

FACULTY SENATE MEETING
November 4, 2015

1. Call to Order.

CHAIR AUGIE GRANT (Journalism) called the meeting to order.

2. Corrections to and Approval of Minutes.

CHAIR GRANT asked for corrections to the minutes of the meeting of September 9, 2015. There were none, and the minutes were approved.

3. Invited Guest

CHAIR GRANT introduced Shannon Nix, the Associate Director of the Sexual Assault and Violence Intervention & Prevention Program at the university. He invited her to speak due to the loss of a colleague to domestic violence earlier this year, in the hope that in the future faculty will be aware enough of what's going on around them, of what their resources are, so when there is an incident that threatens any member of the university community, they will know what the resources are.

GUEST SHANNON NIX (SAVIP) thanked Faculty Senate for the opportunity to speak. Her office is part of Student Health Services, on the third floor. She began work June 1st. Nix graduated from the University South Carolina Aiken, then moved to Augusta, Georgia for sixteen years for graduate work and employment in higher education. She comes from a college counseling and higher education background, with a long history of interpersonal violence work.

Nix's office serves everybody on campus – faculty, staff and students. She is working to spread awareness of what her office offers, and how it can help and what services it can provide. She is working to collaborate with other departments in order to make SAVIP more visible and more accessible to everyone on campus. SAVIP has a two-pronged approach in its mission: advocacy and prevention. On the advocacy side, if anyone in the USC community experiences interpersonal violence, are there to route them to other resources on campus and to hold their hands and to be with them throughout the entire process if they want. That's what advocates do.

SAVIP is a confidential resource on campus as is everyone that works in Student Health. If someone comes to SAVIP first, the information is not going to go anywhere else unless they want it to. The only thing Nix's office releases is numbers for the Clery Report, a Federal regulation that requires them to publish crime numbers every year with the Campus Crime Report; sexual assault, intimate partner violence, and stalking are part of those numbers. That's the only thing they release and there's no personally identifiable information with that.

SAVIP staff are on call, 24/7, with a front line and a backup person on call to take crisis calls after hours. USCP dispatch is the crisis number and they call the SAVIP advocate. Staff also do hospital accompaniment for anyone who is sexually assaulted including after hours. They are there for that entire process.

SAVIP also provides safety planning to help victims of a violent relationship or assault who live, work with, or attend classes with the perpetrator.

Academic Assistance SAVIP staff works with the University Ombudsman to help students who are in class with the alleged, or missing classes, in order to get their schedule changed, or send letters to faculty. Housing Assistance helps students with housing changes. They can provide safe housing for students, faculty, and staff.

SAVIP staff can also assist with any judicial or criminal justice process, such as attending student conduct hearings, restraining order hearings, and other legal system procedures.

The bulk of their work is referrals. They refer 100% to counseling; for students it would be the on-campus Counseling Center, and for faculty and staff, it would be EAP Deer Oaks. They also use STSM, Sexual Trauma Services of the Midlands, which is the local Rape Crisis organization, and Sister Care, which is the local Domestic Violence Intervention Center.

For prevention, Nix's office provides Outreach and Programming. Nix heavily promotes primary prevention, which is stopping the violence before it starts. This means being a bit more sex positive in their messaging, talking about the culture, why violence against men, women and children exists and the types of things that perpetuate that violence. The staff provides information on things like healthy relationships, consent and basic education on sexual assault and intimate partner violence stalking.

Stand Up Carolina is USC's bystander accountability initiative. Nix's office received a \$10,000 grant in September to create a Train-the-Trainer model for Stand Up Carolina. They are currently developing the modules for the training of the trainers. Nix's office has three full time staff, two graduate assistants, two NSW interns and a couple of undergraduate volunteers for the whole campus. She is looking for faculty interested in becoming a trainer in Stand Up Carolina.

True Strength is SAVIP's male programming, which includes awareness months, stalking, sexual assault, and domestic violence. They have partnerships on and off campus, and are looking to build more. They work closely with STSM and are building a partnership with Sister Care.

For the Reporting aspect of the work, the SAVIP staff is conducting a lot of training with faculty and staff. Nix attends every new employee orientation so that employees understand their responsibilities for reporting. Due to Title IX, USC policy and federal legislation state that employees do have to report when they've heard of incidents of

interpersonal violence. They have a media campaign aimed at faculty and staff, and a lot of it is getting to the students. Students often disclose to faculty and staff that these things have happened.

Nix discussed the university's website for sexual assault. Stopping sexual assault is the hot button topic right now, but SAVIP also works with intimate partner violence and stalking. Three people in the university community were lost to domestic violence in recent years: Dr. Fayad was killed in February, a student was murdered by her partner last fall, faculty member Jennifer Wilson was killed in 2009.

The university's sexual assault website comes from the Sexual Assault Communications Workgroup which is a university-wide committee. This is where a report is generated, if someone discloses or wants to disclose an incident of interpersonal violence or multiple incidents depending on what's happened. All they have to do is go to from the front page, and click "Make a report." Anyone can fill this out, faculty, staff, students. They don't expect a lot of survivors to fill this out, unless they want to report it to the Title IX Coordinator or they want to report it to Student Conduct. Nix reviewed the options on the online form, which include an option to remain anonymous. All of the submissions are routed to Nix's office and her staff determines where they should be routed, such as USCPD or the Title IX Coordinator, based on the event and the person reporting the event.

Nix uses the term intimate partner violence because it's inclusive, and she has been working on changing USC policy to use this term

The website includes a "Help for Survivors" section which makes sure survivors know their rights; all of the resources available to them on and off campus available are on the website, including USPD, SAVIP, Counseling, and Health Care. It's also helpful for people who have been disclosed to by a survivor. Nix emphasized that any faculty who have noticed some behaviors or have heard something and are unsure of what to do should her office, and get the person to them so they can figure next steps. Nix reviewed Confidential and Non-Confidential resources on campus. Confidential resources are under Student Health Services because both SAVIP and Counseling and Psychiatry work out of Student Health Services. Non-Confidential resources are used when the survivor elects to do some type of investigative process. These include USCPD, Office of Student Conduct, and Title IX.

SAVIP staff reviews all of these resources with each person that comes to their office.

Off campus resources include Palmetto Health of Richland if someone needs to get forensic exams, because they are conducted in a separate room instead of in the emergency room. Sexual Trauma Services of the Midlands is a local rape crisis organization, with free counseling for at least 6 months out the gate of free counseling. Sistercare is a local domestic violence intervention center that also has counseling and does a lot of programming in the community.

PROFESSOR JANET HOPKINS (Music) related an encounter with a young woman, whom she directed to the Counseling Services; however, the student was informed that an appointment would not be available for two weeks. The student was also ill and was prescribed a medication, but she didn't have the money to pay for it and didn't want it on her parents' insurance. Hopkins asked what other resources were there for this student.

NIX stated that SAVIP staff does call Counseling to speed up that process, so it is better to send students to SAVIP first so they can get them help quickly. She will look into options regarding the prescription issue because students don't always want their parents to know about their situation.

PROFESSOR JAMES KNAPP (Earth and Ocean Sciences) asked Nix to elaborate a little more on the relationship between SAVIP and the EEOP Office and Title IX, because it was his understanding that such issues were to be directly reported to EEOP.

NIX replied that they go to both offices at the same time from the reporting form. If a faculty member makes a report in which the person wants to remain anonymous, the reporting person will get a call from the Title IX coordinator who works in the EOP office, to request more information. Nix's office will call and request the reporting person get the student to them. Staff can be with them during the Title IX process. We can go to meetings with them with Title IX but they're just doing investigative work. And then what we do is we have a weekly meeting where we staff cases between Title IX, Housing, Law enforcement, SAVIP, Ombudsman and Student Conduct. Some weeks it gets cancelled.

PROFESSOR KNAPP asked if the term "responsible member" applies to all faculty.

NIX confirmed that it does and even applies to resident mentors and housing staff.

PROFESSOR DENISE MCGILL (Journalism and Mass Com) asked Nix if she could talk specifically about any lessons learned from Dr. Fayad's case, because she doesn't see how much would have changed in that situation based on the information presented today.

NIX stated that new policies are being developed, and she would like to hire a new staff member to focus just on faculty and staff issues, including classes on intimate partner violence and stalking, what are the signs and red flags, and what are healthy relationships, because it is just as important for faculty and staff to know because it's happening to them too.

PROFESSOR MCGILL stated that it was her understanding that in the Fayad case, there was more going on than was indicated to university police. She asked if there are ways that university police or someone else along the way could have been asking different questions and figured out what was going on.

NIX did not want to speak for university police but stated that in Augusta she co-chaired a fatality review committee, which examined cases in which there was a fatality due to intimate partner violence, to find where people fell through the cracks. That is something she would like to see in South Carolina.

CHAIR GRANT encouraged everyone to take the website back to their units and remind colleagues of their responsibility under Title IX.

4. Report of Committees.

a. Senate Steering Committee, Elizabeth West, Secretary:

SECRETARY ELIZABETH WEST (Libraries) announced two vacancies, both ending in August 2016, had been filled. For terms of a year or less the Senate Steering Committee can appoint willing nominees. Steering appointed Jennifer Wochner (University Libraries) to the vacancy on Curricula and Courses and Jodi Spillane (Libraries) to the vacancy on the Tenure Review Board.

b. Committee on Admissions, Professor Jodi Spillane, Chair:

PROFESSOR JODI SPILLANE (Libraries) brought forward one proposal to amend the Advance Placement by Examination Policy in the Admissions Section of the Undergraduate Bulletin. There was a slight change in wording submitted to her after the proposed change was distributed by email. In paragraph six, under “Test in Foreign Languages,” the second sentence after the deletion was re-worded to, “In the event a test cannot be repeated, the required credits must be obtained instead by enrollment....”

PROFESSOR CARRIE QUEENAN (Management Science) asked for clarification on whether the questions were about that specific part or the entire change.

PROFESSOR SPILLANE responded that the emailed questions she received were about that specific part with the sentence that was struck out.

PROFESSOR JOHN GERDES (Hospitality, Retail and Sport Management) asked for clarification because it seemed that by putting the phrase back in, students are still not able to retake the test.

PROFESSOR SPILLANE responded that the paragraph will say, “In the event a test cannot be repeated.” Mary Wagner and Scott Verzyl, head of Admissions, requested the change because in some cases the tests can be repeated and some cases they can’t.

CHAIR GRANT explained that it is no longer an absolute. There are other policies that address when a test may be repeated and when a test may not be repeated, and this is attempting to clarify that.

PROFESSOR SANDRA KELLY (Psychology) suggested that it go back to committee to get worded properly. She also questioned the two additions to the section on College Entrance Examinations regarding courses in research and courses in seminar.

PROFESSOR SPILLANE stated that section was a surprise to the committee, but it is on the AP website under the capstone section. There is AP research, a year-long research project and there is AP seminar. Students are required to take the research. This section is listing the AP exams that are offered and that USC gives credit for, which is decided by the department.

PROFESSOR KELLY stated that it could mean research or a seminar in anything.

PROFESSOR SPILLANE responded that there is more information on the AP website.

CHAIR GRANT asked if the committee was moving for any change in paragraph 6 and whether that is what the Senate was voting on.

PROFESSOR SPILLANE confirmed that.

CHAIR GRANT reviewed that the sentence, “Candidates who do not pass a particular test are not permitted to repeat that test” was struck. The following sentence that began with “The required credits” was also going to be stricken and replaced with wording that says, “In the event a test cannot be repeated, the required credits must be obtained instead by enrollment and satisfactory completion of the courses involved.” That is the motion of the committee.

PROFESSOR JOHN GERDES asked if the research and seminars map to specific courses at the university.

PROFESSOR SPILLANE that it’s up to the discretion of the department to determine what courses they map to and if they will be accepted.

PROFESSOR FELIPE THOMAZ (Marketing) asked for clarification on paragraph 4., the Cambridge exam, as it looked like roughly 50% grade on that exam would be a level of C which leads to credit. This appears to be a very low threshold.

PROFESSOR SPILLANE replied that the Admissions Committee was mainly asked to approve the wording in that paragraph. The policy is already in place, but the basic policy needed to be in writing in the bulletin, because more school districts are using the Cambridge Test.

PROFESSOR QUEENAN questioned why the university has a policy of accepting credit for seminar and research if no one knows what they are.

PROFESSOR SPILLANE stated that the policy allows the university to accept credit for the research, but it is up to the department to decide whether to give the student credit.

CHAIR GRANT stated that just because the student has credit does not mean it applies to a degree. That credit has to be mapped and the department has the responsibility of indicating which courses they will accept by examination and which courses they will not.

There was no further discussion. The changes were not approved.

c. Committee on Curricula and Courses, Professor Kathleen Kirasic, Chair:

PROFESSOR KATHLEEN KIRASIC (Psychology) brought forward sixty-five proposals: three from the College of Arts and Sciences; fifteen from the Darla Moore School of Business; two from Education; twenty from Engineering; twelve from HRSM; one from Medicine; one from Music; three from Nursing; one from the Honors College and one from Undergraduate Studies. There was no discussion and the proposals were approved as submitted.

d. Committee on Curricula and Courses, Professor Tena Crews, Chair:

PROFESSOR TENA CREWS (Hospitality, Retail and Sport Management) brought forward six courses. There was no discussion and the proposals were approved as submitted.

PROFESSOR CREWS brought forward for approval an updated charge in Committee definition which aligns with the duties the committee has been doing for the past two years. They are simple updates to the Committee and to the description. There was no discussion and the changes were approved as submitted.

5. Reports of Officers.

PROVOST JOAN GABEL reported on behalf of President Pastides.

The flood response in the university community demonstrated that people are often at their best when things are at their worst and in a state of crisis. The emergency management team convened at dawn on Sunday, October 4th and worked every day all day long. Several members of the team slept on campus. It was a nonstop effort all the way through the week until services were restored and they were confident in the safety of the campus. She gave special thanks to: Augie Grant, who represented the faculty; other administrators who were there regularly, Ed Walton, Wes Hickman, Bill Hogue, Chris Wuchenich, Chris Byrd, Terry Parham, Derrick Higgins, Jack Claypoole. Student Body President Jonathan Kaufman was present for a lot of it. Anna Scheyett came in and represented the Deans as appropriate.

The university's crisis management plan was in place on the campus and the preparation and best practices were set and were followed and worked. It was the first time that they had been tested and they were tested in trying circumstances. The rains and flood had a very significant impact really across everything that the university does. Student life was greatly impacted both in terms of class delivery and living on campus. Faculty life was greatly impacted as well.

There were accreditations questions that had to be answered regarding class cancellations. Facilities had to deal with no running water or no drinkable water and how that affects food services. There was a big impact on athletics. Thousands and thousands of bottles of water were delivered to campus and then distributed. Thousands of gallons of drinkable water in tankers were piped into Food Service so that the people who live on campus or have to eat on campus could do so.

The university brought in 170 portable rest rooms to campus for the students living on campus. Shuttle service to and from the airport was provided so that students who left during the cancellation could get there. There were outstanding volunteer efforts. On October 14th safe water was restored and now the campus is in the middle of the financial recovery; no details are available on that yet.

They experienced an incredible sense of community. Faculty did an amazing job responding to the requests that the Provost sent out to the Deans. Faculty serving as PI's in addition had to do their extra steps in their research and were very flexible and understanding as the administration had to incrementally release information about class cancellations and ultimately had to cancel for the week. It's very clear in the responses received from students and parents that there was consistent appreciation for the way in which they were receiving information, how faculty were communicating with their classes, the information that they were giving so that everyone understand that there was a plan; she expressed appreciation for the faculty's assistance.

The Provost praised the leadership of student Cory Alpert who headed the University of South Carolina student-led relief effort. Students who were in the area, either by virtue of inability to leave or who chose to stay or who live in the area and were available anyway, used their time very positively by the dozens, both in terms of getting out into the field and during good work and in terms of organizing activities so that they became the repository of information for those who wanted to do volunteer work. They organized shuttles, did some of the water bottle distribution, provided consistent updates, helped take in applications. They built it all from scratch and they're now continuing that effort by trying to develop an app so that other campuses or communities in similar crisis situations have some resources that they can look to just in terms of operational infrastructure.

Terry Parham, the university's General Counsel, was heavily involved because so much of the process has legal implications. He was there all day long every day in the war room with the emergency management team helping to figure out what had to be done, what

was required, what couldn't be done, what were potential risks, and focusing on the safety of the campus, the safety of the university's stakeholders.

Derrick Huggins barely left the campus and directed everything behind the scenes: the tankers here, the bathrooms here, students getting where they need to go, unbelievable effort.

Helen Ziegler, who works very closely with Sodexo, was making sure everyone could eat, while her own house was flooded and she was coping with that as well. She took a lot of personal damage.

Kirsten Kennedy did Housing which not only was a big issue during the flood but also a big issue in getting everyone back in and making sure they didn't turn the water on the wrong way.

Jerry Brewer, Jack Claypool who handles all the Alumni.

Chris Wuchenich our Chief of Police who, he literally slept on a cot in his office.

Dennis Pruitt, Bill Hogue and Wes Hickman did communications, Student Life, UTS.

The Athletic Department under Ray's leadership managing all the contributions that came in from Partner SEC institutions and other schools Vandy and LSU in particular and moving the game.

Chris Byrd from HR who is still coping and helping with the faculty and staff who experienced catastrophic loss in the course of the flooding.

The work of the Co-Chairs of the Faculty Fund, Dr. Peter Brews from the Darla Moore School of Business and Assistant Coach Nikki McCray from Women's Basketball who are organizing a flood recovery relief.

The Provost then turned to the subject of suspending August commencement. August commencement participation rates have been well below 50% of eligible student participants. The university wants to provide the best possible commencement experience for students and their families, and to encourage students to graduate on time. After the 2016 commencements the administration will assess the situation collectively with feedback to see how it flows and whether it is accomplishing the desired goals.

The Carolinian Creed turns 25 and each day there has been a focus on attributes of that creed. Gabel encouraged faculty to reflect on it and participate as appropriate: Monday was Respect; Tuesday, Integrity; Wednesday, Leadership; Thursday, Acceptance; Friday, Compassion; and Saturday is the Service Project. The highlights of the week include Hip Hop Wednesday, Leadership through Action, and also Mental Health Initiatives from SAVIP. Thursday there is a Lunch and Learn entitled International Prospective of Race Relations in the United States. Details are on the Carolinian Creed Website.

The Provost concluded the President's report by announcing the South Caroliniana Library's 175th anniversary kickoff reception. It was originally scheduled with Cokie Roberts during the flood week, so the launch of the year-long commemoration was rescheduled for next week, to share plans to raise \$5 million dollars for much needed renovations to library. It is November 10 at 6pm for a night at the library. The event is free and open to the community. Cokie Roberts will be back in the spring to help conclude the year-long celebration.

Provost Gabel then announced that the second round of compression raises has been completed and those affected by it would see results in their November 15th paycheck. She also relayed Ed Walton's report that \$415,000 has been disbursed to update technology in six classrooms in 300 South Main.

6. Report of the Chair.

CHAIR GRANT expressed his appreciation for the emergency management group in dealing with the flood. They were a group of knowledgeable and capable people working together to achieve the singular goal of taking care of the students and the educational mission of the university. It was humbling to watch the team ordering 300,000 bottles of water to be brought in and more than 100 restroom facilities, etc. Grant was proud to be part of this university, to see what happened when things got tough, that the group that is the backbone of the university came together to make sure everyone could do their jobs.

Grant reminded the Senate that the Family Fund includes a new category, the USC Flood Recovery Fund. University staff members and faculty members have been impacted and as a community this resource is available to help them.

Additionally, flu shots are free under the State Health Plan this year, and he encouraged everyone to get a flu shot, as well as encouraging students to not only get their shots, but not to come to class when they are ill.

Efforts to address the needs of non-tenure track faculty are continuing. There is an ad hoc faculty committee of nine faculty members including four non-tenure track faculty, and four tenure-track faculty. The committee needs to fill two of the tenure-track faculty slots. Anyone interested should contact Professor Grant.

Professor Grant sent out a survey asking for input on how faculty want Faculty Senate Meetings to be run. He is seeking suggestions for speakers, and in December, there will be a presentation that addresses computer security issues. In February Coach Ray Tanner will be speaking and Professor Grant wants the session to be as interactive as possible. Anyone who did not receive the survey should contact Professor Grant.

Effective October 1st, Faculty Senate Office staff member Yvonne Dudley will be promoted to Administrative Coordinator, a full-time position. He thanked the staff of the Provost's Office for their help in making that change.

7. Unfinished Business.

There was no unfinished business.

8. New Business.

There was no new business.

9. Good of the Order.

PROFESSOR CHRISTIAN ANDERSON (Education) announced that the Board of Trustees has given formal approval for the Richard T. Greener statue project.

Richard T. Greener was the first African American professor here at the University of South Carolina. From 1873–1877, during the Reconstruction era. Harvard Yard has a plaque commemorating that he was the first black graduate of Harvard University. The Grant Memorial in New York City, lists him as the Secretary to the Grant Memorial. He was one the first African American diplomats serving in Vladivostok and he also served in private practice as a lawyer because he graduated from Carolina's Law School while he was here serving as a Professor of Philosophy.

Currently there are two commemorations to him on campus: The Black Alumni Association has a scholarship in his name, and his portrait hangs in the President's office, not really visible to a lot of people. A symposium was held to solicit ideas for how to commemorate his contributions to USC and the importance that he played in USC's history.

Professor Katherine Chaddock started this effort. The result of the symposium was the idea to commission a statue. Professor Anderson showed the maquette, or the small clay version of it, which has been approved by the Board of Trustees Design Committee and the Building and Grounds Committee. The committee is now able to fund raise so that the statue can be placed in the green space to the left of Thomas Cooper Library.

Professor Anderson hopes there will be wide-spread faculty support for the project. There is a website, sc.edu/Greener, with information on how to donate.

ROSS LORDO (Student Government) provided an update from Student Government. He offered thanks to the faculty on behalf of the students regarding the efforts and communications on the flood response.

Tonight is the State of the Students given by Student Body President Jonathan Kaufman, at 5:30 in the Library. Student government is also looking at diversity around campus, holding diversity dialogues, and a State of the Unity last week for students to come together.

Restructuring Student Government as a whole is also under consideration, including creating a Speaker of the Senate as opposed to having a Student Body Vice President preside, to allow our Student Body Vice President to do more initiatives and programs for students.

10. Adjournment.

A motion to adjourn was seconded and passed. The next meeting of the Faculty Senate will be held December 2, 2015, at 3:00 p.m., in the Law School auditorium.