College of Letters, Arts and Sciences

Ellen Linnea Dipprey, Professor of Clinical, Center for Management Communication, Marshall School of Business

Judy A. Garner, Associate Professor of Cell and Neurobiology, Keck School of Medicine

Howard Gillman, Professor of Political Science, College of Letters, Arts and Sciences

Randolph W. Hall, Vice Provost for Research Advancement

Jennifer Sharon Holtzman, Assistant Professor of Clinical Dentistry, School of Dentistry

Colin Keaveney, Lecturer, Department of French and Italian, College of Letters, Arts and Sciences

Stan Louie, Associate Professor of Clinical, School of Pharmacy

Danielle Mihram, Director, Center for Excellence in Teaching, Rossier School of Education

Kevin Murphy, E. Morgan Stanley Chair in Business Administration, Marshall School of Business

Julie Nyquist, Professor of Clinical, Department of Pediatrics, Keck School of Medicine

Pamela Parker, Project Manager, Mellon Mentoring Support Project

Cauligi Raghavendra, Professor of Electrical Engineering-Systems, Viterbi School of Engineering

Wayne Raskind, Professor of Mathematics, College of Letters, Arts and Sciences

Jason E. Squire, Instructor of Cinema Practice, School of Cinema-Television

Marija (Maria) I. Todorovska, Research Professor, Department of Civil and Environmental Engineering, Viterbi School of Engineering

Jennifer Warren, Senior Lecturer, School of Cinema-Television

Ex Officio Members

Marty Levine, Vice Provost for Faculty Affairs

Advisory Committee on Work and Family Life

Chair

Donna Elliott , Associate Professor of Clinical Pediatrics, Keck School of Medicine

Members

Lawford Anderson, Professor of Earth Sciences, College of Letters, Arts and Sciences

Ron Astor, Professor of Social Work

Estela Bensimon, Professor and Director of Center for Urban Education, Rossier School of Education

Heather Brunold, Program Manager, Women in Science & Engineering Program

Bob Coffey, Professor Emeritus, Marshall School of Business

Ron Garet, Carolyn Craig Franklin Chair in Law and Religion; Past President, Academic Senate.

Jerry Gates, Professor of Clinical Family Medicine, Keck School of Medicine

Carrie Hempel, Clinical Professor of Law, Gould School of Law

Michelle Jones, President of Staff Assembly

Gayla Margolin, Professor of Psychology, College of Letters, Arts and Sciences

Sally Pratt, Professor of Slavic Language and Literature, College of Letters, Arts and Sciences

Alison Dundes Renteln, Professor of Political Science, College of Letters, Arts and Sciences

Maura Sullivan, Assistant Professor of Research, Department of Surgery, Keck School of Medicine

Ex-Officio Members

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John Gaspari, Director, Staff/Faculty Counseling Center

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Jim Ball, University Counsel

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Laurel Ross, Director, USC Child Care