

**FACULTY SENATE MEETING**  
**September 11, 2013**

**1. Call to Order.**

CHAIR JAMES KNAPP (Earth & Ocean Sciences) welcomed senators, members of the university administration, faculty members and guests.

Chair Knapp observed that on this day in which we pause to reflect on the tragic events of 12 years ago, and even a year ago in our own foreign mission overseas, we also join in honoring and celebrating the 50-year anniversary of desegregation here at the University of South Carolina. He then called the meeting to order.

**2. Corrections to and Approval of Minutes.**

CHAIR KNAPP asked for corrections to the meeting of June 12, 2013. There were no corrections and the minutes were approved as posted.

**3. Report of Committees.**

**a. Senate Steering Committee, Professor Rebekah Maxwell, Secretary:**

SECRETARY PROFESSOR REBEKAH MAXWELL (School of Law Library) reported that three of our Faculty Senate committees have vacancies created by the departure of sitting members.

The Intellectual Property Committee has a vacancy in a partial term that will expire on August 15, 2014. For terms of a year or less the Senate Steering Committee can appoint a willing nominee. Professor April Hathcock (Law Library) was willing to be nominated and Steering appoints her to the short-term vacancy.

The Committee on Academic Responsibility has a vacancy for a partial term of 2 years ending in August of 2015. Professor Ana Dubnjakovic (University Libraries) is willing to be nominated.

The Faculty Budget Committee has a vacancy for a partial term of 2 years ending in August of 2015. Professor Varsha Kulkarni (Physics and Astronomy) is willing to be nominated.

The Senators accepted the nominees. Professor Maxwell left the floor open for further nominations.

**b. Committee on Curricula and Courses, Professor Brian Habing, Chair:**

PROFESSOR BRIAN HABING (Statistics) began his report with an announcement of a change in the Committee's operating procedures. Distance education delivery proposals will be reviewed by the Committee on Instructional Development instead of by the Committee on Curricula and Courses, starting with both of our committees' October meetings. The policies for submitting those proposals have not changed for the moment, and the Faculty Senate Office will distribute proposals to the appropriate committee.

Professor Habing reported on 27 course proposals (please see attachment, pages 1-15) from the College of Arts and Sciences, the Moore School of Business, and System Affairs and Extended University. The proposals were approved as written.

**c. Committee on Scholastic Standards and Petitions, Professor Joan Culley, Chair:**

PROFESSOR JOAN CULLEY (Nursing) reported that the Vice-Provost and Dean of Undergraduate Studies has proposed changes to the Attendance and Examination Policies which appear in the Undergraduate Bulletin. It was noted that the change regarding the Attendance Policy clarifies the current Attendance Policy, confirming that it cannot be more restrictive than 10% of missed days for students. The Examination Policy is a clarification of the current policy, prohibiting scheduling of classes or other activities on Reading Day, in order that students may use it for reading.

The changes were approved as written.

**4. Reports of Officers.**

PRESIDENT HARRIS PASTIDES welcomed his faculty colleagues across the University System, and acknowledged the significance of the date, September 11, in American and South Carolina history. While we mourn the national tragedy associated with this date, we also celebrate the 50<sup>th</sup> anniversary of the desegregation of the University of South Carolina in 9-11-63 – 50 years ago today. At approximately 10 o'clock in the morning on that Wednesday, three African American students – two male and one female – walked up the 9 steps of the Osborne Administration building. The President has met today with the two surviving students – Dr. Henrie Monteith Treadwell, a Professor at Morehouse University School of Medicine, and Mr. James Solomon, who served the State of South Carolina in many appointed and official capacities. Mr. Robert Anderson was represented by his partner of 22 years who came from New York City to be with us.

President Pastides noted that the desegregation of USC came too late, and that it came too hard, as a result of legal intercession in which Judge Matthew Perry represented Harvey Gantt at Clemson University, Henrie Monteith here at the University of South Carolina, and Ms. Millicent Brown, who helped to integrate the schools of Charleston, South Carolina. All three were successful because the federal law had ruled the concept of separate and equal to be inherently unfair.

This morning the University Community gathered as Henrie Monteith Treadwell and James Solomon walked up those steps again. President Pastides noted that, fifty years ago, that action involved only 9 steps for every other student who came into Osborne that day, but for them it was truly a mountain. Professor Treadwell and Mr. Solomon will be with us again this evening for a program at the Koger Center at 7:30, which will feature student leaders and former UN Ambassador and Civil Rights Leader Andrew Young. The President invited Senators, faculty, and guests to attend the program.

As part of the day's events, the University broke ground for a desegregation commemorative garden that will be on the Pendleton street side of the Osborne building right off the Horseshoe. A nationally known topiary specialist, Mr. Pearl Fryar of Bishopville, has been commissioned to prepare three topiaries representing the three students and his vision is beautiful. The topiaries will be separate but vines will be intertwined between the three topiaries, signifying unity between the three individuals. Our own poet Professor Nikky Finney, in the Department of English and African American Studies has been asked to write a poem. The dedication ceremony for the garden is planned for April of 2014.

President Pastides reported that on September 4, at the first General Faculty meeting of the new academic year, he, the Provost, and the Deans welcomed approximately 150 new University of South Carolina faculty members. A wide variety of disciplines was represented, including Epidemiology and Biostatistics, Religious Studies, Criminal Justice, Philosophy, and Mathematics. For the first time ever, 50% of the new tenure/tenure-track faculty was female. This is a record for our University.

The President delivered a brief overview of the funding situation. He believes that this is a, very important year for us to have dialogue with the State of South Carolina. President Pastides is already beginning quietly to vet a proposal to the General Assembly that would allow us to remain very conservative on any future potential tuition increases, especially if the Legislature puts fresh money on the table and begins to allow us to earn that new funding. He has, however, told the General that we will not sacrifice quality; we will not sacrifice faculty welfare or student welfare. We are going to keep driving. We would rather drive with more state support and less tuition but the Legislature needs to meet us half way.

President Pastides suggested that this year there may be a role for faculty to encourage increased state support, and he also hopes to enlist the help of the business community. He pledged to engage the General Assembly in the necessary dialog, and to keep the faculty informed.

The President invited all faculty to the President's House for a faculty open house on Thursday, September 12, and to his State of the University address on the Horseshoe at 10:00 a.m. on Wednesday, September 18. He then opened the floor for questions.

PROFESSOR ERNIE WIGGINS (Journalism & Mass Communications) asked the President to share his thoughts on the recent action of Converse College to reduce its tuition.

PRESIDENT PASTIDES notes that the decrease was somewhere around 43%. He suggested that the action was, perhaps, a strategic move to attract an optimal class size. He commends Converse for taking action, although he doesn't see a similar tuition reduction in USC's short-term future, particularly owing to our substantial decrease in state support.

He observed that there is a national trend toward consolidation of private colleges in response to a drop in overall college enrollment, and noted that it is important for all colleges and universities to be sensitive to the costs of education and the access issues presented by spiraling costs.

PROVOST MICHAEL AMIRIDIS echoed the sentiments of President Pastides and Chair Knapp commemorating the 50<sup>th</sup> anniversary of desegregation at USC. He observed that we are beginning to see a new type of segregation, not along the lines of racial backgrounds but along the lines of financial ability. The Provost notes that it is imperative that the University safeguards the quality of the education that we are providing, and this is one area where the Faculty Senate can help. We must control costs but continue to provide high quality education to the people who trust us.

Provost Amiridis expressed great pride in the work that our faculty is doing, and shared some statistics that tell a good story for USC. We have hit record highs this year both in terms of retention of our freshman students and the 6-year graduation rate. Our freshman to sophomore retention rate exceeded 87% and our six year graduation rate was 72%. Our average SAT score this fall is 1206, and that is another significant increase from a score of 1201 last year. The Provost is also very proud of all the scholarly activity of the faculty. The University has begun using an analytical tool from Academic Analytics that allows us to track scholarly productivity. Based on the product's metrics, USC has several disciplines in the top 20.

The Provost delivered an update on the salary compression exercise currently underway and the process by which it operates. Provost Amiridis thanked the Faculty Senate, the colleges, and the deans for their support of the initiative. As we expected and as we saw during this process, salary compression was most prevalent in the ranks of full professors or associate professors that have been with us for a number of years. We set up as a criterion a 10% difference from the average and we worked with the Faculty Welfare and the Faculty Budget committees in order to determine how to calculate the time in rank. The Provost noted that the 10% figure was necessary as a place to start. As this is a multi-year process, as the years two and three come along we will adjust this number further to get us as close to average salaries as possible. The Provost is also satisfied with how the criteria of performance were addressed. In trying to raise the salary, we had to ask the question "Is this satisfactory performance?" The Provost is satisfied with how the

deans and the department heads were involved in this process and how the question was asked. Provost Amiridis is satisfied that the process worked well and that we have continued to be accountable. He asked for the Senate's support in going forward into Years 2 and 3 of the initiative, as he, the President, and the Faculty Senate Chair work to secure funding.

Provost Amiridis observed that this is going to be a tough year for new expenditures. Our best estimates indicate that the Affordable Care Act could have an impact of \$15 to \$25 million on the University's budget. This impact is due not only to the number of temporary employees for whom we need to provide medical insurance, but the changes that we expect in the medical insurance costs for the people who are already insured. The University will need to be innovative in the way that it manages these costs, because the more traditional ways of generating funds (increased enrollment and increased tuition) are not going to work.

The President is working very hard to generate support from the state, but at the same time we have to look at alternative pathways. The Provost believes that we need to be looking at partnerships, especially partnerships that will generate income for the academic side in new endeavors. Within the next month the President and the Provost are going to visit Latin America. They are going to be in Colombia, in Peru, may be in Panama or Guatemala; the schedule is not completed yet. Specifically we are looking there for affiliates and for partnerships that will allow us to get into the international market, providing through distance education some certificate type with two things in mind: an opportunity to improve our reach in being able to get way outside of the South Carolina limits, but also looking at what we can do to bring in revenue that will feed the academic side. The Provost is excited about this initiative. He and the President will need the help of the Faculty Senate in order to move some of these ideas forward, and anticipate that there will be much more to talk about soon.

The Provost closed his report with an update on the dean search at the Darla Moore School of Business. In the next three weeks, we are going to be welcoming on the campus four candidates for the position of the Dean of the Moore School. Provost Amiridis feels confident that this search will be successful. He is looking forward to the feedback of those faculty involved in the search.

## **5. Report of Chair.**

CHAIR KNAPP opened his report by recognizing Professor Sandra Kelly for her service as Chair of the Faculty Senate for the past 2 years. He welcomed her back for a 3-year term as a Faculty Senator representing the Department of Psychology.

Chair Knapp recognized Professor Rebekah Maxwell for her efforts as Secretary of the Faculty Senate, as well as Secretary of the General Faculty. He introduced Professor Bill Sudduth from the Thomas Cooper Library, who is taking over from Professor Mark Tompkins as Parliamentarian. Chair Knapp thanked Professor Tompkins for his devoted service in this role for the past number of years, and thanked Professor Sudduth for his

willingness to take on the challenge of keeping our organization in line with proper parliamentary procedure.

Chair Knapp also recognized the dedicated staff of the Faculty Senate Office, Ms. Jeanna Luker and Ms. Yvonne Dudley, who are critical to the operation of the Faculty Senate.

Chair Knapp delivered an update on some of the operational aspects of the Faculty Senate as we go forward into a new academic year. Professor Kelly was successful in moving us into the digital age by bringing the Faculty Senate into Blackboard. Chair Knapp intends to organize pages for the Faculty Senate Committees as part of the Blackboard site, for two primary reasons:

- 1) It will allow us to conduct the business of the committees in a much more effective way. We can have communications, share documents that are behind a user name and password-protected system.
- 2) It will provide a very natural archive of the activities and discussions and decisions of these committees within the Blackboard website. There will be lasting documentation that will be digital and can be archived through the Faculty Senate Organization. Historically, that intelligence has been handed down in hardcopy in folders from one chair to the next and it is time that we move the Faculty Senate committees into that mode of operation.

Chair Knapp recalled the power outage that took place on July 12, 2013, where essentially the entire campus was shut down from Gervais to Blossom and from Harden Street over to Assembly. This was a fairly significant and unanticipated result of the loss of a power substation next to campus which serves most of the campus. Chair Knapp heard from a great number of faculty the concerns about the lack of contingency for how the University would operate in that context. He shares the concern and believes that this is something that the University would be well served to look into more closely.

Chair Knapp met with Philip Iapalucci, Director of the Office of Internal Audit, to bring to his attention the fact that there are any number of faculty who believe that we can and should do better in making sure that we have plans in place, not only for successful operation of critical core facilities but for any number of safety issues which were brought to light when the wireless was down and there were any number of people who were trying to navigate darkened buildings and stairwells with no real form of guidance on what the protocol should be. Chair Knapp is waiting to hear back from their office on how we might better handle these types of events in the future.

Chair Knapp then provided updates on two proposals that were standing before the General Faculty based on their presentation at the last General Faculty meeting on April 28. One of those was the proposal to revise the Graduate Faculty portion of the Faculty Manual, allowing for a new category on the Graduate Faculty called Associate Membership. This will provide a mechanism whereby non-tenure track and non-tenured faculty such as clinical research faculty will have the opportunity to be added to the

Graduate Faculty through an appropriate approval process through an academic unit and the Graduate School and thereby serve a critical function in chairing Master's and Ph.D. committees and engaging in other activities of the Graduate School. That proposal passed at the General Faculty meeting last Wednesday, September 4, and pending final approval by the Board of Trustees at their December meeting, that will become policy in the Faculty Manual.

The other pending proposal before General Faculty which this body has heard a great deal about is the proposed policy and intended changes to the Faculty Manual concerning workplace bullying. The comment period is still open and we received sparingly little comment over the course of the summer. In addition, and most critically, we are still awaiting formal input from General Counsel of the University to give us a clear indication that we are not in violation of any known state or federal laws as we move that policy forward. It is our intent at this point to secure that feedback from General Counsel and, as appropriate, make proposed revisions to those changes to the Faculty Manual and bring that to a vote of the General Faculty, which we intend to do through a called meeting sometime in the next two months. We will need to coordinate this carefully with the President's Office as the presiding officer of the General Faculty but we are dedicated to moving that policy forward to see that it has its day and a vote before the General Faculty.

Chair Knapp closed his report with an exhortation for Senators and Faculty to familiarize themselves with the Faculty Manual. The Faculty Manual is called the Faculty Manual for a reason. It is of, by and for the faculty of the University of South Carolina. As is outlined in the very first words of the preamble, it is the contractual agreement between the faculty individually and collectively with the University. Chair Knapp has been assured by General Counsel on many occasions that, regardless of what other policy might exist in the University, this is the governing document that we have as faculty with the University. And it is important for us as faculty to be informed about what is in that document.

Chair Knapp read aloud the first section of the Faculty Manual: University Faculty and their Functions: "The Board of Trustees is the governing body of the university, and it delegates to the President and the faculty their powers." We essentially act with the powers of the Board of Trustees through this document.

"The faculties of the Aiken, Beaufort, Columbia, and Upstate campuses, subject to the review of the president and the board, have legislative powers in all matters pertaining to standards of admission, registration, requirements for and the granting of earned degrees, curriculum, instruction, research, extracurricular activities, discipline of students, educational policies and standards of the university, and all other matters pertaining to the conduct of faculty affairs, including the discipline of their own members." That is a fairly broad mandate and Chair Knapp interprets it to mean that we as faculty have a very major role to play in the operation of this University. We have done that historically but there is much more that we can and should be doing and it is through the committees of the Faculty Senate and the Faculty Senate body that we affect our voice as faculty for the

University. We have a great opportunity in working with an administration who are fellow faculty members with us. They have come up through the ranks of the administration here at the University and there is a clear sensitivity on the part of the administration as to who we are as faculty and what our concerns are. We ought to seize that opportunity while it is before us.

Chair Knapp applauded the Senators' participation in the Faculty Senate, and invited them and their colleagues to re-engage with faculty governance. We have a bright future ahead of us in terms of what we can accomplish in the next 2 years.

#### **6. Unfinished Business.**

SECRETARY MAXWELL returned to ask for further nominations from the floor for the vacancies on the Committee on Academic Responsibility and the Faculty Budget Committee. There were none, and the nominees were elected.

#### **7. New Business.**

There was no new business.

#### **8. Good of the Order.**

There were no announcements for the good of the Order.

#### **9. Adjournment.**

A motion to adjourn was seconded and passed. The next meeting of the Faculty Senate will take place on Wednesday, October 2, 2013, at 3:00 p.m. in the Law School Auditorium.