

**FACULTY SENATE MEETING**  
**November 5, 2008**

**1. Call to Order.**

CHAIR ROBERT BEST (School of Medicine) called the meeting to order.

**2. Corrections and Approval of Minutes.**

CHAIR BEST asked for corrections to the minutes of the meeting of October 1. There were no corrections and the minutes were approved as written.

**3. Reports of Committees.**

**a. Senate Steering Committee, Professor Rebekah Maxwell, Secretary**

PROFESSOR MAXWELL (Law Library) reported on several vacancies on faculty committees which have been filled. Professor Karen Brown (University Libraries) has been elected to the Committee on Instructional Development. Professor Maxwell thanked Jeanna Luker in the Faculty Senate Office for getting out the ballots for this election.

For vacancies in terms of a year or less, if volunteers are running unopposed, the Steering Committee makes appointments. Professor Matthew Kostek (Applied Physiology) has been appointed to the Committee on Scholastic Standards and Petitions. Professor Ken Gaines (Law) has been appointed to the Faculty Welfare Committee.

**b. Committee on Curricula and Courses, Professor Gail Wagner, Chair**

PROFESSOR WAGNER (Anthropology) reported changes in courses, curricula and major designators from the College of Arts and Sciences, the College of Engineering and Computing, the College of Mass Communications and Information Studies, the School of Music, the Arnold School of Public Health, and the College of Social Work (please see attachment, pages 9-20). These changes include a new undergraduate major for the College of Social Work and lists the associated new courses. The Committee recommended that the Faculty Senate accept the changes. The changes were approved as written.

**4. Reports of Officers**

PRESIDENT HARRIS PASTIDES greeted the Senators throughout the University system and congratulated University Provost, Dr. Mark Becker, on his selection as the new President of Georgia State University in Atlanta. Dr. Pastides also noted the appointment of Dr. Ted Moore, currently Vice President for Planning and previously Vice Provost for Academic Affairs, as Provost for the remainder of the academic year (from January 1 to June 30, 2009). Plans for a provost search will be announced in the near future. Dr. Pastides noted that Dr. Moore's prior

experience is well suited to the University's current financial challenges, as he is a Professor of Finance and the Berlinberg Distinguished Professor in the Moore School of Business. Dr. Pastides reported on developments in the University's budget situation, including the necessity in mid-October of freezing faculty and staff hiring, of ceasing nonessential travel, of carefully reviewing recurring commitments before undertaking them, and of freezing pay-for-performance increases until further notice. The University has received a 14.9% cumulative budget cut for this fiscal year alone, in addition to a 2.67% in the base appropriations at the beginning of the fiscal year. The President's financial team has been fully engaged in working out the budget revisions necessary for all of the University's academic and service units. Their efforts have enabled the President to rescind the hiring freeze and the freeze on pay-for-performance raises.

President Pastides cautioned the Senators not to take these actions as a signal that the University was passed its financial peril, but as a signal that we are entering a new phase in how we manage our budgetary challenges. In this new phase, deans, vice presidents, chancellors and the President himself will be recalibrating their respective budgets and making plans to live within smaller budgets. The effect is that deans may approve target hiring and can give merit increases in salary, but these actions must be consistent with the new budget realities. Necessary reductions in faculty and staff hiring will be made at the unit level.

The University's Budget Office and the Provost's Office will be assisting deans and vice presidents in recalibrating their budgets. Deans, vice presidents and chancellors will begin meeting with the Provost or the President to discuss the steps they plan to take to rebalance their operating budgets to fit with the new financial realities, and to outline the kinds of changes that they believe are needed in maintaining their academic and service excellence. Faculty Senate Chair Bob Best and Faculty Budget Committee Chair Andy Gowan will represent the faculty in all meetings. Deans are asked to examine the effects of changes using a five-year budget model, and to consider different scenarios for responding to a possible additional cut that could be announced after the holiday season retail sales figures are known.

President Pastides emphasized that the University is approaching these cuts strategically to ensure that the University of South Carolina emerges strong and able to serve our students and the citizens of our state and nation. He asked for the faculty's understanding of the difficulty of the decisions that must be made as we protect our core responsibilities, and for its cooperation with and support for those who are tasked with making these difficult decisions. The President reiterated his commitment to not imposing a mid-year tuition increase on students to cover the University's budget shortfalls.

Turning to the positive, President Pastides thanked and congratulated the faculty for its hard work and dedication, especially to the University's students, to advancing research and community service, and for the faculty's scholarly and creative accomplishments. He noted that, thanks to the faculty, we have much to be proud of at Carolina. This quarter has seen an impressive growth in sponsored research funding, and the University has just seen a record year in private support. We continue to attract the brightest and most capable students.

Focus Carolina, the University's strategic planning activity, is well underway and suggestions are coming in from Carolina's Ideas. Echoing a sentiment expressed in previous Senate meetings, Dr. Pastides encouraged faculty input and asked to be a conduit for the faculty voice.

President Pastides has met with Michael Koman, the University's Director of Sustainability. The first USC Earth Summit was held on October 24<sup>th</sup> at the Green Quad. It was led by the Environmental Advisory Committee and attended by over 70 faculty, staff and students. Their conversations are leading to a more cohesive approach to sustainability at USC. Three areas of emphasis identified at the Earth Summit are:

1. Education and Engagement
2. Energy and Atmosphere
3. Material and Resource Engagement

The President is also working with USC's Athletics Director and coaches to plan for the involvement of the athletics departments in the scholarly and academic programs of the University. The Honorable Michael J. Mungo was honored at the Tennessee Game for his 36 years as a member of USC's Board of Trustees and for his financial support of the University's six highest faculty honors. President and Mrs. Pastides recently hosted a recognition event at the President's House to honor the almost 90 Mungo faculty award winners since 1993.

President Pastides urged faculty members to visit colleagues at other University campuses and to cultivate collaborative opportunities with colleagues throughout the University system. He noted that there may be new ways that the University can support these visits and collaborations, and invited interested faculty to talk with him about them. The President has visited all of the USC campuses but for Lancaster, and he will visit there on November 25.

PROFESSOR MARCO VALTORTA (Engineering and Computing) asked the President to elaborate on the support for visits to colleagues on other campuses. President Pastides responded that while travel is expensive and that unit heads are asked to be sensitive to travel that is not mission-critical, it is his aspiration that faculty be incentivized to visit colleagues. While there is not a current plan in place, Dr. Pastides is interested in finding ways in which the University might subsidize inter-campus collegial visits. If the faculty believe that the idea is worthwhile, the President would be pleased to consider it.

PROVOST MARK BECKER reported first on a question that has been under consideration by the Faculty Salary Equity Committee regarding the University's practice in addressing promotional raises. The committee has made recommendations that the promotional raises for Associate Professors be increased from \$3,500 to \$4,000, and those from Associate Professor to Full Professor be increased from \$5,000 to \$6,000. These recommendations are based on practices at peer institutions, particularly regional peers in the SEC and similar institutions in the ACC. The Provost's Office has accepted the recommendations, and the modified practice will be reflected in the salary memo that goes to deans. The Provost thanked the Faculty Salary Equity Committee and its Chair, Helen Doeringhaus, for their good work in addressing this issue.

Provost Becker announced the launch on November 17<sup>th</sup> of the University's Confucius Institute. A Confucius Institute is the formal name of a set of language and culture centers funded and supported by the People's Republic of China's Ministry of Education. The idea of establishing a Confucius Institute at USC was brought forward by our Asian Studies faculty in response to increasing interest from the student body in Chinese language and culture. Provost Becker noted that our international business students at the Moore School are particularly interested in acquiring expertise and facility with the Chinese language and that it has been a challenge in recent years to staff enough sections in Chinese language courses, especially at the introductory levels. In addition, we have programs in other parts of the university such as Engineering and Computing, and Hospitality, Retail, and Sports Management where we have academic exchanges with the People's Republic, Taiwan, Hong Kong, and Macau.

There has been a marked increase in USC study abroad students who go to China. Four years ago, USC was sending an average of no students to that part of the world, compared with an average of 50-60 in the last couple of years. Additionally, USC students are now winning Fulbright awards to go to China. The Confucius Institute will help support the burgeoning student interest in Chinese language and culture, and the growing opportunities for academic experiences in China.

There are more than 105 Confucius Institutes worldwide, including one in Chicago for K-12 students. USC's program will be somewhere between the 106<sup>th</sup> and 108<sup>th</sup>, depending on the launch dates of other programs. There are 31 other Confucius Institutes in the United States, with 36 other countries hosting Institutes. The typical institute receives \$100,000 recurring support, and two faculty members to engage in the teaching of language and to establish cultural programs, plus contributions to the library program of the host institution for materials to support the initiatives. USC's partner for its Institute is the Beijing Language and Culture University. USC's Confucius Institute will be directed by Professor Tan Ye (Languages, Literature and Culture), who is a Beijing native and a longtime member of the USC faculty. Thanks to the energy, commitment and persuasiveness of Professor Tan Ye, USC is getting an additional faculty member, for a total of three, and an increase in library support that is approximately 50% greater than that included in the usual package.

The establishment of the Institute confers an additional benefit for the University – eligibility to apply for supplemental grants. Hanban, the administrative body within the Ministry of Education, has a supplemental grant program open only to those who have been awarded as an officially-recognized Confucius Institute.

Two of the Institute's faculty members are in Columbia now, and one is due to arrive in the next few days. Two of these faculty members are PhD scholars in Chinese literature and one is credentialed at the Master's level to teach Chinese as a second language. All three faculty are trained in teaching Chinese, but the third member is specifically trained with a focus toward Chinese as a second language. The Institute will be able to offer rich opportunities to USC's students, as well as perform outreach to communities outside of USC (e.g., area technical colleges and the Richland School District system).

Provost Becker noted that South Carolina is a very active international trader and that 30-40% of the shipping containers coming through the Port of Charleston originate in the People's Republic. USC's Confucius Institute will increase our capacity in Chinese language and culture and will compliment programs that we have with institutions in Taiwan, Macau, Hong Kong and other academic institutions in the People's Republic. The Provost invited everyone to the launch festivities on November 17.

## **5. Report of the Chair.**

CHAIR BEST offered congratulations to Provost Becker for being named President of Georgia State University and to Ted Moore for stepping in as Provost.

Chair Best noted the landmark significance of the election of Barack Obama as the 44<sup>th</sup> President of the United States, and, citing an article in today's edition of Inside Higher Ed, highlighted the kinds of policies that the incoming President has advocated during his campaign that might be expected to have an impact on higher education.

1. Regarding access to higher education, Mr. Obama has advocated for changes in student loan programs to shift away from lender subsidies and guaranteed loans toward direct lending programs, which would likely result in a significant increase in Pell Grants. He has advocated for incentives to community colleges to increase transfers to 4-year institutions. This is significant not only with regard to the Columbia campus but to the integrated roles of many of the other components of the USC system throughout the state. Chair Best suggested that those interested in the details of Mr. Obama's views on higher education should look online at his address at the Kettering University in Flint, MI, on June 15<sup>th</sup>.
2. Mr. Obama has advocated for increased investments in science and technology, linking these to an increased economic prosperity for the country. Some of the proposals he has raised are: expanding financing of federal research programs, creating new programs to improve math and science education, increasing recruitment of female and minority students in math and science programs, and removing barriers to stem cell research. He advocates affirmative action programs, but defines these as based on class factors as well as race factors.
3. Mr. Obama's advocates lifting bans on ROTC on campuses linking that to his support for gays in the military.
4. Mr. Obama takes issue with the rising cost of textbooks and has been critical of professors who write books and then require that students purchase them for their classes.
5. He also supports the rights of certain students who would lack legal status to attend community colleges.

Chair Best emphasizes that he is not advocating for the President-elect's policy agenda, but reports these issues to give Senators some sense of what an Obama Presidency would mean in the lives of faculty and of the University.

Chair Best added his comments to the budgetary discussion, noting that we need to look carefully and thoughtfully at the way all of our dollars are being used to maximize the value of every dollar spent and to ensure the preservation of the integrity and the mission of the University. He urged the Senators to focus on what is best for the whole as individuals advocate for different interests. Chair Best encouraged the Senators to serve as a channel for the voice of the faculty they represent, and reminded Senators that both he and Budget Committee Chair Andy Gowan are involved in the upcoming budget planning meetings.

Chair Best then pointed out an article in the November 7<sup>th</sup> Chronicle of Higher Education relating to faculty salaries. From 1990 to 2003, public institutions saw an average tuition increase of 6.6%, and an average increase in faculty salaries of 3.3%. From 1986 to 2005, the average increase in faculty salaries at public institutions has been around 2.5%. The same article put growth in tenure-track faculty slots at 17% over the past 30 years. An article in Inside Higher Ed looks at faculty salaries and compares the professoriate in different countries. The top 5 are Canada, the US, Australia, German and the UK, when comparing entry-level faculty salaries. Regarding senior faculty, the top 5 are Saudi Arabia, Canada, the US, Australia and South Africa. Regarding the ratio of faculty salaries compared to the gross national products per capita, the top five are India, South Africa, Colombia, Saudi Arabia, and China.

Chair Best addressed an article from last week's Inside Higher Ed that reported on a recent conference on academic freedom at the New School. Conference participants discussed the increasing politicization of the academy, unhealthy levels of corporate influence, concessions on academic freedom stemming from financial exigency and market competitiveness, and the importance of disciplinary communities to provide the consensus necessary to justify academic freedom, among other things.

These thoughts were offered to stimulate discussion and to make Senators aware of developing trends in the life of the academy.

## **6. Report of the Secretary.**

There was no report of the Secretary.

## **7. Unfinished Business.**

There was no unfinished business.

## **8. New Business.**

CHAIR BEST noted that his term as Faculty Senate Chair will end in August of 2009, and described the time commitment involved: one year as Chair Elect, two years as Faculty Senate

Chair, and one year as Past Chair, to assist the new Chair's transition. He opened the floor for nominations for the office.

PROFESSOR JIM SANDERS (Sociology) nominated a colleague, Professor Patrick Nolan. Professor Nolan is a full professor and a voting faculty member who has previously served as Chair of UCTP, and who has had a long and distinguished history of service to the Faculty at USC.

There were no further nominations. The election will be held at the December meeting of the Faculty Senate.

### **9. Announcements**

PROFESSOR SONYA DUHE' (Journalism & Mass Communications) addressed the Senate as Co-Chair of the Presidential Investiture Committee. She invited all faculty to participate in the installation of Dr. Harris Pastides as the 28<sup>th</sup> President of the University of South Carolina on November 21<sup>st</sup> at 3:30 pm at the Koger Center for the Arts. Faculty wishing to participate will wear academic regalia and will gather in the large rehearsal hall at the Koger Center no later than 2:45 pm in order to assemble for the procession. Invitations have gone out and an email will follow regarding the procession. Details can also be found on the University's website at <http://president.sc.edu/investiture> .

The next meeting of the Faculty Senate will be on December 3, 2008.

### **10. Adjournment.**

A motion to adjourn was seconded and passed.