

FACULTY SENATE MEETING
February 4, 2009

1. Call to Order

CHAIR ROBERT BEST (School of Medicine) called the meeting to order, and encouraged senators wishing to make comments to come to a microphone.

2. Corrections and Approval of Minutes

CHAIR BEST asked for corrections to the minutes of the meeting of December 3, 2008. There were no corrections and the minutes were approved as written.

3. Invited Guests

PROFESSOR JAMES R. AUGUSTINE (Medicine & USC Ombudsman) presented an overview of the function of the Ombudsman's Office. Professor Augustine, in his capacity as Ombudsman, is a resource for faculty concerns and conflicts and can assure confidentiality, neutrality, informality and independence. The Ombuds adheres to the ethical code of the International Ombudsman Association, and Professor Augustine encouraged Senators to make colleagues aware of the office and extended an invitation to take advantage of its services. Professor Augustine emphasized that the services of the Ombuds Office are an informal resource outside the bounds of University policies and procedures, such as the grievance procedure, and that the Ombuds has sole discretion in the discharge of his duties. The Ombudsman's Office has a website at <http://www.sc.edu/ombuds/> where faculty can find further information.

Professor Augustine presented the annual report of the University Ombudsman for August 15, 2007 to August 14, 2008. Last year, Professor Augustine saw 61 faculty members and this year saw about 53. While the Ombuds Office collects categorical statistics on the types of visitor concerns, it keeps no notes or records of any kind on the visitors themselves. The report lists the categories of concerns in decreasing order of frequency:

1. Career Progression and Development: issues of involuntary transfer, changes of assignment, resignation, termination, nonrenewal, separation from the University, tenure, nontenure status, and issues related to post-tenure review
2. Evaluative Relationships (interactions between faculty and those they report to): Issues related to bullying, threatening or coercive behavior, a diversity-related issue, and an evaluation concern during third-year review
3. Peer, Colleague or Co-worker Relationships: issues relating to inappropriate regard for people, comments or behaviors perceived to be insensitive, offensive or intolerant, and one concern involving a student/professor relationship
4. Employee Compensation: issues concerning insurance, medical bills and graduate stipends

5. Safety, Health, and Physical Environment: issues of odors, noise, available space, and the presence of mold
6. Services/Administrative Issues: concerns about administrative decisions, interpretation and application of University policies and procedures
7. Values, Ethics, and Standards: issues concerning disputed authorship, standards of conduct in the work place, policy defining bullying and providing effective graduated sanctions for such behavior, and lack of transparency in the tenure and promotion process
8. Organizational, Strategic, and Mission Related: concerns regarding lack of communication from department and unit leaders, especially regarding strategic issues
9. Legal, Regulatory, Financial and Compliance: a matter related to an individual being subjected to a longer-term pattern of harassment.

PROFESSOR AUGUSTINE assured faculty at the Regional Campuses that the Ombuds Office was for their use, and expressed the hope that the relationship between the Ombuds Office and the Regional Campuses will be strengthened in the future. Professor Augustine expressed his thanks for the support he has received from USC's administrative leaders without infringing upon his independence, neutrality, informality and confidentiality. He is currently working on a visitor satisfaction survey to measure satisfaction of visitors to the Ombuds Office.

4. Reports of Committees

a. Senate Steering Committee, Professor Rebekah Maxwell, Secretary

PROFESSOR MAXWELL (Law Library) reported on the filling of two short-term vacancies on faculty committees. Professor Judith Rink (Physical Education) has been appointed to the Faculty Advisory Committee. Professor Jeong-Hwan Park (Nursing) has been appointed to the Committee on Scholastic Standards and Petitions. Professor Maxwell thanked both new members for being willing to serve.

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 Engineering and Computing, the College of Hospitality, Retail and sports Management, the College of Nursing, and the Arnold School of Public Health (please see attachment, pages 14-22).

Prior to the Senators consideration, Professor Wagner recommended that Senators remove a line of text, apparently a typo, at the bottom of page 19, regarding a new course from the Department of Mechanical Engineering. The line relates to EMCH 362 and read: **Excluded: Mechanical Engineering Majors.**

The Committee recommended that the Faculty Senate accept the changes. The changes were approved as written (with the editorial adjustment on page 19).

c. Faculty Budget Committee, Professor Andrew Gowan, Chair

PROFESSOR GOWAN (Music) presented an overview of the function of the Faculty Budget Committee. The committee serves as a liaison between the University Administration and the Faculty, and advocates the faculty perspective on budgetary matters. The committee provides a venue for discussing faculty questions and concerns; its meetings are largely informational. Professor Gowan invited the Senators to bring the committee their questions, concerns and suggestions to enable it to properly do its job.

Professor Gowan described the University's decentralized budget system, funded by state appropriations, tuition and grants, and described the events set in motion when the Legislature wanted money back. A series of strategic planning meetings have occurred where the deans and leaders from the units presented their plans for meeting budget cut targets. Professor Gowan and Chair Best have been invited to sit in on these meetings and have observed quite a few of them. Professor Gowan has been impressed with the strategic thinking on the part of the University's administrators, and has confidence that the University has good leadership and good decision-making processes. While acknowledging that the budget situation is really quite bad, Professor Gowan has observed that the University administration has been open and transparent in the handling of the crisis. He is confident that the process will remain open and that the faculty will continue to be well-informed.

d. University Athletics Advisory Committee, Professor Manton Matthews, Chair:

PROFESSOR MANTON MATTHEWS (Computer Science & Engineering) described the committee as a communication channel between the faculty and the athletics department. He directed the Senators' attention to the committee's annual report (please see attachment 23-25). The Athletics Advisory Committee is working on a website to improve communication between the faculty, the committee and the athletics department. Professor Matthews credited the idea of a website to Professor Charley Adams (HEAL), Chair of the Faculty Welfare Committee. The UAAC's website will have a link for input from the faculty to the committee.

The Committee has monitored graduation rates at the federal and NCAA levels and uses them to evaluate the progress toward graduation of USC's student athletes. The committee reviews admissions decisions and meets with the Director of Admissions to talk about them. Professor Matthews described the "special admissions" provision at USC; of 100 special admissions allowable, 50 are dedicated to athletes and 50 to students in other fields. Professor Matthews explained that "special admissions" can include many types of qualified students, such as a student athlete from a nation where requirements in science (or another field) are not comparable to US high school graduation requirements, but whose GPAs and SAT scores are good nonetheless.

The committee has also focused on the attendance policies of the University and of the Athletics Department. Professor Matthews noted that a more stringent attendance policy applies to student athletes, who risk losing playing time if they do not attend class.

Based on data from Raymond Harrison, Director of Academic Services, Professor Matthews noted a dramatic increase in the GPAs of the USC men's basketball team, a jump from 2.2 last spring to 2.749 in the fall. This increase is attributed to Coach Warren's emphasis on student athlete accountability, on the court and off. Thirteen of 17 USC teams have an average GPA over 3.0.

CHAIR BEST congratulated Professor Matthews on the excellent work of the Athletics Advisory Committee, and expressed thanks to all who support the committee's work, including USC Athletics Director Eric Hyman.

5. Reports of Officers

PRESIDENT HARRIS PASTIDES greeted the Senators throughout the University system and thanked Professor Andrew Gowan for his report on the budget crisis and strategic planning initiatives, noting that University administration aspired always to be transparent and accountable to the faculty.

The President discussed ways in which the University was looking for new resources and outlined three specific focal points:

1. The Federal Stimulus Bill

There are several potential pools of money that may be available to universities and USC will be ambitious and aggressive in pursuing this sort of funding. The first opportunity is for "shovel-ready projects" – construction projects that will create jobs in the areas of maintenance, capital projects and infrastructure. President Pastides noted that, although USC is prepared to be "as political as the next University" in pursuing this type of funding, he expected that the process would be more competition and proposal-writing. While "shovel-ready project" has not been defined by the Federal Government, USC is preparing by representing its projects that are ready to go. We are developing its design-phase projects to make them more shovel-ready, and developing our conceptual-phase projects to get them closer to the design phase.

President Pastides classifies the second area of new resources as "Too Good To Be True", the premise that the Federal Government might simply restore cuts to higher education that had been made by the states. The President noted that South Carolina has cut funding to higher education more deeply than has any other state, and remarked how amazing it would be to get our \$52 million in cuts restored by the Federal Government.

The third potential area of new money is a smaller pool of competitive funding in areas such as energy or the environment. President Pastides considers USC able to be competitive in these areas, noting our ambition regarding participation in future fuels, whether it be in research, development, deployment, or demonstration, and our developing initiatives for a sustainable campus.

2. A separate source of funding is in the area of external support and philanthropy. The President noted that while state funding for contract research is down, overall research at USC is up 5%; Federal research is up 10% relative to the same period the year before. President

Pastides credits this to the competitiveness of the USC faculty, noting that the faculty are more competitive now than at any other time in our history. Philanthropy doesn't look good right now given the national and world economies, but potential donors who are not able to be donors at present are frequently willing to make pledges for the future.

The University is recruiting for a Vice President for Advancement, under the leadership of a search committee chaired by Dean Hildy Teegen (Moore School) and Dean Jack Pratt (Law). Three finalists have been invited to campus during the week of February 16th. President Pastides expects that with the arrival of a Vice President for Advancement, we will accelerate our planning for the next capital campaign.

3. State Government

The President declares that we are not going to give up in this regard. He makes visits to the Legislature to talk about the future, and to remind them of the historic initiative of their predecessors in establishing a public university in South Carolina in the early part of the 19th Century. He reminds them that the University is here for the people of this state and that we need the Legislature to be here for the University. The Legislature is not making promises but they are listening.

President Pastides called on the Senators and the faculty for advice in developing a message from the University to the Legislature for Carolina Action Network Day in March. The University is looking for a middle ground between indignation at the collapse of state support for its flagship university and understanding regarding the plight of all state agencies. The President invites the input of faculty members in formulating an appropriate message.

The President noted that the state Bureau of Economic Advisors would be meeting on February 9 to report on the retail season, and that there would be more budget information at that time. President Pastides then reported much good news. The Carnegie Foundation for the Advancement of Teaching has appraised the University of South Carolina as being among the universities most engaged with their communities of all the great universities in the United States. We ranked in the top category with respect to the outreach of our curriculum and the outreach of our programs. USC is one of only 23 public universities in the US, and one of only 31 public or private universities, that have the top ranking in both Carnegie ranking systems. USC is a finalist for a multi-million dollar award from the National Science Foundation for a science and technology center.

The arts continue to thrive; student and faculty art is being represented in art galleries around the Vista, and Marina Lomazov gave a most impressive solo performance in the Columbia Philharmonic. President Pastides also noted the enthusiasm and resilience of the USC students.

The General Education curriculum is being examined in the final phase. The President remarked on the challenge of being distinctive in an environment of good colleges and universities, of making a good university into a very, very good one. One of the ways is in the way we teach, in the things we consider so vital that every student who passes through USC must be exposed to. The President commended those who have worked on the curriculum, noting that it was done completely by faculty.

A diversity task force is being reinvigorated and will be led by Dr. Christine Curtis. Every aspect of diversity is important – student diversity, faculty diversity, our civic-mindedness, our tolerance. It is important that, for four years, we give our students the opportunity to sail the world, not just in their study-abroad experiences, but in the classrooms, in the residence halls and at the Russell House. If they are not mingling with people who are very different from themselves, they and we are missing a great opportunity.

President Pastides then took questions from the floor.

PROFESSOR WANDA HENDRICKS (History) asked about library resources. She was concerned that database resources, particularly the African American historical databases seemed to be disappearing because of budget cuts. Her department and students find this database of great benefit.

President Pastides invited Professor Hendricks to meet with him, the Provost, and Interim Dean of University Libraries Tom McNally to talk about issues regarding library resources.

CHAIR BEST wondered if the database in question were part of resources that University Libraries received through PASCAL (Partnership Among South Carolina Academic Libraries), which has suffered a budget cut from \$2 million down to \$100,000.

INTERIM DEAN TOM MCNALLY (Libraries) noted that he was not aware of any databases that the library had cut, but noting that it was possible that some had been lost due to lack of PASCAL funding. He invited Professor Hendricks to talk with him after the meeting, pledging to make every effort to restore vital resources through library funds.

PRESIDENT PASTIDES thanked Professor Hendricks for her question and invited others.

PROVOST TED MOORE greeted the Senators and described three areas that his report would address: people, ideas, and challenges.

People:

The Provost announced the beginning of the faculty awards cycle for the year. He requested nominations from the Senators and encouraged those who were nominated to apply and give the University an opportunity to celebrate their accomplishments.

Provost Moore updated the Senate on the status of some current dean searches. Hospitality, Retail and Sport Management is currently under the capable leadership of Interim Dean Sheryl Kline, and an active search is underway for a permanent Dean. That search committee is being chaired by Dean Charles Bierbauer (Mass Communications and Information Studies). The committee is receiving applications from strong candidates and the Provost expects a successful search. The dean search for the Arnold School of Public Health has reached the point where finalists will be coming to USC in about three or four weeks. Provost Moore expects a successful search in this School as well and noted the outstanding contributions of Interim Dean Tom Chandler.

Ideas:

The Provost followed up on the President's comments on the review of the General Education curriculum, and referred Senators to the website for the review, <http://www.sc.edu/generaleducation>. He encouraged Senators and faculty to visit the site to make comments, observations or suggestions on the work that has been done on the review over the last couple of years.

The Provost amplified President Pastides's remarks regarding research funding, asking the Senators to remember three numbers: 5, 10, and 30. Overall research funding is up 5%. The more competitive Federal funding is up 10%, and the Provost finds this both encouraging and telling regarding the competitiveness of USC faculty. The number of applications is up 30%, and the dollar amounts of the requests are substantially higher than they were last year at this time.

The Provost noted that the competitiveness of the faculty can be used to great effect in applying for funding through the federal stimulus bill. Substantial amounts of funding are to be directed to NSF, HHH, NEH and other funding agencies, and the University is well-positioned to compete for those funds.

Provost Moore reported on the continuing work of Focus Carolina, the University's strategic planning initiative. Focus Carolina is a system wide, comprehensive planning effort and the first ever done for the entire University. Five gold teams have been formed of mostly faculty, but including staff members and students, both graduate and undergraduate, and alumni. The teams represent five major planning areas and will be holding open forums in April to gather input. Focus Carolina will soon have a website where the Carolina family can stay apprised of the ongoing initiative.

The Diversity Task Force, an initiative begun by President Sorensen, is now a permanent seated committee. The Task Force will be conferring with the gold teams of Focus Carolina in order that diversity issues will be integrated into all five areas of the strategic plan. The Task Force will be reporting at the end of the current year.

Challenges:

The Provost echoed the President's observation that the Board of Economic Advisors would meet on February 9, but noted that the University has various contingency plans for handling good news and bad. Provost Moore assured the Senators that the University will be ready for all extremes and will be communicating with the Senate and with the Faculty Budget Committee regarding planning. The Provost noted the mammoth scope of recalibrating the University system's various budgets in light of a \$52 million cut, and recognized the contributions of several members of the University's finance team, including Associate Provost Ed Walton, budget analysts Susie Vitaris and Ralph Summer, and Leslie Brunelli, Budget Director and Associate Vice President for Finance.

Provost Moore recounted the enjoyable and productive meeting that he and President Pastides had had with the cabinet officers of the University's Student Government Association. He noted

that while the students do not exhibit a general sense of panic, they have reasonable and legitimate concerns involving the job market, availability of student loan funding, and viability of current programs of study. The Provost advised them: Even in difficult times, enjoy being young and enjoy being in college, for this experience only happens once. Be involved. Send us your ideas and suggestions on improving the University, improving campus life, making ourselves more efficient. Trust the faculty and the administration to do their best to protect our students' pathways to success. Stay close to the University; we need our students and alumni now more than ever. And, above all, study hard.

6. Report of the Secretary

There was no report of the secretary beyond that given in the Steering Committee report.

7. Report of the Chair

CHAIR BEST updated the Senators regarding the recent town hall meetings on the review of the general education curriculum. The process is in its third year and has involved over 100 faculty. The review is moving toward completion and the Chair feels that it is very thoughtful work that has been well-executed. For faculty with an interest in curriculum revision, Chair Best recommended an article in the Fall 2008 issue of *Peer Review* entitled "Toward Intentionality and Transparency: Analysis and Reflection on the Process of General Education Reform."

Regarding nationwide budgetary issues for universities, Chair Best commented on an article in the February 6th issue of *The Chronicle of Higher Education* entitled "Downturn Threatens the Faculty's Role in Running Colleges" that bemoans the fact that faculty in many universities are disaffected because they have been cut out of the governance process for their universities in the face of financial exigencies and severe cuts. The Chair echoed observations from Budget Committee Chair Andy Gowan regarding the transparency of USC's budgetary planning process, and noted the process offers consistent venues for the expression of the faculty voice, and urged faculty to stay informed and engaged.

Chair Best then reported on a recent meeting of the Faculty Senate Chairs of the State of South Carolina public universities. The group is called the Council of South Carolina University Faculty Chairs and this meeting is the first in several years. The members discussed various issues, including those of budgeting and appropriate avenues for getting the faculty voice into university governance. Chair Best had the honor of being elected as chair of this group, at least until the middle of August, the end of his term as USC's Faculty Senate Chair. Chair Best expects that USC will host the Chairs once or twice in the next six months. The group has benefited from the assistance of Gail Morrison, the Deputy Director of the SC Commission on Higher Education, and the group is brainstorming various ways to support higher education across the State.

Chair Best also commented on an article from *Inside Higher Ed* (published online today) entitled, "Evidence of the Tuition Bubble." He notes two concepts arising from the article. First, the public appreciation of the value of higher education has at no time ever been higher than it is right now. Fifty-five percent of the population responding to a 2008 survey expressed an

appreciation for the role of higher education and the value of a college education, compared to 50% two years ago, and 30% in 2000. Second, and completely consistent with the first point, the article also discussed how concerned people are with the rising cost of college tuition. There are, of course, many reasons for the rising cost of a college education, not the least of which is replacement of state appropriations which has been trending downward for year, but has precipitously declined in recent months. We should expect the public to become increasingly scrutinizing over the way we spend both tuition dollars and state appropriations in providing higher education.

The Chair then named the Focus Carolina Goal teams, their areas of focus, and the names of the faculty members who have agreed to serve as Chairs:

1. T.S. Sudarshan (Electrical Engineering) – Teaching and Learning
2. Allan Brett (School of Medicine) – Service Excellence
3. Bob Thunell (Geological Sciences) – Research, Scholarship & Creative Achievement
4. Paula Feldman (English) – Quality of Life in the University Community
5. Susan Cutter (Geography) – Recognition & Visibility

Chair Best encouraged the Senators to support the teams in their work and to participate in the initiative.

8. Unfinished Business

There was no unfinished business.

9. New Business

There was no new business.

10. Announcements

There were no announcements.

The next meeting of the Faculty Senate will be on March 4, 2009, at 3:00p.m. in the Law School auditorium.

11. Adjournment

A motion to adjourn was seconded and passed.