

FACULTY SENATE MEETING

September 7, 2011

1. Call to Order

PAST CHAIR PATRICK NOLAN (Sociology) proposed to chair the meeting, as the nomination process for a new Chair is still in motion. There were no objections. Past Chair Nolan called the meeting to order, and welcomed Senators, faculty and staff colleagues, and University Officers.

2. Corrections and Approval of Minutes

PAST CHAIR NOLAN called for corrections to the minutes of the meeting of June 15, 2011. There were none and the minutes were approved as corrected.

3. Invited Guests

MS. ERIN FREEMAN, Research and Policy Coordinator with the Office of Student Life, provided an overview of the Carolina Community Coalition. The mission of the Coalition is to “create a campus community that is less conducive to high-risk behaviors and situations by working collaboratively with campus and community stakeholders for a safer Carolina community.” Dr. Zach Kelehear (Education) serves as this year’s Coalition Chair. The Coalition needs faculty representatives from each department to bring their unique perspectives to the Coalition’s initiatives. The Coalition carries out its work through various committees: the Steering Committee, the Bar Scene Committee, the Game Day Committee, the Pedestrian Safety Committee, the Bystander Accountability Committee, the Good Neighbor Outreach Committee, the Take Back Thursdays Committee, and the Data and Roundtables Committee. Meetings are every first Thursday at 3:30 p.m. and are usually held in the Russell House Student Center. Ms. Freeman invited interested Senators and faculty to contact her at 803-777-3933 or Freeman@mailbox.sc.edu.

4. Reports of Committees

a. Committee on Curricula and Courses, Professor Peter Binev, Chair

PROFESSOR BINEV (Mathematics) reported changes in courses and curricula from the College of Arts and Sciences, the Moore School of Business, the College of Engineering and Computing, and the School of Music (please see attachment, pages 10-22).

The changes were adopted.

PAST CHAIR NOLAN noted that, while the voting on curricular changes may appear pro forma to those unfamiliar with the process, the Committee members do an extraordinary amount of vetting, discussing, and working out the changes before they come before the body. The Past Chair thanked the Committee for its very important work.

b. Committee on Scholastic Standards and Petitions, Professor Ron Davis, Chair:

PROFESSOR RON DAVIS (Music) presented, on behalf of the Classroom Enhancement and Scheduling Committee, a revision of the final exam schedule on the Columbia campus. Currently, final exams before 4:00 are three-hour blocks and final exams after 4:00 are two-hour blocks. The proposal would even out all final exams to 2.5 hours and put a little more space between the exams (please see Attachment, page 16). The proposal was adopted.

4. Reports of Officers

PRESIDENT HARRIS PASTIDES greeted his University colleagues and welcomed them back to a new academic year. The President noted that his presentation on the State of the University, held on the Horseshoe that morning, is available online for those who couldn't be present (visit <http://www.sc.edu/news/newsarticle.php?nid=1903>).

President Pastides observed that it is important for us to understand about the year ahead that we are increasingly self-reliant. The state is neither able nor inclined to significantly increase the appropriation that it provides to the University of South Carolina. We will, of course, continue always to advocate for the University. We will have a negotiation with the state government this year about a formula that could lead to better state funding in the future. The model is called Accountability Based Funding (ABF). All the public colleges in the state are trying to come together and negotiate a single position that they can use to negotiate with the Governor and, eventually, with the General Assembly. The President notes that, while it might be difficult to achieve complete consensus, a set of imperfect metrics that might lead to some funding increases would be an improvement over the former performance funding model that has never been used in the decade of its existence.

The ABF formula will involve variables such as graduation rates, and the number of South Carolinians who were recruited to every public college, and how well an institution prepares its students for the job market. The formula will consider economic development parameters that are yet to be defined, but might include, for research universities, job creation or other participation in the economic life of the state.

President Pastides reported that state governments around the country are interested in whether graduating students are prepared to join the workforce. While USC will never become a training institute, we are aware of the interest of state government in the preparedness of our graduates. The state might look at our career counseling services, for example, and placement statistics for

graduates. This will be a year for negotiating Accountability Based Funding, producing a glimmer of hope that perhaps someday we will have a group of metrics that we can use in determining funding increases.

The University System received in the past year \$11 million in one-time funding for deferred maintenance. We are organizing ourselves and prioritizing the projects in greatest need of repair and renovation. Just over \$8 million of these funds were allocated to the Columbia campus, with the remaining monies going to the other 7 universities in the system. While our deferred maintenance currently amounts to about just over a half million dollars, the funding recently received can address those buildings that are leaking or otherwise in greatest need for repair.

President Pastides noted that another priority item for the new academic year is the shoring up of faculty and staff salaries. The President has asked our Chief Financial Officer and the Provost to develop a plan to provide supplementation to base salaries that have been stagnant for too many years. The University's Board of Trustees has authorized a 1.5% bonus pool that will take effect this year but that is restricted to those at the lower ends of both the faculty and staff salary scale.

President Pastides observed that our Trustees, to whom the President and the Provost report, are elected by the General Assembly of the State. Thus, the Trustees are accountable to the people of South Carolina. While this is as it should be, it also means that the Trustees are sensitive to the appearance that University employees would be receiving pay increases at a time when many state employees are receiving none. The President and the Provost will make the case for the increases nonetheless, but the President also notes that tuition is the leading source of revenue for the University. President Pastides reiterated the point he made at the General Faculty meeting: out-of-state tuition alone comprises more of the University's revenue than does the state appropriation. Any new initiative for the University necessitates a negotiation with the Board of Trustees regarding what a tuition increase should be, and the University's Administration Team will be working on those details this year.

Another priority for the year will be the expansion of the University's faculty. The last decade has seen rapid growth in the number of students served by the University, yet the number of faculty has held steady instead of growing. Forty-two new faculty searches have started this fall, funded by faculty enhancement grants from the Provost's Office.

President Pastides reported on the University's recent suspension of fraternity rush activities in the wake of several serious alcohol-related offenses that could not be overlooked. The intent was not to prohibit fraternity rush (the recruiting of new members), but to pause it for long enough to demonstrate that the University is serious about curbing under-age drinking. Six of the University's 18 fraternities had had documented problems with alcohol abuse. The other 12 fraternities hired an attorney and threatened to sue the University. The President would not have considered such a lawsuit a completely negative event; it would generate more attention for the

University's stance on alcohol-abuse prevention. He noted that, in addition to providing an outstanding education and collegiate experience, the University is responsible for doing all that it can to offer students a safe and healthful environment.

President Pastides noted with sadness the tragic death of Professor Jennifer Wilson of the College of Education. He pledged that the University would double its efforts to educate our communities about violence prevention, and violence against women in particular.

The President thanked Past Faculty Senate Chair Patrick Nolan for his service in chairing the Faculty Senate during the past year, and for presiding over this meeting while a successor is sought.

The President opened the floor for questions.

PROVOST MICHAEL AMIRIDIS greeted his faculty colleagues and echoed President Pastides' sentiments regarding the death of Professor Jennifer Wilson. The Provost encouraged the Carolina Family to honor Professor Wilson's memory by working to advance the causes to which she dedicated her life - the areas of adolescent literacy and public education.

Provost Amiridis emphasized that replenishing the ranks of the University's tenure and tenure-track faculty is a top priority for the coming year, second only to ensuring that our current faculty and staff members remain happy in their careers and that we retain them at the University.

The Provost's Office has issued a call for proposals for this year's Faculty Replenishment Initiative. Forty-two positions were authorized through last year's competition and these searches are currently underway. Fifty to sixty positions will be funded this year. Forty positions will be awarded competitively, in a manner similar to that used for last year's initiative – 20 positions are single positions and 20 are cluster positions. Clusters can be interdisciplinary or within the same discipline, across different disciplines in the same college, or across colleges. A successful proposal will show creativity, innovation, and imagination, and the Provost urged units to begin work on their proposals. Ten to 20 positions will be awarded directly to critical needs areas, to units whose faculty numbers are currently below critical mass. Provost Amiridis envisions a 4-year process in which the University will seek to add 200 new faculty members, and asked for the engagement of department members and Deans as the proposals are developed.

The Provost expounded on the subject of the 1.5% bonus plan. South Carolina state law restricts the award of bonuses to those whose compensation is less than \$100,000 per year. The Provost noted that this approach was not his or the President's preference, but the issue required negotiation and they struck the best deal available. Provost Amiridis acknowledged that the bonuses should be viewed as a token rather than a solution to the problem, but he is pleased that the token is available to express appreciation for the faculty's excellent work.

For the third year, Provost grants are available for scholarship in the Arts, Humanities and Social Sciences. Furthermore, this year the visiting scholars program has been expanded past the STEM fields and is open to all departments. The Provost has been gratified at the exceptional response to the grants program in the past two years, and hopes for a similar response this year.

Provost Amiridis announced that Professor Lacy Ford, former chair of History and Vice Provost for the past year, will assume the responsibility for the Graduate School as Vice Provost and Dean of Graduate Studies. His position is similar to that of Professor Helen Doeringhaus, who is Vice Provost and Dean of Undergraduate Studies. Vice Provost Ford will address the Faculty Senate in the near future with updates on the activities of the Graduate School, but Provost Amiridis provided information on two of its initiatives:

1. Travel Grants. In the last year, the Graduate School has provided travel grants to graduate students, mostly doctoral students, to enable them to go to conferences to present, to network, and to help them build their reputations. This is an excellent program we will maintain it at current levels.
2. Presidential Doctoral Fellowships. This is a very selective program that creates a cohort of doctoral students that goes together through the years of their doctoral education and tries to equip the students with what they need in order to be successful in ultimately achieving faculty positions and academic careers. It is an outstanding program and we will continue to fund it. The Provost encouraged Senators to pass the word in their units and to their graduate directors to consider applying for a Presidential Doctoral Fellow if they do not currently have one.

Provost Amiridis reported on a communications meeting that he held recently with the University's deans, department chairs, and endowed chairs. The purpose of the meeting was to discuss an initiative to develop a set of metrics that are similar to those involved in the Accountability Based Funding that President Pastides discussed in his report. The Provost's metrics initiative includes parameters that may not be obvious to state government officials and may not be included in the state's metrics system, but are important to the University.

Because our University is about people, the Provost's Office is developing an initial set of four parameters that reflect our student body, and four that reflect our faculty. The student parameters are enrollment, SAT scores for the incoming class, freshman to sophomore retention rates, and graduation rates. The four faculty parameters are student-to-faculty ratio, research expenditures, faculty national awards, and number of doctoral degrees (which can also be viewed as faculty productivity). This last parameter is the one which elevated USC to a Carnegie One classification, and the Provost feels certain that it will continue to move us up even farther.

All of the University's colleges are encouraged to consider and discuss how they plan to contribute to the various metrics, and to identify specific targets for their participation.

The Provost opened the floor for questions.

6. Report of the Secretary

There was no report.

7. Report of the Chair

PAST CHAIR NOLAN thanked the Senators for their commitment to faculty governance, and noted that one of the valuable roles of the Faculty Senator is as a conduit for information to and from the faculty in his or her particular unit. As the President and the Provost always make themselves available for questions during the Faculty Senate meetings, the meetings are an ideal forum in which to raise issues of concern from faculty within the units. Past Chair Nolan encouraged Senators to reach out to their unit faculty to identify matters that they wish brought before the Senate, and to initiate discussion in the unit of information gathered at Senate meetings.

The Past Chair noted that the passing of the office of Faculty Senate Chair was reminiscent of his experience on his high school relay team. Professor Nolan has enjoyed immensely his term as Faculty Senate Chair, and is excited at the thought of handing off to a stronger, faster runner. He noted that some of the leadership that is emerging from some of the University's faculty committees is going to put the Faculty Senate in a position to move forward, to act, and to accomplish some meaningful initiatives in the coming year.

8. Unfinished Business

There was no unfinished business. Past Chair Nolan gratefully acknowledged the excellent support by Parliamentarian Mark Tompkins (Political Science) in assuring that the succession process related to the Office of the Chair was conducted in an orderly fashion that is consistent with the bylaws of the Faculty Senate.

9. New Business

There was no new business.

10. Announcements

The next meeting of the Faculty Senate will be on Wednesday, October 5, at 3:00p.m. in the Law School auditorium.

11. Adjournment

A motion to adjourn was seconded and passed.