

FACULTY SENATE MEETING
April 7, 2004

1. Call to Order.

CHAIR JAMES R. AUGUSTINE – I call the meeting of Wednesday, April 7, 2004 of the USC Faculty Senate to order.

2. Corrections to and Approval of Minutes.

CHAIR AUGUSTINE – The first item is the correction and approval of the minutes from March 3, 2004. Those minutes have been sent to you and they are on the Faculty Senate website. Are there any corrections to the minutes? Is there a motion to approve the minutes as written? Is there a second? All those in favor of approving the minutes of the March 3, 2004 as written please say aye. Opposed no. The minutes are approved as written.

3. Reports of Committees.

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

PROFESSOR WISE (Retailing) – I would like to report that Marilee Birchfield (Libraries) and Matthew Miller (Mathematics) were elected to three-year terms on the Committee on Curricula and Courses.

Susan Vanderborg (English) has been appointed to fill a one-year vacancy on the Committee on Admissions.

Richard Ray (Civil & Environmental Engineering) and Ognian Trifonov (Mathematics) have been appointed to fill one-semester vacancies on the Committee on Curricula and Courses.

A two-year vacancy exists on the Committee on Scholastic Standards and Petitions. If you are interested in being nominated for this committee, please contact Jane Olsgaard (Libraries). Thank you.

CHAIR AUGUSTINE – Thank you, Professor Wise.

b. Committee on Admissions, Professor Don Stowe, Chair:

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

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

PROFESSOR BLANPIED (Physics & Astronomy) – We have for the Senate’s consideration a report on pages 19 through 28. We move number 1 the College of Education, Department of Instruction and Teacher Education some changes in courses as listed.

CHAIR AUGUSTINE – The Committee has moved on page 19 under 1A. Department of Instruction and Teacher Education a change in crosslisting and a change in designator for crosslisting. The motion comes from a committee and does not need a second. Is there any discussion? All those in favor of this change in crosslisting and change in designator for crosslisting please say aye. Opposed no. The motion passes.

PROFESSOR BLANPIED – Number 2 the College of Engineering and Information Technology, A. Department of Civil and Environmental Engineering, B. Department of Computer Science and Engineering has three curriculum changes going from page 20 to top of page 23, and C. Department of Mechanical Engineering has a new course.

CHAIR AUGUSTINE – Again the motion comes from a committee it does not need a second. We are looking at number 2 page 19, A. Department of Civil and Environmental Engineering a change in prerequisites. In B. Department of Computer Science and Engineering a change in prerequisites, a new course, a change in Computer Engineering curriculum, change in Computer Information Systems curriculum, and a change in Computer Science curriculum. Also under C. Department of Mechanical Engineering a new course. Are there any comments or questions please? Yes, sir, please identify yourself.

PROFESSOR RICHARD RAY (Civil and Environmental Engineering) – I am asking about a new course I submitted to the committee ECIV539X?

PROFESSOR BLANPIED – X courses are under Experimental Courses on page 28.

CHAIR AUGUSTINE – It will be part of another motion.

PROFESSOR RAY – All right. Thank you.

CHAIR AUGUSTINE – Are there any questions about the motion that is on the floor please or comments? If not all those in favor of the changes in prerequisites and other changes that have been mentioned on pages 19 through 23 under number 2 in the College of Engineering and Information Technology, please say aye. Opposed no. The motion passes.

PROFESSOR BLANPIED – Number 3 the College of Hospitality, Retail, and Sport Management, A. Program of Technology Support & Training Management has three different changes.

CHAIR AUGUSTINE – The committee makes the motion on page 23 changes in designators; change in designator and prerequisites; and change in title, crosslisting and prerequisites under number 3A. Program of Technology Support & Training Management. Any questions or comments please? The motion before you is number 3A on page 23 all those in favor say aye. Opposed no. The motion passes.

PROFESSOR BLANPIED – Number 4 on page 23 and 24 College of Liberal Arts, A. Department of Anthropology has a new course, B. Department of Criminology and Criminal Justice has a change in title and description, and C. Department of Languages, Literatures and Cultures has three new courses.

CHAIR AUGUSTINE – Again the motion is coming from the committee and does not need a second. We are on page 23 number 4 under the College of Liberal Arts, Department of Anthropology a new course, in the Department of Criminology and Criminal Justice a change in title and description, and in the Department of Languages, Literatures and Cultures several new courses. Are there any comments, questions, or objections? If not all those in favor of the items under number 4 on pages 23 and 24, please say aye. Opposed no. The motion passes.

PROFESSOR BLANPIED – Number 5 College of Mass Communications and Information Studies, A. Department of Journalism and Mass Communications has deletions, change in credit hours and corequisites, change in prerequisites, change in crosslisting, and change in curriculum labeling on pages 24 to 25.

CHAIR AUGUSTINE – Again the motion does not need a second. We are on pages 24 to 25 item number 5 in the College of Mass Communications and Information Studies in the School of Journalism and Mass Communications has deletions, also a change in credit hours and corequisites, change in prerequisites, change in crosslisting, change in curriculum labeling. Are there any objections, comments, or questions? Seeing none all those in favor of this motion please say aye. Opposed no. The motion passes.

PROFESSOR BLANPIED – Also on page 25 number 6 Arnold School of Public Health, A. Department of Health Promotion, Education, and Behavior there is a change in a course number.

CHAIR AUGUSTINE – We are on page 25 the motion coming from the committee does not need a second. In the Arnold School of Public Health, Department of Health Promotion, Education, and Behavior we have a change in course number. Are there any questions or comments related to that change in course number? If not all those in favor of this motion, please say aye. Opposed no. The change in course number passes.

PROFESSOR BLANPIED – Number 7 the College of Science and Mathematics from page 25 to the top of page 28 we have new courses, Department of Biological Sciences has changes in prerequisite, Department of Mathematics has changes in description, and Department of Statistics has a change in curriculum that goes to the top of page 28.

CHAIR AUGUSTINE – On pages 25 to the top of 28 number 7, coming from the committee it does not need a second. We have new courses in the College of Science and Mathematics. We also have in the Department of Biological Sciences a change in prerequisite, in the Department of Mathematics changes in course descriptions, and in the Department of Statistics a change in the curriculum. Are there any questions or comments please about item number 7? Seeing none all those in favor of the motion related to item number 7 please say aye. Opposed no. The motion passes.

PROFESSOR BLANPIED – Number 8 is for the Senate’s information only. It is experimental courses in the College of Engineering and the College of Science and Mathematics. Then number 9 is a motion from the committee to delete all the courses that were not approved by the normal procedure for May Semester. These courses were approved from 1997 to 2001 to be taught only in the May Semester but now all courses are to be approved by the same procedure to be taught in May Semester or any other semester. By deleting these any of the departments can resubmit these to go through the normal procedure so that all courses will have the same approval mechanism and we won’t have any that can only be done in May. Because some departments would like to teach these courses at other times and right now we do not have a procedure for doing that. So our recommendation is to delete these so that we can start with all courses having been approved by the Faculty Senate.

CHAIR AUGUSTINE – The motion from the Committee on Curricula and Courses is on page 28, it is number 9. It is a motion to delete all the courses listed below that were approved for May Semester and not approved for teaching as a regular course. Are there any comments or questions please? Seeing none all those in favor of this motion please say aye. Opposed no. The ayes have it. Thank you, Professor Blanpied. Professor Ray did you have a comment about your experimental course?

PROFESSOR RAY – No, I’ve said enough.

d. Committee on Scholastic Standards and Petitions, Jane Olsgaard, Chair:

PROFESSOR OLSGAARD (Libraries) – The committee would like to report to the Senate a change to the Undergraduate Bulletin regarding the computation of the “I” Incomplete to a neutral status. This proposal was approved by the Assistant Associate Deans Council. It has also been taken to the Regional Faculty Senate and they gave their approval in November. We are asking our Senate to approve this change. If approved, it will be passed to the President. He will then ask the Chancellors for their approval. Because this is a system wide change; everyone must approve the change before it will go into effect.

CHAIR AUGUSTINE – So this change is on page 29 under I, Incomplete and printed in the Undergraduate Bulletin. It comes from the committee and does not need a second. Is there any discussion or questions please about the item on page 29?

PROFESSOR MARCO VALTORTA (Computer Science and Engineering) – I am wondering what would happen if a student transferred out before the incomplete is changed to a different grade? Would that still become an F even if the student had left the University?

PROFESSOR OLSGAARD – Yes, if it isn't made up within the 12 months then it automatically goes to an F. This is more or less a temporary measure while the student is the process of making it up. It will not count on the GPA calculation.

PROFESSOR VALTORTA – Thank you.

CHAIR AUGUSTINE – Is there other discussion or questions? Seeing none all those in favor of the motion on page 29, the change under I, Incomplete as presented by the Committee on Scholastic Standards and Petitions please say aye. Opposed no. The motion passes.

e. Faculty Advisory Committee, Professor William Bearden, Chair:

PROFESSOR BEARDEN (Moore School of Business) – We are reporting just for your information only. We are working to clean up the Faculty Manual. These changes are the ones that were approved at our 20th meeting and will go to President Sorensen for inclusion at the General Faculty meeting on April 29th. These and other changes will be posted on the Faculty Senate website if you want to look at them. Many of the changes deal with titles and addresses of the fitness center and the Colonial Center. There are some changes to the title and role of the vice president for medical affairs and vice president of research and health sciences. The single substantive change that you might want to think about deals with the section regarding appointments, qualifications, and requirements and the paragraph reading “Instructor” positions will read in the future as follows: “To be eligible for the rank of instructor, a faculty member is normally expected to hold the master’s degree plus substantial additional graduate study, such as having fulfilled the requirements for admission to candidacy for the doctor’s degree. The rank of instructor is an annual appointment and a non-tenure track position.” We will bring these and a bunch of other things to the General Faculty on April 29th.

CHAIR AUGUSTINE – Any questions for Professor Bearden?

f. Faculty Budget Committee, Professor David Berube, Chair:

PROFESSOR BERUBE (English) – The Faculty Budget Committee did not meet but we did draw up a list of Deans who will present their strategic reports to the committee. We recommended that we visit with the Deans from the colleges of Science and Mathematics, Business, Liberal Arts, Nursing and the Honor’s College. We sent a proposal for indexing scholarship to tuition increases to the Athletics Advisory Committee.

In the terms of VCM, if you have any questions, please ask the questions at the end because I tried to make this as brief as I could. The efficiency projections that were made for this year were compared to the actual efficiencies produced by each unit. In general, the projections were fairly accurate but could not account for the series of externalities we dealt with this year, most importantly the size of the classes.

As per the understanding we concluded at the end of last year, the general budget would compensate units who were not as efficient as predicted from the efficiencies produced by units that were more efficient than predicted. Presumably, this will not recur – this is a one shot deal.

We discussed how this might punish units that make a bona fide effort to be highly efficient and we agreed that this correcting process would be done on a case by case basis rather than simply across the board. For example, Liberal Arts' tuition receipts were higher than predicted, Music's were less. Money from the general budget which would include some generated by Liberal Arts would go to cover Music.

In terms of efficiencies, Music was affected by the new per credit tuition assessment and this may have accounted for the inefficiency. Engineering was less efficient as well but they were impacted by the restrictive INS policies post-9/11 which made it much more difficult to have foreign students enroll here.

We are working on the “value” end of VCM. Dean Crawley introduced a calculus to determine “scholarly value” and we are examining it and will be exploring other components of the “value” side of the equation. So if you have any recommendations just send them to me at Berube@sc.edu

CHAIR AUGUSTINE – Questions for Professor Berube? If not, thank you, David.

g. Faculty Welfare Committee, Professor Peter Graham, Chair:

CHAIR AUGUSTINE – Professor Graham is not available to be with us today.

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

PROFESSOR WILLIAMS (Library and Information Science) – At our March meeting we considered a request from Dr. Mike McGee, Director of Athletics, to advise him and the President regarding a proposed change in the Fall, 2004 football schedule. This involved moving a currently scheduled home game from Saturday, November 6 to Thursday night, November 4 in order to accept an offer for a nationally televised game. Dr. McGee was instructed by the President to seek the advice of the University Athletics Advisory Committee (UAAC) prior to making a recommendation to him for this change.

The Committee considered the request and discussed the issue in light of the complaints from the faculty that had occurred when similar changes were made in the Fall 2003 football schedule during the mid-term exam period and later in the term. The

UAAC had not been consulted when those changes were made. The committee looked at what was on the schedule for that period of time. We particularly considered the fact that the prior Tuesday was an election day. After some discussion we decided that this potential move did not substantially effect academic schedules so the Committee advised Dr. McGee and the President to proceed with the negotiations regarding this change.

Secondly, the Committee is continuing our consideration of changes to the current charge of the Committee in light of the Faculty Senate's adoption of the "spirit of COIA" as it relates to athletics reform. We again seek your input in terms of changes to make to the current charge. I will be happy to take any questions.

CHAIR AUGUSTINE – Any questions for Professor Williams please? Thank you, Bob.

4. Reports of Officers.

PRESIDENT ANDREW SORENSEN – Mr. Chairman, Ladies and Gentlemen it was my pleasure along with my wife, Donna, to host a dinner at our home last night for all the faculty members who had written books during the year 2002 or the calendar year 2003. We had 54 faculty members who had written books at our home last evening with their spouses and friends. It was a delightful evening and a very small way to salute our faculty for the esteem in which their peers hold them, their hard work and their productivity. I am fully aware of the fact that not all excellent scholarship appears in the form of books, but it is a convenient way to recognize a substantial number of our faculty.

We had a Board of Trustees retreat this past weekend and among the issues that we discussed was our budget and sources of revenue. In my preparation for the retreat I looked over our funding over a period of 15 years. In 1994, the principal source of revenue for the University of South Carolina was the state appropriation, tuition was 2nd, sales and service were 3rd (revenues from such items as housing, bookstore, athletic department and what we generally call auxiliary services), and grants and contracts were 4th. Ten years later, in 2004, grants and contracts are the principal source of revenue for this University, tuition remains 2nd, state appropriation is 3rd, and sales and services is 4th. In absolute dollars, the state appropriation per full time student is less today than it was ten years ago. Adjusted for inflation, it is \$1,400 per student less than it was ten years ago.

We need to come to terms with a dramatic transformation of sources of revenue. I will be proposing to you over the next several months a different way of looking at the recruitment and retention of faculty given this dramatic change in our sources of revenues. Of every dollar in each of your paychecks, 25 cents comes from the State. On our paychecks it says the State of South Carolina and many people receive comfort and have a sense of security about that as a source of funding. When I speak with individual faculty members and staff, as I did during this past week and ask them, "Where do you think your paycheck comes from, Sally or Fred?" They say, "Well, of course, my paycheck comes from the 25% that is state appropriation. It is the other people who are

dependent on the 75%.” All of us are dependent on the 75% there is no one who is exempt, including me. Another sobering observation is that our student/faculty ratio has gone up each of the past 4 years, but you cannot keep teaching more and more people and not replacing the people whom we are losing to retirement. For example, of the 440 full professors at the University, 100 have TERI’d, 100 out of 440 nearly 25%. One of the approaches employed during a period of contraction of legislative appropriations is to reduce the size of the tenure track faculty but we cannot keep doing that. We need to have a transformation of our culture in which we are willing to acknowledge that our principal source of revenues is from grants and contracts, our 2nd source of revenue is from tuition, while appropriations from the state is distant 3rd. Thus when we make offers to faculty about coming here we need to consider the sources of revenues. I don’t have a proposal to present to you today, but by the time the Fall 2005 academic year rolls around, I want us to have a dramatic increase in the number of faculty to help share the academic burden. But that will require agreement among the faculty that we will approach this issue of recruitment differently than we have in the past. We will project our anticipated revenue from grants and contracts, from tuition, from state appropriation, and from sales and services, and base our faculty size on estimated revenue from all sources over a multiple-year period.

We have had several recent successes in securing funding for the University: We have received a grant of \$2-1/2 million to fund fuel cell technology research. We received \$1 million from BB&T for the Business School. I want to commend the Engineering and Information Technology faculty for their magnificent job with the robotics competition. It is imperative that we reach out to the high schools and the middle schools in South Carolina to entice young people to go into those fields irrespective of where they enroll in college. Quite frankly I’m hoping that they will enroll here; I commend the staff and the faculty in the College of Engineering for their incredibly successful efforts to reach out to hundreds of middle school and high school students, cultivating their enthusiasm for science and engineering.

The Provost Search seems to be going well. There are 10 to 12 people whom the faculty search committee turned up and another 15 recommended by the search firm. Jerry Odom will leave very large shoes to fill.

Dr. Odom, Dr. Pastides, and I met with the Pharmacy faculty today to talk about the merger of our College of Pharmacy with the MUSC College of Pharmacy. There is some elevated anxiety in that group, but I look forward to meeting with them again. It was a very informative discussion. I certainly learned a great deal and I look forward to meeting with them again, and working with them as we effect the merger.

The principal focus of the Board of Trustees retreat was the enrollment management. Our situation is that we have one group on the Board of Trustees who would like us to be more selective, drive up SAT scores by possibly diminishing the size of the incoming freshman class, and emphasizing selectivity. We have another group of trustees who favor increasing the size of the incoming class and taking our responsibilities as a public institution being accessible and more open to the people of the

State of South Carolina. My job is to try and steer the ship of the University between those two poles. On the one hand, striving for excellence and on the other ensuring access for people that might not have had the privilege of preparation for Kaplan courses or going to high schools where they have highly sophisticated college preparatory curricula. Clearly a huge number of high schools in the State of South Carolina do not have such offerings. This past month I discovered a staggering statistic; of all of the 9th graders who are enrolled in South Carolina schools, only 51% graduate from high school. You can imagine what the intellectual climate is like in some of those schools that have remarkably high drop-out rates. On my bow tie bus tour I go into at least one high school on every one of the 9 tours I am taking this spring. I myself see first hand what it is like, and I have an increasing respect for the teachers who work in those high schools. The task must be daunting. I suggested to our Board of Trustees that we develop a long range plan regarding enrollment over the next 5 years, and I presented them the elements of such a proposal. I discussed this with Chairman Augustine, and next fall I will present a plan that will give us a long range enrollment management plan.

Since I saw you last, I hosted a breakfast for all members for the House of Representatives and helped host a dinner for all the members for the House Ways and Means Committee and the Speaker of the House and the Speaker Pro tem. Today we hosted a lunch for all the members of the South Carolina Senate and their staffers. All of these activities are designed to enable us to work more effectively with them, to talk with them about our needs, and remind them of the importance of research universities to the well being in the state of South Carolina. I just returned from helping to preside at a graduate student awards ceremony. I want to commend all of you faculty who work with graduate students for the wonderful way in which you are involving them in research. The number of our students who have published articles in refereed journals who are excited and intellectually stimulated by their research is impressive. They feel that you value them not as peons and serfs who do your bidding but as people whose intellectual contributions to your own research activities they value. Those of you who have heard me speak about this before know that I have a passion for integrating research with teaching, so that we think of research not as something that is isolated from teaching. So I thank you again for all your efforts.

Finally, kudos again to Professor Berube. Masters Shipman and Prince continue to be named national champions. Professor Berube sends me e-mails regularly about their accomplishments. Their excellence makes the fact the University of Connecticut men's basketball team and women's basketball team won their respective national championships pale by comparison. Thank you very much. I will be happy to answer any questions if there are any.

PROFESSOR VALTORTA – I was wondering whether you could, please share with us something about how the decision of merging the two colleges of pharmacy was reached? It seems to me that in particular the Faculty Senate was not involved in this at all and I don't think it needed to be but I was wondering whether it would have been appropriate somehow to do something.

PRESIDENT SORENSEN – I thank you very much for that question. We had a committee comprised of 8 people. With 4 people selected from the University of South Carolina and 4 from the Medical University of South Carolina. We asked them to consider the proposal to merge and they did indeed recommend a merger. I must say in all honesty it wasn't with wild enthusiasm on the part of everybody who was a member of the committee, but we did carefully consider faculty input, and acted on the recommendation of the faculty group. Other questions?

PROFESSOR RAY – I have a question about occupational safety with respect to some of the staff people. We have now occupied the former Bell South building downtown that is located kiddy corner to one of the largest microwave transmission tower in South Carolina. Has there been any consideration given to the possible health impacts for the people who occupy that building.

PRESIDENT SORENSEN – I cannot honestly answer that question. You obviously know more about that than I do, but I guarantee you that I will look into it and I will have a report at the next Faculty Senate meeting.

PROFESSOR RAY – Thank you.

PROFESSOR RIG HUGHES (Philosophy) – I thank you for inviting us to contribute a discussion about how appointment practices and the way we run our budget are connected. But I am not quite sure exactly what kind of changes you are envisioning.

PRESIDENT SORENSEN – I am not ready to give you a detailed proposal, but it boils down to something like this. What if I made this proposal to the chairman of your department: “We can't afford to hire a professor in the Philosophy department and guarantee that professor a tenured position but we would like to recruit that person. I can promise \$50,000 a year for five years as a result of increased tuition revenues and I would like to give the Philosophy department \$250,000 over that period so that you could hire a faculty member at a salary of \$50,000 per year. I can't guarantee you what the revenue stream will look like six years from now or 16 years from now. But if the money continues to be available, I'd like to keep that person on.” So what I would like to propose to the faculty is that you be given that alternative. You can say, “Thank you very much. I'll take the \$250,000 and we will recruit somebody. We will let that person know that it is not completely certain that your job will evolve into a tenure track position irrespective of your scholarly productivity.” If we are going to do that, that is going to require you as a philosopher to treat that incoming philosopher, if you decide to accept the money, as an equal. Not as second class citizen. If you choose not to do that, then if we develop this proposal I would go to another department and say: “Would you accept the \$250,000 with precisely the same terms?” That is obviously a new way of thinking about faculty positions.

PROFESSOR HUGHES – Thank you.

PRESIDENT SORENSEN – You are welcome. I don't have the \$250,000 right now. As we speak, the South Carolina General Assembly is in session. So please don't convey to them that I have all this money and I am just trying to figure out what to do with it. But I submit to you that we cannot keep functioning the way we are. We can't keep having more and more students coming in because we need the tuition revenues.

PROFESSOR LAURA FOX (Pharmacy) – Can you answer the gentlemen's question from Computer Engineering? That was not the understanding that I had from this mornings meeting that that was the driving force behind the Pharmacy merger. So I am just asking for a little clarification.

PRESIDENT SORENSEN –I thought his question was whether we involved faculty in the deliberations and the discussion.

PROFESSOR FOX – Well I thought he was asking how it was coming about.

PRESIDENT SORENSEN – I have \$61.3 million less in my budget than I did two years ago. But I have CEO's of hospitals and directors of clinics saying we need more pharmacists. I have people in the field telling me we need more pharmacists and the legislature telling me we have less money. How do we create more pharmacists with less money? So I proposed to the faculty, and I discussed it at some length with the Pharmacy faculty today, as you can testify, the ways in which we can reach a larger number of people with the same size faculty that we have now. Dr. Greenberg and I have a vision that we can have statewide pharmacy education programs, statewide medical education programs, statewide nursing education programs, statewide dental education programs, and we can do more and reach more people with less money. That is what is driving it.

PROFESSOR FOX – Thank you.

PRESIDENT SORENSEN – You are welcome.

PROFESSOR BUDDY LINGLE (Pharmacy) – It is College of Pharmacy day here. I do want to add one other thing about your answer regarding the faculty input. I think it is important to also note that a recommendation that you and President Greenberg are making is not the same recommendation that came from the faculty committee. As well as the discussion about the money that is going to be saved from this merger, that was developed from the recommendation that was originally made.

PRESIDENT SORENSEN – For the sake of those who are not in the College of Pharmacy faculty and did not participate in this mornings meeting, after we got recommendations from this group of 8 faculty and staff we said, "We need to hire a group of experts." So we hired three deans of highly respected schools of public university schools of pharmacy from around the country. They wrote a report which we distributed today to the faculty. The recommendations that we made derived from the report of the Deans of Pharmacy who came here and interviewed our Pharmacy faculty

and the MUSC Pharmacy faculty. I presume they talked to you and gave you ample opportunity to talk with them and express your opinions.

PROFESSOR LINGLE – They met with the faculty in one department in the college for a half an hour, two departments at the colleges together for a half an hour, and I presume they met with the faculty at MUSC for an hour.

PRESIDENT SORENSEN – President Greenberg and I would be glad to bring them back for a longer period of time. Would you like that?

PROFESSOR LINGLE – At this point, I don't know if it would do any good.

PRESIDENT SORENSEN – I went through what I believed was a consultative process - inviting opinions from faculty, having people who are experts in the field meet with the faculty give us opinions and make recommendations to us. We then sent the report that they gave us to the faculty and then we sent a letter commenting on the report to the faculty. I met with our faculty today, President Greenberg met with his faculty and we have offered to come back and talk with the faculty again – to have another meeting with you before we cast anything in concrete. I sincerely believe we are trying to be responsive to you. We want to listen to you and we want to talk with you. I am happy to come and meet with y'all anytime you wish.

PROFESSOR LINGLE – I should say that a lot of this discussion we are having now we have not actually even seen the report to the faculty. The faculty has not had the opportunity to review the report nor the letter. So a lot of this may be some what early in terms of this discussion and I will grant you that we have not had a chance to review that.

PRESIDENT SORENSEN – Please, I was sincere when I told you this morning and I am sincere now when I say to you, “I am happy to sit down with you and talk to you.” I mean it, and I will come back as many times as you want me to.

PROFESSOR LINGLE – We appreciate that.

PRESIDENT SORENSEN – Thank you, sir. Anybody else? Thank you very much.

CHAIR AUGUSTINE – Thank you Mr. President.

PROVOST JEROME ODOM – Thank you very much, Mr. Chair. Let me briefly touch on two things that the President talked about. The Provost Office is now the home of a beautiful trophy that our debate team received for being national champs. So any time you would like to see the trophy, please visit the Provost Office. I noticed, David, that it is a traveling trophy. Let's hope that we get to keep it more than one year.

The Dean search for Arts and Sciences dean is tracking behind the Provost search. We have received some files from the Provost search committee and we have contacted

some of those individuals. We have about 50 applications. The committee met last week and we narrowed that down substantially and as soon as the Provost search is concluded or even before it is concluded we will try to schedule interviews for a Dean of Arts and Sciences. I am very concerned at this point that those interviews not occur over the summer when a lot of faculty are not here because, I think the faculty need to be heavily involved in the interview process. So we will simply see how that continues to go.

Last time I mentioned that Don Greiner, in my office had decided to retire effective May 15 and I invited applications for his position initially on an interim basis. I am happy to say that I received a number of applications for that position and yesterday afternoon Karl Heider in the Department of Anthropology accepted an offer to serve as Interim Associate Provost for Undergraduate Affairs beginning July 1st. I am sure that many of you know Karl. He is a former Chair of the Department of Anthropology, he has been involved in the University Committee on Tenure and Promotions. He is currently involved in a number of the activities that report to Don Greiner and I think that he will do an excellent job as an Interim Associate Provost.

Another appointment that has been made fairly recently and you may have seen this – Kip Howard has been hired to replace Char Davis in our Admissions Office in Enrollment Management. I think Kip made an excellent impression when he interviewed here. He is held in very high regard at the national level and he will start May 1st. He will be working with Dennis Pruitt and with my office to develop long range enrollment management plans. I hope when you meet him you will take the opportunity to welcome him to campus.

The only other announcement that I have is to request of you to make sure that you attend the General Faculty meeting on April 29th and urge your colleagues to attend that as well. That is the General Faculty meeting where we honor awardees of a number of different awards that are presented to the faculty. Our student awards day is April 15th. There will be some faculty awards there and then the majority of faculty awards will be at the General Faculty meeting at 2:00 pm on April 29th. So I urge you to attend that and urge your colleagues to attend that to recognize the award winners. That is all that I have. I would be happy to answer questions.

PROFESSOR CARL BOGER (Hospitality, Retail, and Tourism Management) – In a couple years I am losing a faculty member because of TERI. One of the things I've been trying to do is work with Human Resources because I would like to keep that person after retirement. Because my biggest challenge is whenever you lose 100 professors out of your full professor tenure rank, you are losing so much institutional memory.

PROVOST ODOM – Right.

PROFESSOR BOGER – The second piece is if I can hire him with reduced benefits and you can pay him a salary to do a portion of the job that they did during the previous year, but my challenge is the guidelines are not really clear in terms of what are the exact benefits, so I am attempting to understand the University policies.

PROVOST ODOM – You know I would be happy to discuss this with you further but I am not sure what is not clear Carl, as the benefits are there because the person has retired. There is no retirement pay, there is no health insurance, that is all taken care of. Right now that person can come to work for you and earn up to \$50,000 per year with no decrease in the State Retirement benefits. One of things that is in the legislature that in fact may take place, it was more likely to take place if the TERI program was discontinued, was no cap on how much you could pay a person. Right now though that is \$50,000 but many faculty members come back to work after they retire and I'm sure that a large number of the people who have TERI'd and will be leaving starting in December of 2005 would like very much to do that.

PRESIDENT SORENSEN – In fact Carl, if you have somebody who is getting paid \$70,000 a year for a 9-month appointment and has worked here for 30 years, that person's combined pension benefit plus \$50,000 a year may be larger than the salary that they are currently getting. When I sit down and do the math with individuals, some of them are astonished that they will wind up making substantially more than they did working full-time.

CHAIR AUGUSTINE – Thank you, Mr. Provost. One of the most challenging responsibilities for our faculty members is the job of Faculty Athletics Representative. I have asked Russ Pate who is our Faculty Athletics Representative to give us a brief report.

PROFESSOR RUSSELL PATE (Exercise Science) – I appreciate the opportunity to speak with you for a few minutes this afternoon. The position that I am currently occupying is referred to as the Faculty Athletics Representative so it does seem appropriate to me that I would from time to time report to this body.

What I intend to do in the next few minutes is touch on these topics:

1. Make brief comments about the institutional role of the Faculty Athletics Representative.
2. Mention a few of the major ongoing activities in which I have been involved since starting in the position about 1-1/2 years ago.
3. Describe briefly a few special projects that I have been involved in.
4. Identify some trends that I think are important in university level intercollegiate athletics today and identify two or three goals that I have for my time in this position.

The Faculty Athletics Representative is appointed by the President, serves in an advisory capacity to the President but also serves as a liaison to the leadership in the Department of Athletics as well as to the faculty. The regular functions that are associated with the position involve advising President Sorensen and one of the expectations of the position, as mandated by the NCAA, is that the person in this position will have regular access to the President of the University and I can assure you that I have had. I also serve as a member of the University Athletics Advisory Committee which Professor Williams chairs. I serve on the Southeastern Conference FAR Committee

which is quite an active group. It meets face to face three times per year for multi day meetings and has regular teleconferences as well. I participate in the discussions regarding USC's positions on pending NCAA legislation. I certify student athletic eligibility. Work on team schedule approvals. The Athletics department has a protocol that it is intended to insure that our athletics team schedules do not require excessive absences from classes and I review that with the Athletics department personnel on a seasonal basis. I participate in exit interviews with graduating senior student athletes. I participate in the selection of student athletes who are nominated for awards to the SEC and the NCAA, and occasionally get drawn into helping to arbitrate issues that arise in relationships between the Athletics department and academic units.

Since starting in this position 1-1/2 years ago I have been involved in a few special projects. At the request of Dr. Sorensen, I have been involved in the development of a new protocol for managing the special admissions process. That has just recently been activated within the last month. Essentially it draws all of the various special admissions decisions that need to be made, into the responsibility of a single group. It is not only those coming from Athletics but from other units on campus as well. We are just in the process of activating this new process.

At the request of Mike McGee, I have worked with a faculty committee over the last few months to perform a comprehensive evaluation of the academic support unit which is a group within the Department of Athletics that provides academic support services and tutoring to student athletes. We are working toward implementation next summer, 2005 of a mandatory summer school for any specially admitted students, not only those from athletics but from other units as well.

There are some important trends that, I think, are playing out in university level intercollegiate athletics these days and I think this group's interest in intercollegiate athletics is indicative of that. As you know there is a movement toward greater faculty oversight of Athletics, I personally think that is a healthy trend. I think the folks in Athletics see it as a healthy trend and I hope it will continue in appropriate ways.

The NCAA is in the process of finalizing plans for what is sometimes called an "Incentives, Disincentives Protocol." I think most of us that have been watching this consider it to be mostly a disincentives program but it is intended to insure that institutions will recruit and bring to their campuses only athletes that are prepared to progress appropriately towards graduation. And for teams at specific institutions that do not meet reasonable targets for that, there will be significant disincentives built into the system. This is expected to phase in over the next couple of years and I think it is going to have a profound impact on some of the issues that I know the faculty has been concerned about.

Also the NCAA has recently modified its standards for both initial and continuing eligibility. This has created some problems and I think in the long run though it will be helpful. The minimum SAT score for clearance by the NCAA was removed. Low score has to be compensated by a higher score for the GPA but there is no absolute basement

on the SAT score that is now required for clearance by the NCAA for acceptance of an Athletics Scholarship Award. However, the standards for continuing eligibility have been made more stringent. So that students that are admitted are required to progress quite steadily toward graduation. These are being phased in now. They have been applicable to this year's admission group and I think are likely to have a profound impact on how these programs operate in the long term.

Also you are well aware that there have been continuing issues around the country about gender equity in intercollegiate athletics programs. Universities in general and USC in particular have made enormous progress in this area but I think more progress is needed.

Finally I wanted to mention just a few goals that I would like to pursue while I am in this position. The first is that I think that there would be benefit in our having greater contact between Athletics department staff and in particular the head coaches and the faculty of the University. I personally think we are too isolated and I would like to see more appropriate contact between those two groups. We have, I think, appropriate guidelines that preclude the coaches from calling the faculty if there are concerns about academic performance of student athletes. That strikes me as an appropriate guideline but I do think there would be merit in more faculty being personally acquainted with more of the coaches and other personnel in the Athletics department. I hope we will do some things that will foster that.

Next, I think we will be working toward improving our services to specially admitted student athletes. I think we bear a heavy responsibility to support those students to the best of our ability and I think we can make progress in that area.

Finally, I hope to be able to facilitate a smooth phase in of the Athletic Academic Reforms. Some of which I have mentioned and some of which you have discussed in previous meetings but which I think are profound and we will all be dealing with them over the next few years.

So I appreciate the opportunity to report and I would be happy to respond to any questions that you might have.

PRESIDENT SORENSEN – Mr. Chairman?

CHAIR AUGUSTINE – Yes sir.

PRESIDENT SORENSEN – There are four qualities that are especially desirable in a Faculty Athletics Representative. That person must:

1. Be a paragon of integrity;
2. Have zero tolerance for violation of NCAA and SEC rules and regulations;
3. Have a keenly developed sense to detect the prospect of violations.
4. Communicate effectively with Athletics Department faculty, staff, and student athletes as well as other students.

I have been a senior administrator of the Southeastern Conference for fourteen years and have had a number of Faculty Athletics Representatives report to me. But I have never ever had anybody who is as skilled and as consummately able as Russ. Dr. Pate, I salute you for your excellent work.

CHAIR AUGUSTINE – Thank you, Mr. President and thank you, Russ. Russ and I and Bob Williams have had a number of occasions where we have met and discussed some of these issues and we will continue to try to keep those channels open. We thank Russ for his help. It is a very difficult task that he has before him.

5. Report of Secretary.

PROFESSOR WISE – No additional report.

6. Unfinished Business.

CHAIR AUGUSTINE – I am not aware of any unfinished business.

7. New Business.

None.

8. Announcements.

CHAIR AUGUSTINE – Jeff Poulin from the Newman Club would like to make an announcement.

JEFF POULIN (Student – Newman Club) – As most of you saw on your way in, you were handed a small pamphlet about Relay For Life on campus at the University of South Carolina. The Newman Club is one of the many teams participating in this event. It will be April 23 and 24. Part of the event is a fund raiser for cancer research and patient support services. What we are doing today is just asking you or offering you the opportunity to help out with this event. I will be right outside at a small table. There are two ways you can help out with general donations just basically however much you feel appropriate to donate to the American Cancer Society through Relay for Life or you can buy what is called a Luminaria which you buy in memory of someone or in celebration of a survivor. It is \$5 and you write the persons name on it or you can take it with you and allow your child or yourself to design it and make it look nice. Those are displayed along the track for the Relay for Life event on April 23 and 24. For the sake of time, if you have any questions, I will be right outside. Thank you for your support and your time here today.

CHAIR AUGUSTINE – Thank you, Jeff.

ZACHERY SCOTT (President of Student Body) – Very quickly before you slip out for prior engagements. I do want to take the time to introduce myself for those of you who

either have not read the newspapers recently or who I have not had the chance to meet yet. I'm Zachery Scott. I am the new President of the Student Body, and we have our Senate Pro Tem, Ben Havird. What we are going to try and do this year is retain that habit of having a member of Student Government from the Executive or the Student Senate attend your Faculty Senate meetings. One thing that the Student Government is working on right now is the South Carolina State Student Association. It is something that administrators all around the state are actually very happy about. What it is, is a lobbying effort by the students. There are 41 other associations like this around the country. Surprise, surprise very few of those are in the southeast. But it is run by the students, paid for by the students. Hopefully we will have a budget of around \$200,000 to \$300,000 to lobby the State Legislature for better funding for higher education. We are very excited that USC got the opportunity to host the upcoming convention this fall in September. You will be hearing more about that. I also wanted to let you know that Student Senate and Student Government are actually here to help you all in many ways. The senators are elected based on their academic representation whether it comes Liberal Arts, Engineering, Journalism, Public Health, or what not. That is where they come from so there have been incidences where the student senators and faculty have come together on an issue and you'd be amazed at how much progress can be made with those two sources come together to approach the administration about an issue. Their opinions are much more concise and much more thorough. So I just wanted to take a few moments to introduce myself. If you have any questions by all means, I know you want to leave, but you can see me after the meeting. Hopefully we can work well this year. If you have any questions, our doors are always open in Student Government. Thank you.

CHAIR AUGUSTINE – Thank you. Zach. Are there any announcements or is there anything for the good of the order?

PROFESSOR ROBERT SKINDER (Libraries) – We would like you to ask your colleagues to please go to the University's homepage and take the survey there for the Library. Right now we have had a lot of response from the undergraduates and graduates but very little faculty which we really need badly. I believe that the survey will be over April 13. So if you would ask faculty, we would appreciate it.

CHAIR AUGUSTINE – Thank you. Other announcements? Anything else for the good of the order?

9. Adjournment.

CHAIR AUGUSTINE – The chair will entertain a motion to adjourn. Our next meeting will be April 29, 2004. All those in favor say aye. The meeting is adjourned. Thank you very much.