

**FACULTY SENATE MEETING
December 3, 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 November 5. 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 an upcoming vacancy on the Committee for Academic Responsibility to finish a term that has a year and a half left to run. Professor Divya Ahuja (School of Medicine) was nominated by the Steering Committee. Coming from a committee, the nomination needed no second. Professor Maxwell left the floor open for additional nominations until the end of the meeting.

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

PROFESSOR WAGNER (Anthropology) reported changes in courses and curricula from the College of Arts and Sciences, the College of Mass Communications and Information Studies, the School of Music, the College of Nursing, the Arnold School of Public Health (please see attachment, pages 10-15). The Committee recommended that the Faculty Senate accept the changes. The changes were approved as written. As part of the discussion of these, Professor Wagner reminded departments, when making changes in courses and curricula, to include in those discussions the department members at the regional campuses. We continue to hear from faculty at regional campuses who have done substantial preparation, including textbook selection, for classes without being informed of impending changes. The intent is to avoid undue burden to faculty on sister campuses, and to foster improved collegial communications.

c. Committee on Scholastic Standards and Petitions, Professor Jayanth Jayaram, Chair:

PROFESSOR JAYARAM (Moore School of Business) shared his experience of returning from a summer trip to India to find that he had been named as chair of SS&P. His committee got its first assignment within the first week, and Professor Jayaram has acquired much experience in a short time. He presented an overview of the committee's recent work, which involves student concerns that the University's current attendance policies penalize students who represent the University at school-sponsored events such as competitions, sporting events, and the like. After some preliminary research, the committee found that this issue has been brought to the Faculty Senate in the past, so it has taken care to address faculty concerns as well. The Committee researched similar policies at peer institutions, particularly those in the SEC, and found a wide range of approaches. In formulating new language for a more specific attendance policy, the committee focused on two major issues: preserving faculty autonomy in evaluating what

constitutes an approved absence, and crafting more specific definitions of terms used in the policy. Professor Jayaram noted that the standard has not changed (10% of both approved and unapproved absences), but the committee has attempted to make the language of the policy more specific and helpful (please see attachment, pages 16 & 17). Professor Jayaram then called for questions.

PROFESSOR MARCO VALTORTA (Computer Science & Engineering) asked whether the interfaith calendar, mentioned in the language of the policy, was a standard calendar, and noted a spelling discrepancy regarding the word “holidays”.

PROFESSOR JAYARAM explained that the committee is working on developing specific policies regarding religious observances that might affect policies beyond student attendance requirements. The committee will be developing an interfaith calendar based on policies at peer institutions, and has found a helpful model in use at LSU.

The Faculty Senate approved the committee’s language changes, and Chair Best thanked Professor Jayaram for his leadership on the committee and the committee as a whole for its thoughtful and effective consideration of the issues.

4. Reports of Officers.

PRESIDENT HARRIS PASTIDES reported on his investiture on November 21st, as the President of the University of South Carolina, noting his great joy and that of his family. He thanked the faculty as a whole for their participation in the ceremony, and the School of Music in particular for the glorious music they provided at the investiture.

The remainder of the President’s report focused on two themes: navigating the difficult road on which we find ourselves, and also celebrating excellence.

President Pastides noted that the current budgetary situation is producing significant reductions on every campus, affecting academic units and service units alike. He expressed concern for the difficult decisions being made throughout the University system and reported two more reductions expected before the end of the calendar year. Depending on holiday sales receipts,

the University may be facing a further significant cut in February or March. The General Assembly is directing us to prepare for the possibility for more cuts. Dr. Pastides assured the Senators that the University’s Deans have been given the best central guidance possible, and are making their best recommendations regarding how best to manage their units. Their recommendations will be examined through what the President refers to as a strategic filter that prioritizes educational quality and the environment for conducting advanced research, scholarship, and artistic performance. The President has notified the Board of Trustees of the steps that the University is taking to manage the budget cuts, and he will hold a town hall meeting for faculty and staff on December 12th at 4:00 pm in the Russell House Auditorium. He encouraged faculty and staff to bring their questions and concerns, but also plans on

communicating in writing with the University community to outline the budgetary situation and the planned response.

President Pastides outlined various details of this response, including the cancellation of some small classes, suspension of faculty and staff hiring (except for mission-critical positions, which will be authorized at the highest levels of administration), reduction in travel expenditures, and economizing on energy usage. There will be limited reductions in force, including non-renewal of instructors (excluding tenure-track faculty), discontinuation of some part-time faculty and staff positions, possible freezing of enrollments in some small programs, and possible non-replacement of retiring faculty and staff.

The President asked that all University personnel work together, understand one another, and communicate with one another. He reported that the One Carolina initiative, the program to replace the University's data systems, has been cancelled due to the associated expense and that some of those savings will be distributed across the University to alleviate what otherwise would have been an even deeper burden.

President Pastides then noted that even amid such difficult circumstances, the University's faculty and staff were working together to preserve the core mission and the character of the University of South Carolina. The President is informed almost daily of faculty members stepping forward to volunteer to teach extra classes, and of faculty and staff volunteering to make sacrifices. The President remarked that even as we are being hurt financially, we are resilient and continue to produce excellence. He reported on the following recent faculty achievements:

Dr. Tim Mousseau, Professor of Biological Sciences and Associate Dean for Research and Graduate Education in the College of Arts and Sciences, and Dr. Thomas Vogt, Professor of Chemistry and Director of the USC NanoCenter, have been elected as Fellows of the American Association for the Advancement of Science.

Dr. Kwame Dawes, the Louise Fry Scudder Professor of English, has been named the winner of the Zora Neale Hurston/Richard Wright Foundation's Hurston/Wright Legacy Award for Debut Fiction.

Professor Ann Bartow, Professor of Law, has been inducted into the American Law Institute.

President Pastides then presented Elizabeth Nyikos, a senior piano performance major and member of the South Carolina Honors College, who is our 2009 Marshall Scholar winner. Elizabeth is a Palmetto Fellow, a National Merit Scholar, a Magellan Scholar, and winner of the Honors College Undergraduate Research Grant. Elizabeth is one of only forty (40) 2009 Marshall Scholars who will represent the United States in the United Kingdom during the next 2 years. She will attend Oxford University to pursue her M.Phil. in Musicology and continue her research on medieval manuscripts. Elizabeth is the second USC student selected as a Marshall Scholar. The first was Nicholas Miller in 2001. The President noted that USC is the only University in the state of South Carolina ever to have had a Marshall Scholar recipient. The

President shared a conversation that he had with Elizabeth in which she pointed out that her achievements represent the enormous opportunities afforded her by the University and, in particular, by her devoted faculty, who assisted Elizabeth in her educational pursuits as well as in her preparation as a competitor for the Marshall Award and for the Rhodes Scholarship. President Pastides recognized several faculty on Elizabeth's support team who were present: Dr. Peter Hoyt (School of Music), Dr. John Nelson (Biological Sciences), Dr. Jan Boucher Breuer (Economics), and Dr. Gordon Smith (Political Science). Recognized in absentia were Dr. Leon Jackson (English) and Dr. Scott Gwara (English).

President Pastides again thanked the Senators and faculty for their contributions and achievements and for working together in these difficult times. The President addressed the issue of furloughs, which he said has been raised many times since the budgetary shortfalls began. He noted that while he had never ruled out furloughs completely, he did not feel that it was an appropriate first response. The State Human Resources system requires that a furlough has to be universal throughout the system, leaving no way to protect the salaries of those at the lower end of the economic structure, for whom furloughs would be especially burdensome. Additionally, a furlough does nothing to address the recurring nature of the budgetary crisis. The President asked Senators and faculty to stand by for further written communication regarding the University's response to the budget crisis, and invited everyone to attend the town hall meeting on December 12.

In yielding the floor to Provost Becker, President Pastides noted that this was Dr. Becker's last address to the Faculty Senate before assuming the Presidency of Georgia State University. He remembered Dr. Becker as an excellent Provost, a friend and colleague of many years, and a man of honesty and standards who has worked to carry the University forward.

PROVOST MARK BECKER thanked Dr. Pastides for his kind remarks and suggested that perhaps he himself should just sit down and quit while he was ahead. The Provost described his first meeting with President Pastides, when Dr. Becker was at the University of Michigan and Dr. Pastides was a member of the accreditation team that visited their School of Public Health. Dr. Becker remembers Dr. Pastides as the one sympathetic person on the accreditation team, who understood the way universities worked and understood what Dr. Becker and his program were trying to accomplish. In 2003, they met again in Philadelphia during a reception for the Association of Schools of Public Health. Dr. Pastides was by then at USC, and encouraged Dr. Becker to consider responding to a call from USC during the upcoming Provost search. Dr. Becker took the call, was selected, and started at the University on September 1, 2004. Provost Becker described stories told to him by faculty during his years at the University of Michigan that illustrated the difficult financial times that university had experienced in the 1980's. If someone wanted a pad of paper, he or she had to bring the cardboard backing to the person in charge of supplies to prove that the entire pad had been used up. To get a pencil, one had to bring the pencil stub and the stub had to be shorter than a prescribed length if one were to have a new pencil. Echoing a thought shared by the President, the Provost observed how universities had survived through financial upheavals of the past, and expressed the confidence that USC will persevere and will continue to excel.

Provost Becker noted that this, his last presentation to the Faculty Senate, arrived four years, three months, and 2 days to the day from his first on September 1, 2004. He remarked upon his pleasure in working with many in the audience in various capacities, but specifically thanked the members of the Faculty Advisory Committee, past and present, for their advice and assistance. The Provost thanked the members of the Faculty Steering Committee – the committee chairs and the Chair of the Faculty Senate – past and present, for the opportunity to have dialogue, to seek input and to provide information. He thanked Faculty Senate Chairs Jim Augustine, Gene Reeder and Robert Best, and noted that the faculty of USC have been extraordinarily well-served by all three.

Provost Becker closed his address with a comment about a very special feature that he has noticed while working at USC – the sense of community and family within the institution. The Provost expressed his faith that the faculty’s commitment to teaching excellence, to research and scholarship excellence, and to the Carolina Family will keep the University strong in difficult times and make it a great university well into the future and hopefully for all time.

5. Report of the Chair.

CHAIR BEST delivered a brief report on his numerous activities during the past month, many centered around the University’s budgetary issues. Chair Best attends the meetings of the Budget Committee, along with Budget Chair Andy Gowan (School of Music). The Budget Committee strives to represent the faculty’s interests in two major ways: (1) to bring forward issues of concern given it by faculty members and (2) to ask the questions that the faculty would ask if they were present for the committee’s discussions. Chair Best has seen tremendous integrity in the process and, while he understands that the current financial climate generates anxiety for many, he believes that University administration is working as hard as possible to thoughtfully consider issues in the fairest way possible and do fully deliberate before making decisions.

Chair Best brought before the Senate some items that are in the news. A series of articles in the current edition of *Liberal Education* addresses issues raised by the Spellings Commission and the Bologna proposal related to accountability and productivity for universities. The current issue references a report from Cliff Adelman, “The Bologna Club: What U.S. Higher Education Can Learn from a Decade of European Reconstruction” can be found at this link: <http://www.ihep.org/assets/files/TheBolognaClub.pdf>

Today’s issue of *Inside Higher Ed* revisits the issue of tenure track and non-tenure track faculty and the way that is changing the academy. A report from the American Federation of Teachers is referenced in that article; “Reversing Course: The Troubled State of Academic Staffing and a Path Forward” can be viewed at the following link: http://www.aft.org/pubs-reports/higher_ed/ReversingCourse.pdf Chair Best notes that there exist many opinions on the issue and some are quite heated. While he doesn’t advocate the article or the report as a balanced view, they are part of the dialog and may be of interest to the Senators.

The December 5 issue of *The Chronicle of Higher Education* contains a report on the compensation of graduate students, which is no small issue for the University. The report is brief but illuminating and shows the full range of compensation for graduate students in terms of health care benefits as well as stipends.

PROVOST BECKER added some background regarding the Bologna process, which was initiated at the formation of the European Union to find a way in which higher education could be made such that people in Europe could go through one nation's secondary system and attend a university in another nation. The Bologna process looks at issues associated with having comparable degrees across the European Union Nations, as well as issues associated with transfer and articulation.

CHAIR BEST thanked Provost Becker for the additional information and invited questions for him or for President Pastides.

PROFESSOR MIKE MEADOWS (Civil & Environmental Engineering) asked, regarding the issue of furloughs, whether the savings produced would actually be a very small part of the University's total budgetary shortfall.

PRESIDENT PASTIDES responded that this is correct. Not only are furloughs required across the board, are one-time savings events, cannot be structured to protect people at the lower end of the University's pay scale, but the savings generated would not be nearly enough to make a meaningful impact compared to the cuts.

PROFESSOR MARCO VALTORTA (Computer Science & Engineering) asked that, while furloughs must be universal, can they be discriminatory on the basis of unit?

PRESIDENT PASTIDES replied that, theoretically, they can be (e.g., the Columbia campus is a unit, the Beaufort campus is a unit) beyond that it is not clear. He feels that a proposal to furlough particular colleges within one campus but not others would be unacceptable, with the possible exception of the Medical School because of their independent budget that is appropriated by the State.

CHAIR BEST reiterated his observation that these types of decisions are being made with a focus on fairness and equity.

PROFESSOR VITALY RASSOLOV (Chemistry & Biochemistry) asked if the University was contemplating changes in enrollment, particularly for the Spring semester.

PRESIDENT PASTIDES responded that no enrollment changes are planned for the Spring semester. We will have to get into January before some of the other issues become clear, for instance, would we increase enrollment as a way to build the budget back up or will the services have been depleted to the point where we have to reduce admission in order to serve the people whom we admit? The President's preference is to look at the entire University system and accommodate more students in those locations where capacity exists. At present, the campuses

at Aiken, Spartanburg and Beaufort can accommodate more students. President Pastides believes that we can increase enrollment, but not unilaterally in every college on every campus.

6. Unfinished Business.

SECRETARY MAXWELL called for further nominations for the Committee on Academic Responsibility. There were none and the Senate confirmed Dr. Divya Ahuja as the newest committee member.

The Secretary reminded the Senators of the nomination at the November meeting of Professor Patrick Nolan (Sociology) as Chair-Elect of the Faculty Senate. No further nominations were submitted during the ensuing month, and the Senate confirmed Professor Nolan as the Chair-Elect.

CHAIR BEST thanked Professor Nolan for agreeing to serve. Professor Nolan will begin service immediately as Chair-Elect and will assume the office of full Chair on August 16, 2009.

7. New Business.

There was no new business.

8. Announcements.

There were no announcements. The next meeting of the Faculty Senate will be on Wednesday, February 4, 2009.

9. Adjournment.

A motion to adjourn was seconded and passed.