

**FACULTY SENATE MEETING**  
**September 3, 2003**

**I. Call to Order.**

CHAIR JAMES R. AUGUSTINE – I call to order the meeting of the Faculty Senate of the University of South Carolina, September 3, 2003.

**II. Correction and Approval of Minutes.**

CHAIR AUGUSTINE – The minutes have been circulated and have been made available to you on the web. Are there any corrections or additions to the minutes? Seeing none, the minutes stand as approved.

**III. Reports of Committees.**

**a. Faculty Senate Steering Committee, Professor Sarah Wise, Secretary:**

PROFESSOR WISE (Retailing) – This information is for regional campus senators. The number regional campus senators should call to indicate their attendance at a Faculty Senate meeting by closed circuit broadcasting the day of the meeting is: 777-6073.

888-531-0685 is the toll-free number for regional campus senators to call in order to speak directly at the meeting while in session. There is one incoming line so please be patient if that line is busy. Your call is important and will be switched to a PA system so everyone can hear your input. Also, this is the number to call if a quorum is being called in the Senate but you will still need to call 777-6073 to report your attendance on the day of the meeting.

For your information, Vince VanBrunt, College of Engineering and Information Technology has been appointed to the Faculty Advisory Committee (one-year term). The Faculty Senate Steering Committee submits the following nominees for three committee vacancies:

1. Faculty Budget Committee – John McDermott, Department of Economics from the Moore School of Business (3-year term)
2. Honorary Degrees Committee – Janet Fisher, Department of Pharmacology, Physiology and Neuroscience from the School of Medicine (2-year term)
3. Tenure Review Board – John Montgomery, School of Law (2-year term)

Nominations will remain open during the meeting so if additional nominations are given, those would last through the entire meeting.

CHAIR AUGUSTINE – Thank you, Professor Wise.

**b. Committee on Curricula and Courses, Professor Gary Blanpied, Chair:**

PROFESSOR BLANPIED (Physics & Astronomy) – Our committee report is found on pages 18-22 for your consideration. There is one typographically error in the English bulletin description on page 19 in the right-hand column at the bottom. There is only one footnote so the number 2 there should be a 1 after 462-466. We move I. College of Education, A. Department of Physical Education and B. Department of Educational Leadership and Policies with these changes.

CHAIR AUGUSTINE – The committee has moved I. College of Education from the Department of Physical Education - courses not allowed to be audited and from the Department of Educational Leadership and Policies a change in title and designator. Any comments or discussion? All those in favor say aye. Opposed no. The ayes have it.

PROFESSOR BLANPIED – II. College of Liberal Arts, A. changes in the Department of English and following on page 20 we have the B. Department of Languages Literatures and Cultures, following on page 22 we have C. Department of Government and International Studies name change to Political Science with designator changes, and D. Women’s Studies at the bottom of page 22.

CHAIR AUGUSTINE – The committee has moved II. Liberal Arts, A. Department of English a new course and a change in curriculum to the undergraduate bulletin; as well as B. Department of Languages, Literatures and Cultures changes in curriculum for the Bachelor of Arts in French in the undergraduate bulletin; C. Department of Government and International Studies a name change to Political Science as well as a new course; and finally D. Women’s Studies a change in cross-listing. Any discussion or comments relative to these changes? All those in favor of the committees’ motion say aye. Opposed no. The changes stand as written.

PROFESSOR BLANPIED – We also have one announcement. The Graduate School and the Committee on Curricula and Courses met together and we have discussed that all courses should have a course description. There are some courses which only have a title but any changes that are going to come through the committee or through the Graduate School need to have a description. I think it is in everyone’s interest to have that. Thank you.

CHAIR AUGUSTINE – Thank you, Professor Blanpied.

**c. Faculty Advisory Committee, Professor William Bearden, Chair:**

CHAIR AUGUSTINE – I believe we have dispensed with the item that they had on their agenda that was the change in tenure and promotion in cases of reorganization that the General Faculty just approved.

**d. Faculty Welfare Committee, Professor Peter Graham, Chair:**

PROFESSOR GRAHAM (Sport & Entertainment Management) – I have no report to give today except to say that we are off to a fast start. I have already had a number of complaints about parking and parking tickets which we will attempt to resolve.

CHAIR AUGUSTINE – Thank you, Professor Graham.

**e. Committee on Admissions, Professor Don Stowe, Chair:**

PROFESSOR STOWE (Hospitality, Retail & Sport Management) – No report.

CHAIR AUGUSTINE – Thank you, sir.

**f. Committee on Scholastic Standards and Petitions, Professor Jane Olsgaard, Chair:**

PROFESSOR OLSGAARD (Libraries) – No report.

CHAIR AUGUSTINE – Before I introduce Professor Berube and the Faculty Budget Committee, let me say that the President has appointed a small group of 7 or 8 members of the University community to be involved with concerns related to the Value Centered Management that is currently in process University wide. Two deans: from the School of Music, Dean Rossi; from the College of Science and Mathematics, Professor Crawley; Professor Berube from the Budget Committee; myself; 2 members from the Provost's Office, Professor Odom and Professor Olsgaard as well as Bill Bragdon. So if you have any concerns about Value Centered Management and how it is affecting your school or department or if you see something that seems to have fallen through the cracks related to that, that is what this committee is there for to deal with those concerns. Professor Berube or I would be willing to take your concerns before that group.

**g. Faculty Budget Committee, Professor David Berube, Chair:**

PROFESSOR BERUBE (English) – No report.

**h. University Athletics Advisory Committee, Professor Robert Williams, Chair:**

PROFESSOR WILLIAMS (Library and Information Science) – No report.

**i. Ad Hoc Committee on Salary Grievances, Professor Robert Wilcox, Chair:**

PROFESSOR WILCOX (Law) – The Ad Hoc Committee on Salary Grievances was formed by the Senate toward the end of last year. It actually gathered a bit belatedly at the very end of the year. We met several times over the summer and have prepared a 3-page report for the Senate which is available down front here. There are actually going to be 2 different documents, but the report is down here. We are going to present it to you today

and ask that you take action on it at the next meeting, in order that you have an opportunity to review it and consider it thoughtfully before we ask you to vote on it.

Let me tell you a little bit about the executive summary of the report. There are currently three different bodies within the government structure that deal with salary issues. One is the Faculty Welfare Committee which is really a policy body. It does not have a process of considering individual faculty grievances in salaries. There is also the Faculty Grievance Committee which currently has the jurisdiction over salary grievances. Our formation was motivated by a message from that committee that they had found that for reasons first of work load and second of the lack of adequate information on their part, they did not feel they had the practical ability to handle all forms of salary grievances effectively. They were looking for relief from their jurisdiction over that issue. There is also a Salary Equity Committee which is a joint faculty/administrative committee appointed by the Provost's Office. It looks annually at statistical data regarding faculty salaries, and where a salary of a particular person appears to be statistically out of line, unexpectedly low (the standard they use is typically 1.5 standard deviations off the expected place for that person) they then ask for further information as to what justifications might exist for that salary being low. Where there does not appear to be a justification, they will then make a recommendation to the unit that the salary be adjusted. But that committee, while it does that work on an annual basis, again does not do a salary grievance process. There is no way for an individual faculty member to raise their concerns with that body.

It was our sense that the faculty felt it important to retain some form of grievance process on the salary front. And, if the current Faculty Grievance Committee was not the appropriate vehicle to hear those grievances we felt it was important enough that we recommend in our report essentially the creation of a Salary Grievance Committee. Hopefully, by it having its sole focus and work in the area of salary grievances, it will develop some of the expertise that the current Faculty Grievance Committee did not feel it had to handle these matters. We recommended that there be grievances on three bases: perceived inequity, discrimination, or a failure to follow some procedural guidelines for administering salaries. It would provide for essentially a paper process. The individual grievant would submit their documentation as to why they believe that they had a problem. Where they appeared to be some potential merit to the grievance, the unit would then be asked to respond, and, based on the paper record, the committee would either then dismiss the grievance or make a recommendation to the president that the salary issue be addressed by the University. Also it points out that when this committee in the course of its work, identified what might be characterized as policy issues, it would then raise those through the Welfare Committee. It would meet on an annual basis with the Welfare Committee to discuss any potential policy issues that it felt needed to be addressed through the jurisdiction of the Welfare Committee.

That is the gist of our proposal. This would be a standing faculty committee, elected as all other faculty committees are, consisting of faculty members ideally nominated so as to represent a wide range of disciplines. The full text of our recommendation is down front. I do ask that you pick one up.

A second document that I would ask that you pick up, if you are interested, was prepared by several members of the committee. In the course of our discussions one thing that was obvious to the people on the committee was that there was a lot of discussion in this University about salaries but not necessarily a lot of information. People have rumors, they have stories, and anecdotal stories can become somewhat unrelated to the truth. We felt it would be beneficial if people did know -- since certain amounts of salary information is public information -- that the faculty know how to get that information. So several members of the committee have prepared a one page guideline of where you can go if you are interested in that kind of thing: the various libraries, SC State Library, Thomas Cooper Library, and the like and how to get salary information. An important part of the grievance process is informing yourself, because it may well be that you discover you are not as out of line as you thought you were when you look at some of these things. So this is also available to you and we hope that it may be helpful for you to have that.

At the next meeting we will ask the Senate to essentially endorse our recommendations and to then forward them to the Faculty Advisory Committee. The Faculty Advisory Committee would have the duty with the assistance of the Ad Hoc Committee on Salary Grievances of actually drafting any necessary changes in the Faculty Manual language which would come to the Faculty at the April General Faculty Meeting. I do ask that you pick up these two documents down front before you go. Are there any questions that I can answer at this point? Very well, we will be back next month.

CHAIR AUGUSTINE – Thank you, Rob. We will make an effort to put that ad hoc report up on the Faculty Senate website in the next day or two as well as the supporting document as we have it made available to us.

**j. Other Committees:**

CHAIR AUGUSTINE – Are there other committees that need to report to the Senate?

**IV. Report of Secretary.**

PROFESSOR WISE – I wish to remind senators to sign the attendance roster and pass it. Also, it is requested that senators sit in the middle two sections in the event that a vote count is required.

CHAIR AUGUSTINE – We would declare those three individuals elected unless there are other nominations from the floor.

**V. Unfinished Business.**

CHAIR AUGUSTINE – I don't believe that there is any unfinished business that I am aware of to come before the Senate.

**VI. New Business.**

PROFESSOR KEVIN LEWIS (Religious Studies) – I am not an official member of the Senate, but I am at least a member of the faculty in good standing. I am wondering if the Senate would like to express regret that the Kentucky football game, as re-scheduled, is being dropped on us on Thursday night in the middle of mid-term week. This is not a terribly serious matter, but I wonder if I could persuade the Senate to vote on this suggestion of regret. Only in the last month has this game been re-scheduled for October 9, the exact mid-point in the semester, presumably to get further exposure on ESPN and more revenue.

CHAIR AUGUSTINE – I don't think that it is appropriate for a non-member of the Senate to make a motion but perhaps we could refer that matter to the University Athletics Advisory Committee and have them come up with some sort of recommendation to us. So I think I'll do that if that is okay with you, Professor Lewis?

PROFESSOR WILCOX – Mr. Chairman, I might mention that I also have talked with the Faculty Athletic Rep, Professor Russ Pate, about the movement towards Thursday games. I didn't realize that we had that specific issue on that week. But I did urge that they at least look at the idea, if we are going to go that direction, of doing it not more than once a year. There is a tremendous impact on the University. If it is an away game in Arkansas, there are a lot of athletes who are going to be gone a lot of time to get to Arkansas and back. If it is a home game, there are a lot of non-athletes who are going to be gone on Friday morning. They need to appreciate the balance of the two issues. He did not commit to taking any action but I did make him aware that I thought there would be some concerns from the faculty on that issue.

CHAIR AUGUSTINE – Thank you, Rob. Is there any other new business?

## **VI. Reports of Officers.**

PRESIDENT ANDREW SORENSEN – Thank you Mr. Chairman. I gave an extended report at the General Faculty meeting, which will appear in the minutes of that meeting. So I don't intend to repeat that entire report.

Let me begin by commending the faculty. Last year was a record year for external research funding - \$130.8 million. Much higher than it had ever been previously. This year, for July and August, the external research part is up millions of dollars over last year's record. So, I thank all of you for your hard work and efforts that have lead to such phenomenal progress.

I also want to share with you my concern about the adequacy of funding for University. I will be presenting a plan to deal with the Legislature on this issue in a coordinated fashion. It would be optimal if we could get other universities to work with us in this respect, because we are all affected precisely the same way. We have received a total of \$61 million in cuts in our budgets announced since I became president 14 months ago. Then we got an additional notification of another cut of \$1.3 million last week.

There is a possibility of another multi-million dollar cut just within the next several months. We simply cannot continue to absorb these kinds of cuts. Given that nearly 90% of our budget is dedicated to personnel compensation (salaries, wages, and benefits), it is obvious that the deans, chairs, and provosts accommodate such draconian measures by reducing the size of the faculty and staff.

Over the past two years, our senior tenured faculty dropped from 732 to 672: a drop of 60. Full-time tenure track faculty including senior faculty dropped from 971 to 935. Adjunct faculty increased from 329 to 435; we are relying increasingly on adjunct faculty to fill these vacancies. There were reductions in force of 47 classified positions, and the current FTE vacancy for faculty and staff is up from 423 on July 1, 2001, to 786 this fall. So it has nearly doubled in a period of 2 years. At the same time we have been reducing the size of the faculty and staff we have been increasing the size of the student body. The fall FTE count for 2002-2003 Columbia campus was 19,832. The FTE count for this fall is nearly 2,000 more – 21,508. That is an 8.5% increase in total enrollment. Some skeptics argue that we are offsetting the decrease in funding by an increase in both numbers of students and tuition revenues. In point of fact, we had a \$62.3 million cut so far with a promise of millions more this year. We have raised a total of \$6.5 million by an increase of student body of that size and \$14 million by a tuition increase, consequently we have a \$20.5 million increase in revenues to offset a \$62.3 million cut. As anyone call tell, there is an enormous discrepancy between those two figures.

All of this has made me increasingly sensitive to the load that is being placed on the faculty. You are being asked to teach more students with fewer of you to do that. That means that on average, the per capita teaching load has gone up and at the same time you have put together a remarkable increase in external research funding. We cannot continue doing that, so we must undertake concerted measures to convince the General Assembly, and the state administrators that they cannot keep visiting these severe cuts on us without profoundly damaging the entire educational enterprise.

I am pleased to report that the candidates for the Vice President for Research and Health Affairs will be visiting our campus this month. I hope to announce that appointment by October 15. The finalists for dean of the School of Law are scheduled to have visits this month and early next month. I am hopeful that we will be able to make that announcement no later than Thanksgiving, possibly earlier.

I am looking forward to receiving the report examining the merger of Arts and Sciences. There is a public forum on that topic later this afternoon and another one will be announced soon.

The last item is a bit of sad news to convey to you. I will read to you a letter that I sent to the members of our Board of Trustees this morning:

“With a genuine sense of gravity I am announcing to the deans and other academic leaders and the faculty later today the resignation of Jerry Odom from the position of Executive Vice President for Academic Affairs and Provost effective August

2004. Fortunately for the University, Jerry will be returning to the faculty as a senior and vigorous teacher and researcher. In our conversations, Jerry has stressed to me his desire to spend more time with his wife, Tony and his son, Ben. Particularly as Ben grows through his formative years (Ben is 6 years old now).”

Ben was in the President’s Box and I had the privilege of spending some time with Ben on Saturday.

“Jerry’s contributions to this University are legend. They begin and continue with as many years of service. He is an award winning teaching professor, he is a renown chemist and a continuously published researcher. His administrative service as a department chair, dean, and provost is stellar. He has been the leader of the most progressive academic accomplishments of the University in modern times. Including chairing the Strategic Directions and Initiatives Committee, serving as the leader of numerous successful searches for talented deans and he is going to produce a talented Vice President for Research and Health Affairs soon (God willing and the creek don’t rise), and pressing for progress in faculty recruitment, highering higher standards for tenure, the creation of post-tenure review, and countless other steps which are the foundations of making the University of South Carolina a truly great institution in the years to come.

I will have much more to say about Jerry’s service in the months and years to come. Meanwhile I appreciate his willingness to serve as Provost through another academic year continuing to lend his stable management to our vital efforts to move forward.

I will shortly announce a search committee to conduct a national search for a Provost who can take office before the beginning of the next academic year. I intend to make that announcement either later this week or early next week.”

So Jerry on behalf of all of us I salute you for your efforts and thank you for your contributions to the University. (Clapping)

That concludes my report, Mr. Chairman.

CHAIR AUGUSTINE – Any questions for the President?

PROVOST JERRY ODOM – I would like to say that I really enjoyed working with the Faculty Senate during my time as Provost. It has been an enjoyable 7 years most of the time.

I just wanted to point out one thing today to you. You have a committee the Faculty Senate Bookstore Committee. Davis Baird who is chairman of the Philosophy Department has chaired that committee and has done an absolutely outstanding job with that committee this year. If you have not had the opportunity to visit the Russell House and the Bookstore, I really hope that you will do that.

Secondly, I hope that you will urge your students if you feel so inclined to buy their books there. Several faculty members have talked to me already this fall about the quality of their freshman classes – the students that have come in. This year we have on campus 3,451 freshman. Their average SAT scores are 1,145 and our goal next year given to us by the President is 1,160 and the year after than will be 1,175. Now that is going to be a tough thing to do. One of the things that we do not have enough of on this campus is scholarship money. To attract the kind of students that we need to attract we have to have scholarship money. We get some money from private donors but we get a lot of money from the Bookstore to do this. So I hope that you will first of all visit and secondly submit your orders. We had excellent response from the faculty this year in turning in bookstore orders. We have tried to be very responsive as a university to problems in the University Bookstore. Because I am the chief academic officer and most parents feel like I represent academics, my office gets a lot of calls from parents and students who are not happy about some aspect of their campus life. We haven't gotten many Bookstore calls but Helen Ziegler who is mentioned in this report and Davis Baird and the Bookstore have been very responsive. Just to give you one example, I didn't get the call this time. The President got the call at 7 am at home on Friday morning. He had a student call and say that she needed a chemistry book and didn't have one. However, I am happy to tell you that as any good president would do he passed off the problem to the provost and the provost immediately passed off the problem to Helen Ziegler. The young lady had a book **delivered** by Barnes and Noble by lunch time that day to her room on campus. We will continue to try to provide that kind of service but we do need the faculty's help in every way possible because it is so important for us to have this scholarship money. Thank you. I will be happy to answer any questions as well.

CHAIR AUGUSTINE – Professor Wilcox will you come forward. On behalf of the members of the Faculty Senate I would like to present you with this little certificate to acknowledge with our thanks and appreciation your leadership and dedication the last three years. Thank you very much. (Clapping)

PROFESSOR WILCOX – Thank you all!

CHAIR AUGUSTINE – Rob was gracious enough since I am taking over his task to give me his parking spot in the School of Law but he didn't tell me that I had to share it with the new dean. He also gave me his membership in the Faculty Club but I haven't been able to find the Faculty Club! (Laughter)

Let me remind you that our next meeting will be Wednesday, October 1<sup>st</sup> at 3:00 p.m. Are there any other items for the good of the order? Just to remind you that the nominations are closed and the nominees elected are: Faculty Budget Committee - Professor McDermott is elected to that post, Professor Fisher to the Honorary Degrees Committee, and Professor Montgomery to the Tenure Review Board.

A motion for adjournment is in order. Second? All in favor say aye. The meeting is adjourned. Thank you very much.