

FACULTY SENATE MEETING

April 26, 2011

1. Call to Order

CHAIR PATRICK NOLAN (Sociology) called the meeting to order, and welcomed Senators, faculty and staff colleagues, and University Officers.

2. Corrections and Approval of Minutes

CHAIR NOLAN called for corrections to the minutes of the meeting of March 2, 2011. There were none and the minutes were approved as corrected.

3. Invited Guests

MS. KIM DOZIER (Associate Director of Campus Recreation) and MS. ERICA CHOUTKA (Fitness Coordinator, Office of Campus Recreation) addressed the Senators with information about the Strom Thurmond Wellness Center.

MS. DOZIER noted that The Strom Thurmond Wellness and Fitness Center opened in March of 2003. It is a fee-based facility for all students and full-time faculty and staff. In 2004, the facility received the Outstanding Sports Facility Award from the National Intramural Recreational Sports Association. In 2005, Athletic Business Magazine named the Strom Thurmond Wellness and Fitness Center the Facility of Merit. The Thurmond Center is one of only six university facilities to win this honor and the only one in the southeast.

As reported by Professor Kevin Bennett, the current chair of the Faculty Welfare Committee, the Committee and the Office of Campus Recreation have put together a special offer for full-time faculty and staff of the University. The new membership fees are as follows:

- Regular Membership is \$20/month
- Early Bird Membership is \$10/month

An Early Bird membership entitles the member access to the facility Monday through Friday 6:00 a.m. to 1:00 p.m. and all weekends and holidays. Spouse memberships are also available.

MS. CHOUTKA provided an overview of the recreational opportunities available at the Wellness Center, and some of the amenities of the facility as well (all included as membership benefits).

The facility offers racquetball, table tennis, and basketball. Its basketball courts can be converted to areas for volleyball and other types of competitive activities.

The Wellness Center features an indoor pool, an indoor sauna and a hot tub, as well as an outdoor pool. The outdoor pool area features a large sun deck and some sand volleyball courts.

The Wellness Center offers a cardio deck with over 80 different cardio machines: treadmills, elliptical, upright bicycles, recumbent bicycles. Most of the cardio machines feature flat-screen TVs as well as capabilities for digital music and tracking one's workouts. Our cardio deck level features a walking and jogging track.

The facility features a strength and conditioning area with over 160 different machines for building muscular strength and endurance. The Center's fitness staff offers fitness orientations by appointment and can tailor fitness programs to individual needs.

The Wellness Center features a 52-foot climbing wall and an athletic training room.

The Center offers additional fee-based programs that can be purchased outside of a basic membership. These include group exercise programs, including Zumba, cardio and sculpting classes, indoor cycling, and yoga. Passes for these programs are \$20 for a semester and \$10 for the summer months. The Center offers equipment rental for individual trips and outdoor recreation, and guided river excursions. The Center also is able to facilitate members' participation in intramural sports and sports clubs.

MS. DOZIER encouraged Senators, faculty, and staff to visit the Wellness Center's website at <http://campusrec.sc.edu> to find more information.

CHAIR NOLAN commended Provost Amiridis, Jerry Brewer, and Herb Camp for facilitating this membership offer for faculty and faculty spouses, and for responding to faculty concerns due to the reduction in hours at the Blatt Fitness Center. He noted that under some projected building plans, the space occupied by the Blatt may be re-purposed. The new membership offer at the Strom Thurmond Wellness Center is a compromise that addresses the access issues at a reasonable price. Chair Nolan directed the group's attention to information placed on the edge of the stage for those interested in the offer.

4. Reports of Committees

a. Senate Steering Committee, Professor Rebekah Maxwell, Secretary

PROFESSOR MAXWELL (Law Library), on behalf of the Steering Committee, announced the appointment of Professor Chris Robinson (ART) to fill a one-year partial-term vacancy on the Athletics Advisory Committee. This vacancy was created by the retirement of a sitting

committee member. The Steering Committee is able to fill by appointment vacancies of one year or less. The Steering Committee is grateful to Professor Robinson for his willingness to serve.

Professor Maxwell presented to the Faculty Senate three nominees for full terms on other Faculty Senate Committees:

Nominated for the Faculty Welfare Committee: Professor Nina Moreno (LLC) and Professor Erin Connolly (BIOL).

Nominated for the Committee on Instructional Development: Professor Karen Brown (UNIV LIBR).

Professor Maxwell opened the floor for further nominations.

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

PROFESSOR VENDEMIA (Psychology) began her report with minor corrections to the Committee's report:

1. On page 20, in the Proposed column under Mathematics/Quantitative Skills it should be listed as in the Current column with the only additions being in the hours 6-9 and the one line after MATH 111:

Mathematics/Quantitative Skills

Option 1: (6-9 Hours)

MATH 111 - Basic College Mathematics (or qualifying score on placement test)

CSCS 101 - Introduction to Computer Concepts

CSCS 102 - General Applications Programming

2. On page 20 in the Proposed column – under Natural Science (8 Hours) the listing of Geology should not contain any course numbers – so it will read:

Geology (GEOL)

3. On page 26, in the Proposed column – 3rd line from the top – ARTS 599 – Senior Thesis Exhibition (0 hrs) should be listed as ARTS 400:

ARTS 400 – Senior Thesis Exhibition (0 hrs)

4. On page 45 at the top, the “To:” listing of the course number for EDEC 342 should have a “P” after it, as it is a practicum.

PROFESSOR VENDEMIA reported changes in courses and curricula from the College of Arts and Sciences, the Moore School of Business, the College of Education, the College of Engineering and Computing, the College of Hospitality, Retail, and Sport Management, the College of Mass Communications and Information Studies, the College of Social Work, and System Affairs and Extended Campuses (please see attachment, pages 19-48).

The changes were adopted.

4. Reports of Officers

PRESIDENT HARRIS PASTIDES greeted his University colleagues and thanked them for the impressive turnout at the penultimate meeting of the Faculty Senate for the current academic year. He reported that he was delighted at the prospect of shaking the hands of approximately 6,000 graduates over the course of about 13 commencements, beginning with USC Beaufort.

President Pastides reported that the University's SACS reaffirmation visit went exceedingly well – extraordinarily well considering the scope of the review. The President is expecting a small number of recommendations, including one that relates to one area having a larger proportion of part-time faculty or part-time instructors than SACS allowed. He noted that this occurrence was related to the economic hardships of the last few years, but that model was not sustainable.

The SACS team was impressed with our QEP Plan, USC Connect. President Pastides thanked Dr. Christine Curtis, Dr. Helen Doeringhaus, Dr. Phil Moore, and all of the faculty and staff of the University for their contributions to the SACS review.

The President also expressed his delight at the national recognition that the University has received from the Princeton Review and from Kiplinger's Personal Finance Magazine. Both these publications have listed the University of South Carolina as one of the national best values in education.

President Pastides reported that USC's student applications to the freshman class are at a record high. We have a 15% increase in in-state applications and a 21% increase in out-of-state applicants. These increases indicate that our reputation is improving, not only for the work done by our faculty, but more broadly in terms of the quality of the undergraduate experience – the Wellness Center, the University Libraries, the literally dozens of extracurricular opportunities and student organizations. We are having a bumper crop of visitors from the Northeast and the Midwest, and have placed student recruiters in Texas, Connecticut, New York, Washington, California, and Chicago. We are encouraging prospective students to “just come visit,” and the percentage of those who do visit and eventually come to USC is quite high.

The University offers 25 full scholarships to the highest-qualified in-state students (the Carolina Scholars) and 25 full scholarships to the highest-qualified out-of-state applicants (the McNair

Scholars). The President noted that the McNair Scholarships are funded by an endowment by Bob and Janice McNair. Our ability to attract highly-qualified applicants for these scholarships is going very well.

The President and the Provost are most sensitive to reinvesting in the quality of the University. We have grown, and we have had to grow. We have grown the student body to the point where we are at capacity. We are not looking for an increase in the freshman class size, but our own success may drive us to a slight increase. President Pastides recalled the up-tick in the number of acceptance calls nationwide when Jadeveon Clowney announced that he was coming to USC. We know we have to reinvest, to pay attention to the quality of the classrooms, the technology, the cleanliness of the environment and the buildings, the freshness of the air, and the compensation of the faculty and staff. Our tuition increase will be modest, but it has to be enough to support the education of the students whom we admit and to catch up salaries for our deserving faculty and staff.

President Pastides expressed disappointment in a recent article in *The Daily Gamecock*. The article reported on, allegedly, very high salaries of University administrators. The President noted that the reporter did not understand or did not report accurately the nature of administrative supplements given to faculty when they take on administrative responsibility. The State of South Carolina does not allow cuts to a professor's salary once the base salary has been finalized in the system. The University's system of administrative supplements is structured in a way that awards supplemental compensation when a faculty member becomes an administrator, but the supplement does not continue in perpetuity. These supplements are not bonuses or raises to the faculty member's base salary. When the faculty member steps out of the administrative role, the supplement ceases. This system operates in this way for associate provosts, deans, vice-presidents, and for the President. President Pastides noted that the salaries of two-thirds of USC's senior administrators are actually below the market rate for their counterparts at peer institutions.

President Pastides noted with sorrow the passing of Andrew Sorensen, USC's 27th President. President Pastides counted President Sorensen not only as a highly respected colleague but as a very close personal friend.

President Pastides congratulated the faculty on another great academic year and encouraged them to take a much-deserved break during the summer to relax, spend time with loved ones, and return refreshed for the coming academic year.

PROVOST MICHAEL AMIRIDIS greeted his faculty colleagues and asked for tolerance from those who had already heard his report at the General Faculty meeting.

The Provost echoed the sentiments expressed by the President regarding the accomplishments of the faculty during this academic year. He highlighted the quality of instruction in our

undergraduate education programs, the SACS reaffirmation report, our innovative Quality Enhancement Plan, and the new Carolina Core that begins in the fall of 2012. Regarding the Carolina Core, Provost Amiridis reported on two recent faculty forums, noting that over 100 faculty members attended presentations focusing on course proposals. Some of these presentations have been posted to the Provost's Office website under the General Education link. The Provost encouraged faculty members to visit the site, review the presentations, and make comments. The General Education Committee is setting deadlines for course approvals to meet the fall 2012 target date to launch the new Carolina Core.

Provost Amiridis reported on the security breach at the Sumter campus that resulted in the exposure of sensitive data of employees throughout the University system. The Provost explained that the data was downloaded from HR by the Sumter campus as part of a comparative analysis. The download and use was approved by University administration according to established policy, but the data was to be deleted after the analysis. Due to human error, the data was stored and exposed instead of deleted. The employee who exposed the data is no longer with USC Sumter. The exposure was discovered on January 25 and two hours later, the server and all the data were taken offline. The University began the response process on January 26. It set up a response center to respond to employee inquiries and, on February 10, sent a letter to all affected employees advising them of the exposure of their data. The first batch of letters numbered 13,800, and went to students, faculty, staff, and certain donors affiliated with USC Sumter. On February 26, another exposed file was discovered, and another 17,800 letters were mailed on February 28 to employees throughout the University system. University Technology Services continued forensic analysis of the server through March; this analysis confirmed that no other files were exposed and the case has been closed. There is no evidence that the data was downloaded while exposed, and no criminal activity has been discovered using the data that was exposed. However, UTS had the responsibility of notifying the individuals that the exposure took place. The University's CIO, Bill Hogue, will address the next Faculty Senate meeting to talk about this incident, as well as general technology issues.

Provost Amiridis invited Senators, faculty, and staff to attend the Faculty Teaching Awards ceremony scheduled for Wednesday, April 27, at 3:00 p.m. in the Program Room of the Hollings Library. He congratulated the winners for their outstanding achievements. This year's faculty award winners are:

Outstanding Undergraduate Research Mentor Award

Melissa Moss
College of Engineering and Computing
Department of Chemical Engineering

Edward Callen
USC Aiken

Department of Psychology

Ada B. Thomas Outstanding Faculty Advisor

Thomas J. Hilbish

College of Arts and Sciences

Department of Biological Sciences

Russell Research Award for Humanities and Social Sciences

Elena Osokina

College of Arts and Sciences

Department of History

Russell Research Award for Science, Mathematics and Engineering

Ralph E. White

College of Engineering and Computing

Department of Chemical Engineering

USC Educational Foundation Research Award for Health Sciences

Lawrence P. Reagan

School of Medicine

Department of Pharmacology, Physiology and Neuroscience

USC Educational Foundation Award for Humanities and Social Sciences

Robert Brinkmeyer

College of Arts and Sciences

Department of English

USC Educational Foundation Award for Science, Mathematics and Engineering

James T. Morris

College of Arts and Sciences

Department of Biological Sciences

USC Educational Foundation Outstanding Service Award

Elizabeth G. Patterson

School of Law

Carolina Trustee Professorships

Ann E. Kingsolver

College of Arts and Sciences

Department of Anthropology

Roger A. Dougal
College of Engineering and Computing
Department of Electrical Engineering

John J. Duffy Excellence in Teaching Award (2010)

Pearl Fernandes
USC Sumter
Division of Science, Mathematics and Engineering

John J. Duffy Excellence in Teaching Award (2009)

Sarah Miller
USC Salkehatchie
Division of Social Sciences

Clinical Practice Teaching Award

Elizabeth Blake
South Carolina College of Pharmacy
Department of Clinical Pharmacy and Outcomes Sciences

Rachel Brown
School of Medicine
Department of Family and Preventive Medicine

Michael J. Mungo Undergraduate Teaching Award

Catherine Keyser
College of Arts and Sciences
Department of English

Erin Connolly
College of Arts and Sciences
Department of Biological Sciences

Thomas Crawford
College of Arts and Sciences
Department of Physics and Astronomy

Sara Schneckloth
College of Arts and Sciences
Department of Art

Michael J. Mungo Graduate Teaching Award

Mark Smith

College of Arts and Sciences

Department of History

Michael J. Mungo Distinguished Professor of the Year Award

James Cutsinger

College of Arts and Sciences

Department of Religion

6. Report of the Secretary

There was no report.

7. Report of the Chair

CHAIR NOLAN reported on the recent meeting of the Faculty Board of Trustees Liaison Committee. Per the Faculty Manual, the membership of the Faculty Board of Trustees Liaison Committee is as follows: “Members shall be the chair and chair-elect of the Columbia Faculty Senate, the chairs of the Faculty Advisory and Faculty Welfare committees, one person appointed by the president upon nomination by the Regional Campuses Faculty Senate, and the chair of the faculty government at one of the four-year campuses. The representation of the four-year campuses shall rotate annually among these campuses.”

The Committee serves as a direct connection to the Board of Trustees both to give information to the Trustees and to receive information from them. The Faculty Welfare Committee has been pursuing ways to address concerns regarding faculty salaries, and the Faculty Board of Trustees Liaison Committee had made faculty salaries a number one priority. The Faculty Welfare Committee will be examining a faculty comparative salary study. The two committees, in consultation with the University’s administrative team, hope to develop a long-term multi-year system of salary re-structuring that not only compensates the “stars” of a department but also rewards the high-quality yeoman faculty whose contributions form the solid foundation of a department.

Chair Nolan noted that there is a perception on campus that the only way for a faculty member to get a substantial salary increase is to get an outside offer. While this strategy might be productive for high-visibility/mobility faculty who are, in fact, interested in outside offers, it is not productive for faculty members who are committed to the University of South Carolina, who are committed to raising their families in Columbia, who do a great job, publish good research, and teach well, but who do not have the high visibility to attract outside offers. The Board of

Trustees Liaison Committee seeks to identify the scope of salary inequity at USC. Chair Nolan notes that preliminary information suggests that \$10 million would need to be allocated over several years to bring the compensation system up to where it should be. More information will come from analysis of the data in the salary comparison report and Chair Nolan will be reporting on the committee's progress as it develops. The committee will meet again probably in May, and will meet with the Board of Trustees in June.

One of Chair Nolan's aims in resurrecting the Liaison Committee is to make the Faculty Senate, particularly through the Faculty Advisory Committee and the Faculty Welfare Committee, a more deliberative body and more relevant to the operation of the University.

Chair Nolan thanks his colleagues in the Faculty Senate for their support during his tenure as Chair, and for their commitment to faculty governance at USC. While he will remain on board to assist during the transition period between Chairs, the June 15 meeting will be his last official meeting as Chair.

8. Unfinished Business

PROFESSOR REBEKAH MAXWELL (LAW LIBR) returned to ask for further nominations for terms of service on the Faculty Welfare and Instructional Development Committees. There were none. Professors Nina Moreno (LLC) and Erin Connolly (BIOL) were elected to the Faculty Welfare Committee, and Professor Karen Brown (UNIV LIBR) was elected to the Committee on Instructional Development. Professor Maxwell thanked the volunteers for being willing to serve.

9. New Business

There was no new business.

10. Good of the Order

There were no matters brought forward for the good of the Order.

11. Announcements

The next meeting of the Faculty Senate will be on Wednesday, June 15, at 3:00p.m. in the Law School auditorium.

12. Adjournment

A motion to adjourn was seconded and passed.