

FACULTY SENATE MEETING

October 7, 2009

1. Call to Order

CHAIR PATRICK NOLAN (Sociology) called the meeting to order.

2. Corrections and Approval of Minutes

CHAIR NOLAN asked for corrections to the minutes of the meeting of September 2, 2009. There were no corrections and the minutes were approved as written.

3. Invited Guests

CHAIR NOLAN welcomed Senators and honored guests, and recognized President Pastides, Vice President Ted Moore and Vice President Michael Amiridis. He then introduced special guest the Honorable William T. Jones from the Board of Trustees. Mr. Jones is a graduate of The Citadel and served honorably in the Army. He is a graduate of the USC School of Law, has been on the Board of Trustees since 2004, and is serving a term that runs from 2008 to 1012. He currently chairs the Academic Affairs Faculty Liaison Committee of the Board of Trustees and attended today's Faculty Senate meeting to acquaint the Senators with the work of the Committee. The Committee makes recommendations regarding all issues of promotion/tenure decisions, of honorary degrees, establishment of new programs and new degrees, as well as the termination of programs and degrees. Mr. Jones served the legal profession and was very active in helping University of South Carolina – Beaufort to achieve 4-year baccalaureate status. He also serves on the Budget and Grounds Committee, the Student Trustee Liaison Committee, and the AdHoc Committee on Development.

HONORABLE WILLIAM W. JONES (Board of Trustees) greeted the Senators and, by way of introducing the Academic Affairs Faculty Liaison Committee, read this description of the committee's function from the Bylaws of the Board of Trustees:

The Academic Affairs and Faculty Liaison Committee "shall be kept informed of all academic programs; of the conditions affecting recruitment and retention of faculty members; of the adequacy of instructional facilities; of the proposal of new degrees, major programs or institutes; of the proposal to eliminate existing degrees, major programs and institutes; and of such other matters relating to the educational policies and programs as may be brought before it or referred to it by the Board. It shall consider the

development of new programs, degrees, institutes and research for submission to the State Commission on Higher Education. It shall consider and make recommendations to the Board with respect to the naming of any academic centers, institutes, or other such programs. It shall report on all such matters to the Board from time to time with such recommendations as it may consider relevant to the achievement of the University's goal of academic excellence.

The Committee shall consider recommendations for tenure and promotion; honorary faculty titles; extensions of service; and appointments with tenure.

The Committee shall meet from time to time with the Faculty–Board of Trustees Liaison Committee of the Faculty Senate, on matters of concern to the faculty and of concern to the Board, and shall keep the Board informed of all such matters.

The Committee shall review from time to time all recommendations forwarded by the President in accordance with the Policy on Honorary Degree Recipients and shall recommend therefrom to the Board appropriate recipients of such degrees. Approval by a three-fourths vote of the members present at the Board meeting next following the meeting at which the recommendation is made shall be required to approve the granting of such honorary degrees.

The Committee shall likewise serve as the final forum of appeal in faculty matters pertaining to revocation of tenure and dismissal of tenured faculty members.”

MR. JONES noted the complexity of the mission of the committee and the importance of the role of the University's faculty. He observed that “without energetic, resourceful, well-prepared instructors, we will not be able to advance either our institutional rankings or the mission that we have been given by the people of the State of South Carolina.” He told the faculty, “In my opinion each of you has one of the most important jobs that anyone can have in today's society.”

Mr. Jones noted that the recent economic shift has created special challenges for the University, especially in light of declining state support. He predicted that, in order to preserve access, affordability, and the quality of our institutions, the University's administration will need to make a fundamental shift in the structuring of its business model, and assured the faculty that President Pastides and the administration team are diligently exploring ways to clarify the mission and the definitions of the institution to meet these new and changing times. Mr. Jones then offered his assistance as the liaison with the Board.

CHAIR NOLAN then welcomed Professor Jim Augustine to deliver the annual report from the Ombudsman's Office.

PROFESSOR AUGUSTINE (University Ombudsman) encouraged Senators and faculty to consult the card distributed at the beginning of the meeting. The card outlines the principals of

operation of the Ombudsman's Office: confidentiality, neutrality, informality and independence. The card also contains the contact information for Professor Augustine, along with his picture, so that first-time visitors will recognize him when they meet.

Professor Augustine then pointed out the Annual Report of the University Ombudsman, which is attached to the latest Faculty Senate minutes (please see Attachment 1, pages 10-12). Two previous annual reports are archived on the Ombudsman's Website (<http://www.sc.edu/ombuds/>). Professor Augustine presented an overview of the Ombuds' activities during the past year, including the development of an online Visitor Satisfaction Survey. The confidential survey arose from an interest in measuring the effectiveness of the programs of the Ombuds' Office and in gathering feedback from visitors.

During the last year, Professor Augustine spoke with 49 faculty members for the first time. Last year, he spoke with 53 new visitors and 61 the year before, for a total of approximately 163 faculty members in three years. Professor Augustine conducted an informal survey of his ombudsman colleagues at 25 other schools, and most see about a visitor per week. Professor Augustine emphasized that he does not keep notes, documents or records of any kind on the specific visitors whom he sees. He does categorize the subject matter of the visits in accordance with a uniform reporting category system created by the International Ombuds Association. Pages 11-12 in Attachment 1 summarizes the categories represented by the concerns of the visitors to the Ombuds Office.

Professor Augustine noted that about one-third of the faculty who visit him come with concerns related to evaluative relationships, that is, evaluation of a faculty member by peers, unit heads, program, directors, chairs, etc. The next largest group of visitors comes with concerns about their career progression and development, and those concerns usually include promotion and tenure and third-year reviews. The last group of visitors comes with concerns regarding values, ethics and standards, often in the context of the fair applicability of policies and procedures.

Professor Augustine recognized the work of Professor Bill Rivers (English) and the Special Issues Subcommittee in getting the Carolinian Creed included in the University's Faculty Manual as a model code of conduct, and noted the potential of the Creed to inspire faculty members to civility and respect for others.

Professor Augustine observed that it would not be possible for him to perform his Ombud's duties without the help of many of his faculty colleagues and in the administrative offices of Osborne, who lend support and assist in maintaining the confidentiality, neutrality, and informality of the process. Professor Augustine invited questions and referred Senators and faculty to the Ombud's website.

4. Reports of Committees

a. Senate Steering Committee, Professor Rebekah Maxwell, Secretary

PROFESSOR MAXWELL (Law Library) reported on recent activities in furtherance of selecting faculty representatives for the committee that will review proposals for the Quality Enhancement Plan, a student-learning initiative that is part of the University's SACS reaffirmation process. At the last Faculty Senate meeting, the Senators elected Professor Jeremy Lane (School of Music) and Professor Bob Best (School of Medicine). A third faculty member, Professor Pearl Fernandes (USC Sumter) has been elected by the Regional Campuses Senate. The Senators ratified the slate that Professor Maxwell presented."

b. Committee on Curricula and Courses, Professor Jennifer Vendemia, Chair

PROFESSOR VENDEMIA (Psychology) announced that the 2009-2010 Academic Bulletin is only available via the web this year and it is slightly different format than in the past. Faculty with questions or problems with managing the bulletin is invited to contact Aaron Marterer in the Registrar's Office at 803-777-1006 or ACMARTE@mailbox.sc.edu.

Professor Vendemia then reported changes in courses and curricula from the College of Arts and Sciences and the Regional Campuses (please see attachment, pages 13-20). The Committee recommended that the Faculty Senate accept the changes. The changes were approved as written.

5. Reports of Officers

PRESIDENT HARRIS PASTIDES greeted his faculty colleagues throughout the University system and thanked Trustee Jones for his outreach to the faculty on behalf of the Academic Affairs Committee of the Board of Trustees. The President expressed the hope that we have hit the bottom of the economic crisis and can begin to focus on the University's future. For a comprehensive report on his perspective on where the University is today, the President referred Senators and faculty to his State of the University Address, delivered on the 16th of September, available at www.sc.edu/specialevents/stateoftheuniversity.

President Pastides reported on recent activities in the Office of Advancement. The President has recently visited two USC alumni from the Washington, DC, area, both of whom are professionals in the fields of communication and public affairs. The President discussed the University's vision and aspirations and their immediate response was that, while the University was right to address what it wants to be, it should be talking more about what it is already. The President believes that we should be doing a better job of telling the story of the education, the research, and the outreach that the eight Universities of South Carolina represent today. To accomplish this goal, we need to be more attentive to our public relations as well as to our

printed, oral, and electronic presence. President Pastides will be consulting with the Board of Trustees about creating a new position in communications. Communications is currently located within the Office of Advancement, which also includes two additional areas: development and fundraising, and the USC Alumni Association, which has the legal status of a 501C3 organization. In the weeks ahead, the President will be sharing information related to identifying senior leadership for both fund raising and communications.

President Pastides then addressed a different sort of communications issue, that of the incivility that has become prevalent in our society in recent years. The President feels that the University has a moral obligation and the capacity to address this concern. He paraphrased a quotation from Mohandas Gandhi, "Let us be the change that we wish to see in the world." The Carolina family can be a force in the encouragement and defense of civil discourse, beginning with our students, our faculty, our alumni, and the broader external community. President Pastides encouraged the entire University community to take to heart the Carolinian Creed and take a stand in support of civil discourse, not to stifle debate, but to foster vigorous, passionate debate in a civil tone. He encouraged Senators and faculty to advise him on ideas regarding ways in which the Carolina Family can show leadership for civil discourse and looks forward to receiving and discussing ideas.

The President and Ms. Moore-Pastides will be hosting a reception at the President's house on Friday evening, October 16, from 6 to 8 p.m. President Pastides invited all faculty to attend the annual "Food for Thought" event, and encouraged faculty members at the regional campuses to attend. Attire will be casual, food will be plentiful, and the evening will feature stimulating collegial conversation.

President Pastides noted that the fall semester was generally the fullest regarding food for thought, and offers many lectures, receptions, athletic events, and special guests. The President recommended to the Senators the upcoming women's volleyball game, to be held that night at the volleyball facility against Florida, ranked number five. President Pastides noted that attendees at the game would see every bit of the passion of the games played at Williams Brice Stadium, but in a more compact and untelevised form. The President then entertained questions from the Senators.

PROFESSOR WANDA HENDRICKS (History) asked about the relationship between the University and the Russell House Bookstore regarding the use of the Carolina Card. Students in one of Professor Hendricks's history classes have had a difficult time in obtaining their books from the Russell House. Professor Hendricks has 270 students in the class, and the Russell House only ordered enough books for 122 students. Ordinarily, this would not be a problem because students would be able to order books online, but this incident involved a custom package of books that could not be bought online. The problem was particularly onerous for students who had value on their Carolina Card, no ready cash, and narrowly restricted purchasing

options. A competing bookstore had the package, and was selling it for less than was the Russell House, but students were unable to purchase it in time to use it in the class because the Carolina Card does not work in non-University bookstores. Professor Hendricks noted that only in the last three weeks have all of her students been able to get the books they need for the class. She wondered about the nature of the relationship between the University and the Bookstore, how long the relationship would last, and whether the Carolina Card would ever be useable in any of the other bookstores in the area. Professor Hendricks also observed that she has had enough trouble with the Russell House in the past that she only deals with the manager now.

President Pastides and Vice President Moore pledged to look into the issue and to report their findings. President Pastides also suggested that Chair Nolan issue an invitation to a Senate meeting to both the manager of the University Bookstore and the University official responsible for contracting with the Bookstore, so that fuller discussion could ensue. The President also remarked that the Student Government Association has identified the cost of books as its number one priority this year and that we can expect further discussion of related issues.

VICE PRESIDENT AND PROVOST MICHAEL AMIRIDIS opened his report by thanking Professor Jim Augustine for the extremely valuable service provided through the Ombudsman's Office to the faculty and the University. The Provost noted that Professor Augustine's card reads that the services are confidential, neutral, informal and independent. Provost Amiridis notes that Professor Augustine approaches every Ombuds case with the highest level of professionalism, resulting in his high level of effectiveness in resolving some difficult situations.

Provost Amiridis reported on the status of the stimulus funding proposals. The University's administrative team has divided the stimulus funding into three parts, one for academic affairs, one for research and one for facilities and operations. Each of the three vice presidents had the responsibility of reviewing the proposals from each area and delivering recommendations to the President. The dockets of proposals are now in and the President will meet with the Vice Presidents to discuss the proposals selected in light of the priorities that the University has set for the stimulus funding. Provost Amiridis expected that the process would be take a week to complete and that those who have submitted proposals will be contacted regarding the status of their proposals. The Provost noted that the requests for funding were about 7 or 8 to 1 compared to funds available, but that he was confident that the projects selected will have a significant impact on the operation of the University.

Professor Christine Curtis will be mailing announcements to the deans and the general university communities regarding the search for a new Vice Provost. Currently, the Office of the Provost has two Vice Provosts, Professor Helen Doerpinghaus and Professor Christine Curtis, who attend to the affairs of the Columbia campus, and one Vice Provost, Professor Chris Plyler, who attends to the affairs of the regional campuses. A priority of the Provost's Office is an increased focus on recruiting international students and on preparing our students for careers in international

venues. We need an additional Vice Provost who will oversee the international activities on campus. In addition, this office will have responsibilities in terms of academic space and will act as a liaison with the Office of Research and Graduate Education. Candidates should have previous administrative experience at the department chair level or above. Provost Amiridis encouraged applications to the search committee and asked the Senators and faculty to help get the word out about the new Vice Provost position.

The Provost's Office will be sending out to all faculty members the first call for proposals for faculty development in the areas of the Arts and Humanities. Provost Amiridis thanked Dean Mary Ann Fitzpatrick, Dean Tayloe Harding, Dean Davis Baird, and Dean Les Sternberg for their work in developing the call. The call features two levels of grants, one up to \$10,000 and one up to \$20,000 for faculty development in the Arts and Humanities. Depending on the number of proposals received, it is likely that a similar call will go out in the coming months, this time focusing on the Social Sciences. The number of awards depends on the number and quality of proposals received, but the Provost expects to make somewhere between 10 and 15 awards.

Provost Amiridis then reported on his visits during the last month to the different academic units. As he recently observed to the Council of Academic Deans, the Provost's first impression from the visits is that we have hired well in the last few years, in terms of both junior and senior faculty colleagues. On his visits, the Provost is speaking with the students as well as with the faculty, and he is pleased with the level of student satisfaction, at the graduate as well as the undergraduate level. He asks the students, "Tell me the good, tell me the bad, and tell me the ugly around here." Although the Provost asks many probing questions of the students, the students consistently agree that they like their faculty members and they are very satisfied with the type of service that they receive from USC. (They are not, however, satisfied with the parking options.) Our students feel that they get access to the faculty and that they like the interaction that they have with the faculty. Provost Amiridis feels that interaction is the most important element of the educational process.

The Provost is learning a great deal of factual information on his visits, e.g., where do a department's doctoral students come from? Where are they placed upon graduation? What are the strengths and weaknesses of individual units? What are a unit's plans for the next year? The next 5 years? Provost Amiridis feels that he is getting not only the unit chairs' views but the views of the faculty, as well, and many units are using the visits as opportunities to strengthen their internal dynamics. The Provost has finished his visits to the Schools of Music, Nursing, Business, and Journalism and Mass Communications. He thanked the faculty for their honest remarks during the visits, and for their participation. He sent a special recognition to the Sumter Campus in fulfillment of a promise he had made on his Sumter visit to mention them in the next Senate meeting. The Provost then invited questions from the Senators and faculty.

PROFESSOR AL PAKALNIS (School of Medicine) asked whether the Provost will issue a comprehensive report when he has completed all of his unit visits.

PROVOST AMIRIDIS replied that he would be briefing the Board of Trustees at the completion of his visit and that there would be a summary report posted to the web, but noted that the process will not be finished until sometime in March owing to the number of units in the University system.

VICE PRESIDENT TED MOORE delivered his report, noting that he planned to address three topics: Planning, the operating budget, and the capital budget.

Vice President Moore first addressed Focus Carolina. A number of planning initiatives have been underway for over a year to study the University of South Carolina. The Vice President notes that one can visit the website (<http://www.sc.edu/focuscarolina/>) and identify about 27 different committees and task forces associated with the project. Included in that number is the Emergency Management Team, which does emergency planning for a variety of catastrophes and other problems such as fire, pandemic flu, weather problems, and so on. The planning issue that Vice President Moore brought before the Senate was fire safety.

Vice President Moore noted that some of our buildings on campus date from the early-middle 1800s and that without proper attention, they could be dangerous. He illustrated his points with five numbers: 7,587, 564, 6, 4, and 4. The number of student housing beds on the Columbia campus is 7,587. Of those 7,587 beds, 76% are in dormitories with automatic sprinkler systems. An initiative currently underway will add another 1,016 beds, bringing the percentage up to 88.4% in buildings with sprinkler systems. Of the other senior campuses in the University system that have campus housing, 83% of their beds are in buildings with sprinkler systems. During the calendar year 2008, 564 fire alarms were called in throughout the university system. Six of those were not false. Of the six legitimate fire alarms, two were vehicle fires, one was in a trash can indoors, one was a trash bin outdoors, and none were serious fires. We have had no major problems in 2009 with the exception of a fire in the graduate research center. No one was injured, people responded as they should have but, nonetheless, it was a fire that could have been prevented. We have 4 state certified fire marshals on our staff who inspect fire extinguishers. Dormitories hold 4 mandatory fire drills per year. Overall, Vice President Moore is confident that our fire safety is good. We are inspected by the State and we have a good partnership with the Columbia Fire Department, but we also have some areas that we continue to improve on. The Vice President notes that whenever a fire alarm is called in, unless it is cancelled immediately, fire trucks are deployed and, false alarms or not, the University pays for the visit.

Vice Provost Moore then turned his attention to the budget. As the President mentioned, we have a 4.04% cut from the State so far this year. We are preparing for over double that. We hope we are wrong but we'll be prepared. The new cut brings us to about \$62 million in cumulative budget cuts (or 28%) in the last 10 months. Among the other SEC schools, only

Alabama leads us in losses with a 29-30% cut in their budgets. Vice President Moore thanked the deans, the chancellors, and executive deans for their work in managing the budget cuts while still moving the University forward.

Regarding the capital budget, Vice President Moore reported on an upcoming meeting with the Building and Grounds Committee of the Board of Trustees. The University will be making specific proposals to the Committee, as well as discussing our 30-year capital budgeting plan. An issue to be discussed in the meeting is the University's credit rating. The highest credit score is AAA, which means that the institution is almost free of default risk. Only three universities in the United States have an AAA rating – Virginia, Michigan, and Texas. The level below AAA is AA, with three refinements of the category: AA1 is the highest, AA2 is the middle and AA3 is the lowest in that range. All of these are very, very good credit ratings; the default probability is not zero, but is judged to be negligible. The level below AA is A: A1, A2, and A3, and so on, down to a rating of C, which in Moody's means the institution is in default (a D rating in S&P). USC's credit rating is AA3. This is a very good rating, and there are not many other state universities that are higher than AA3. We are assured by our bankers that AA3 is a robust rating and the Finance and Planning Office works very hard to protect that rating. Vice President Moore then concluded his report.

6. Report of the Secretary

There was no report of the Secretary.

7. Report of the Chair

CHAIR NOLAN reported that the Faculty Budget Committee has or is in the process of formulating a survey to ask questions of the faculty regarding their knowledge of the faculty budgeting process and to request information regarding issues that the faculty regard as priority issues. The survey will be done electronically and will take less than 5 minutes.

The University Committee on Tenure and Promotion is working on a series of changes to the Faculty Manual that attempt to make the language consistent in the manual with regard to issues regarding tenure and promotion. Conforming the language throughout the manual presents special challenges, such as the possibility that many if not all departments would have to do some revision of its tenure and promotion criteria. The committee hopes to report on these efforts within the next couple of months.

An additional initiative of the UCTP is its continued efforts to move to a digital format with regard to tenure and promotion documents and files. When the initiative is completed, committee members will be able to access & review files online rather than travel to McCutchen and use the files one at a time.

Chair Nolan announced a vacancy on the Instructional Development Committee and encouraged volunteers.

Chair Nolan addressed concerns that faculty have expressed about the University Bookstore and asked faculty for input regarding book sales, textbook prices, and issues that the faculty might want to see resolved. He plans to identify the person at the Bookstore who does the ordering, as well as the person with the University who does the contract with the Bookstore, and invite them to the next Senate meeting.

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 held on November 4, 2009, at 3:00 pm in the Law School auditorium.

11. Adjournment

A motion to adjourn was seconded and passed.